

MODIFICATIONS TO PROFESSIONAL LEAVE POLICY

([Proposal 12-10](#))

Senate Policy 907.1

Background/Rationale:

In order to bring the University's Professional Leave policy into agreement with the new policy for Entrepreneurial Leave, The Academic Policy Committee is proposing that the Senate modifies the existing policy as described below.

The modification allows part-time leave and includes explicit language for the right to maintain benefits as long as individuals meet normal university standards for benefit eligibility. The changes also include changes to the approval process in order to relect the present structure of governance at Michigan Tech.

Proposal:

It is therefore proposed that the Senate change the wording for the (4.2) Professional Leave Policy in the Faculty Handbook to reflect the required language to accomplish these objectives.

4.2 Professional Leave

Leaves of absence not to exceed one year may be granted to regular University employees, to pursue graduate study, to gain professional experience in industry, to engage in research sponsored by an agency other than the University, or for other purposes beneficial to the University and to the professional stature of the individual. These leaves of absence may be full or part-time and are without pay. Employees must meet normal university standards for benefit eligibility to retain benefits while on professional leave. These leaves must have the recommendation of the immediate Supervisor or Department Chair, approval of a Director or Dean, the appropriate Vice-President, and the President, with notification to Human Resources. Renewals may be granted under special circumstances.

For additional information regarding leaves of absence see [Section 6.2](#), "Leaves/Absences."

Proposal 12-10:

Introduced to Senate: February 24, 2010

Adopted by Senate: March 17, 2010

Approved by Administration: April 13, 2010