What is a Length of Service Award date?

A Length of Service Award date recognizes *continuous* UWM service in a creditable appointment.

The date is independent of years of service for retirement computations and State seniority date.

The date reflects ONLY UWM creditable service.

What constitutes creditable service or appointment? How is the Length of Service Award date determined?

Creditable service/appointments include:

- All Faculty appointments, regardless of appointment percentage
- All University Staff Permanent and Project appointments, regardless of appointment percentage
- All On-Going Academic Staff Appointments, regardless of appointment percentage
- All Fixed-Term Academic Staff Appointments over 50% time
- All Limited Appointee appointments, regardless of appointment percentage. NOTE: If an individual has a concurrent (backup) appointment, then the criteria for that appointment classification/type would apply.

In the case of interrupted service, the award dates will start over with the most recent appointment start date. An award date may be adjusted to include all creditable UWM service if requested by the employee through the personnel representative. (Note: Length of Service Award dates are NOT Adjusted for Fixed-Term Academic Staff.)

Approved leave of absence will not count against an employee’s date.

Ultimately, Length of Service dates are determined/calculated to err in favor of the employee.

How are Length of Service Award years determined?

Academic and University Staff award years are based on the calendar year January 1st through December 31st. Faculty award years are based on the fiscal year July 1st through June 30th.

Awards are provided for the following years of service by appointment type:

- **Faculty**
  - 10
  - 15
  - 20
  - 25
  - 30
  - 35
  - 40
  - 45
  - 50

- **Academic staff**
  - 10
  - 15
  - 20
  - 25
  - 30
  - 35
  - 40
  - 45
  - 50

- **University staff**
  - 5
  - 10
  - 15
  - 20
  - 25
  - 30
  - 35
  - 40
  - 45
  - 50

Have additional questions or need further clarification?

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