

The University Senate of Michigan Technological University

PROPOSAL 16-99

PROFESSIONAL DEVELOPMENT LEAVE FOR NON-FACULTY, NON-REPRESENTED, EXEMPT STAFF¹

It is recommended that the MTU Administration adopt a policy that would provide the opportunity for eligible professional staff to take extended leave from the University to enhance their education and/or work skills in ways that would increase their effectiveness as University employees.

This proposal would provide for benefits to continue at no additional cost to the person on a professional development leave. Current policies at Michigan Tech allow for unpaid leaves of absence for up to one year, with benefits paid for by the person on leave.

Proposal Background

There is a need among many University professional staff members for a program that would allow them to leave the University for an extended period to explore new developments and acquire new knowledge in their areas of professional expertise or to do research in work related to their function at the University. Few training and development opportunities are available locally to Michigan Tech's professional staff. Other distinguished universities provide such opportunities for their professional staff.

Professional Development Leave would improve the ability of professional staff to achieve success in their careers. This would increase their value to the University and improve morale.

Other benefits to the University could include:

1. Incorporation and implementation of best practices
2. Improved retention rate among faculty and staff
3. Improved faculty and staff recruitment
4. Increased fund-raising and research opportunities through increased MTU exposure by sending personnel to other institutions

¹Non-faculty, non-represented, exempt, more than one echelon below the vice president

Adopted by Senate: October 13, 1999

Approved by Administration with minor changes: 8 March 2000