


The College of Social and Behavioral Sciences

	Policy:	
	<h3>Research-Related Leaves Without Pay</h3>	
	Revision: 23 June 2001	Effective: 23 June 2001

Policy

The University Handbook for Appointed Personnel, Chapter III, Section 3.06, states that Statements of time periods in sections 3.10, 3.11, and 3.12 in all cases include sabbatical leaves but do not include leaves of absence without pay or parental delay unless specifically provided otherwise by the Provost. Sections 3.10, 3.11, and 3.12 cover, respectively, annual performance evaluations, tenure, and retention (second and fourth year) reviews. The implication of Section 3.06 is that (unless the Provost specifically provides otherwise), an individual who takes a leave of absence without pay will not have the duration of the leave counted towards his or her tenure clock, or towards his or her retention review clock. Section 3.06 permits a faculty member to take a leave of absence, for example in his or her third year, and delay the fourth year review until his or her fifth year of appointment, and delay the tenure review until his or her seventh year of appointment.

The College of Social and Behavioral Sciences will support delays in retention, tenure, and continuing status reviews in accordance with Section 3.06 in cases in which the leave of absence is granted in order to enable the faculty member to carry out activities incompatible with normal academic duties. However, the College will not support delays in personnel reviews when the conditions of the leave of absence will permit the faculty member to conduct as much research as would normally be the case. Such leaves, for example leaves to accept a research fellowship, permit the faculty member to make normal or accelerated progress towards meeting tenure and continuing status criteria, and do not require special accommodation in the individual's review clock. Except in extraordinary cases, decanal approval of such leaves of absence

will be conditional upon the leave's having no effect on the individual's review clock.

Knowledge