

The New Research & Study Leave Provision for Tenure-Stream and Teaching Stream Faculty and Librarians: Effective 1st July 2013

November 2012

Research and Study leave at the University of Toronto is governed by the following policies and guidelines:

- Memorandum of Agreement, Article 4
- Policies for Librarians, Paragraph 51
- Provost's Guidelines for Research and Study Leave

Effective 1st July 2013, the University and the Faculty Association have agreed that compensation for 12 month Research and Study leaves will be at 90% of salary (rather than 82.5%) for the following faculty and librarians only:

1. For tenured faculty, the first research and study leave following a successful tenure review and promotion to associate professor;
2. For teaching stream faculty, the first research and study leave following a successful promotional review and promotion to senior lecturer;
3. For librarians, the first research leave following a successful permanent status review and promotion to Librarian III.

All normal requirements and procedures for research and study leaves will continue to apply to these leaves. In order to be considered for research and study leave, a faculty member or librarian is normally required to have completed six years of service at the University of Toronto.

Frequently Asked Questions

1. *Who is the new research and study leave provision applicable to?*

- For tenured faculty, the new provision applies to the first leave following a successful tenure review and promotion to Associate Professor.
- For teaching stream faculty, the new provision applies to the first leave following successful review and promotion to Senior Lecturer.
- For librarians, the new provision applies to the first research leave following successful permanent status review and promotion to Librarian III.

2. *I came to the University as an Associate Professor and have recently had a successful tenure review. Is this provision applicable to me?*

No, the provision is only applicable to those faculty eligible to take their first research and study leave following successful tenure review and **promotion** to Associate Professor.

3. *I'm eligible to take a research and study leave starting 1st July 2013, is this provision applicable to me?*

If this is your first research & study leave following your award of tenure and promotion to Associate Professor, or your first research and study leave following a successful promotion to Senior Lecturer, then you will be eligible for 90% salary during the leave.

4. *I have recently been tenured/promoted and am taking my first leave as a split leave. The second half of my leave is due to start on 1st July 2013, will I be eligible for the new provision for the second half of my leave?*

No, the 90% salary during a research and study leave is not available for leaves that commenced prior to 1st July 2013.

5. *Can I split my leave?*

Yes, provided that you otherwise are eligible and are commencing your leave on or after 1st July 2013, the leave can be split into two six month parts as per the guidelines.

6. *Can I spread my base salary over two years?*

Yes, faculty members or librarians, who elect to take a twelve-month research leave, may request that their leave salary and their 'regular' salary to be earned in the next academic year be spread evenly over twenty-four months in accordance with the guideline. If you are eligible for the 90% leave, this means that rather than your salary being 90% for one year it will be 95% for two years, beginning at the start of your leave (e.g. 1st July 2013).

7. *The new provision says that I have to have had a successful tenure/promotion review before I can take a first leave at 90% salary. I am eligible to take a leave on the 1st July 2013 but am undergoing my tenure review this year. What happens if my tenure review is unsuccessful?*

If your tenure review is unsuccessful, the new provision does not apply.

8. *I am eligible to take a first leave on the 1st July 2013 but my tenure review committee has recessed to gather more information and it is unlikely that I will know the outcome prior to the start of my leave. Will I still qualify for the new provision?*

No, if you choose to take your first leave prior to a decision being reached on your tenure/promotion review, the leave will be compensated at 82.5% of salary. If, however, during your leave you are informed that your review has been successful, the new provision will apply and your salary increased to 90% of base salary. Any difference in salary will be adjusted retroactively.