

**CFA Resolution 2002-03B**  
**Return-Service Obligation for Study-Research Leave**

Approved by the Commission on Faculty Affairs:	February 28, 2003
First Reading, University Council:	March 17, 2003
Approved by University Council:	
Approved by the President:	
Approved by the Board of Visitors:	
Effective Date:	Beginning Fall 2003

WHEREAS, there are two programs of paid study leave for faculty members — Study-Research leave which provides one academic year of leave at half pay, and Research Assignment which provides one semester of leave at full pay; and

WHEREAS, faculty members approved for either type of leave sign a legally binding memorandum of agreement committing them to return to full-time service with the university for a period twice the period of leave, with a minimum obligation of at least one academic year; and

WHEREAS, this return service obligation results in an inequitable requirement for those on the two programs — those on research assignment must return for one academic year, while those on study-research leave must return for TWO academic years,

THEREFORE, be it resolved, that the minimum return service obligation for BOTH types of leave be set at one academic year and that section 2.15.3 of the Faculty Handbook be revised accordingly.

The relevant sentence in section 2.15.2 would now read: The faculty member must, therefore, return to full-time service with the university for a minimum of at least one academic year **at the end of the approved leave.**