

D06-55 APPENDIX A

STANDING COMMITTEE ON SABBATIC LEAVES

ANNUAL REPORT TO SENATE 2006-2007

Mandate of the Standing Committee

Section 10.1 of the Regulations on Sabbatic Leaves states:

A Standing Committee on Sabbatic Leaves, composed of two persons named by MAUT, two by the Principal, and the chair selected by the named members, is responsible for reporting annually to Senate on the administration of the present sabbatic regulations.

The more significant changes proposed by the Standing Committee, in order of appearance, are:

1. The introduction of definitions for certain basic terms – namely “staff member”, “credited service” and “chair” (see **2. Definitions**).
2. The inclusion in the definition of “credited service” (see **section 2.2(iii)**) of up to six months of maternity leave and extended maternity and parental leave given that up to six months of short-term disability leave qualify as credited service.
3. The recognition of up to two years of pre-McGill university service as “credited service” for *all* recruits who come to the institution from an academic appointment at another University (**section 2.2(ii)**)

D06-55 APPENDIX B: SABBATICAL LEAVES REPORT

	2000-2001		2001-2002		2002-2003		2003-2004		2004-2005		2005-2006		2006-2007	
	Applied	Granted	Applied	Granted	Applied	Granted	Applied	Granted	Applied	Granted	Applied	Granted	Applied	Granted
Agric. & Environ. Sc.	6	6	11	11	10	10	4	4	7	7				
	9	9	6	6	9	9	6	6	5	5	3	3	11	9
Engineering	9	9	10	9	7	7	13	13	11	11	11	11	13	13
Law	3	3	4	4	4	3	7	7	4	4	4	4	4	3
Libraries	4	4	4	3	3	3	-	-	-	-	2	2	1	1
Management	3	3	5	5	3	3	7	6	8	8	7	7	7	7
Medicine	15	15	11	10	14	14	13	13	14	14	10	10	20	19
Music	3	3	6	5	4	4	3	3	5	4	6	6	5	5
Religious Studies	2	2	3	3	1	1	4	3	1	1	3	3	-	-
Science	28	28	20	20	21	20	17	17	21	21	19	18	23	23
Total	114	111	113	108	111	107	102	99	101	98	92	89	119	114
Premature Applications	2	-	2	-	3	-	1	-	2	-	2	-	5	-
Total (Eligible) & Granted	(112)	111	(111)	108	(108)	107	(101)	99	(99)	98	(90)			

4.3 If sabbatic leave is granted for less than a total of twelve (12) months the remaining months shall not be added to a future sabbatic leave.

Professional Development Leave

4.4 Notwithstanding section 4.1, professional development leave for periods of less than six (6) months may be granted a staff member by his or her chair, dean or the Director of Libraries.

4.5 Where, during the six (6) years immediately preceding a sabbatical leave application, a Staff Member has been granted one or more professional development leaves which exceed in total twenty five (25) working days, the period of the professional development leave shall be deducted from the period of sabbatical leave for which the Staff Member may apply.

5. SABBATIC LEAVE APPLICATIONS

5.1 A Staff Member shall apply for a sabbatic leave on the Sabbatic Leave Application Form approved by the

Regulations on Sabbatic Leaves for Full-Time Academic and Full-Time Librarian Staff

1 Purpose of sabbatic leaves

- 1.1 A sabbatic leave is an extended period of academic work or scholarship intended to enrich the intellectual life of the University. Through the sabbatic leave policy, the University provides members of the academic and librarian staff with an opportunity to enhance their ability to contribute to the research and teaching activities of the University. During the sabbatic leave, the requirement of availability for normal academic duties at the University as defined in the "Regulations Relating to the Employment of Academic Staff" and the "Regulations Relating to the Employment of Librarian Staff" is waived. The release from academic duties requires the sabbaticant to devote time to scholarly inquiry and writing, and/or the improvement of professional skills.

The sabbatical leave may also be used to obtain a fresh perspective on an old problem, to begin a new and promising line of research and scholarly activity, or to enhance the staff member's knowledge of his or her subject or discipline in order to improve his or her teaching.

2 Eligibility for sabbatic leave

- 2.1 "Staff member" in these regulations means a full-time tenured or tenure-track member of the University academic or librarian staff. Years of tenure-track service count towards sabbatical consideration; however, only tenured staff shall be granted sabbatical leave.
- 2.2 Staff members may apply for sabbatic leave during or after the sixth year of credited service from date of appointment or following the return from a previously granted sabbatic leave.
- 2.3 Unless otherwise provided for in a regulation included in the *Handbook of Regulations and Policies for Academic and Librarian Staff*, the period of any leave of absence or maternity, parental, or extended maternity or parental leave shall not count as years of credited service for sabbatic leave consideration. The period of short-

6.3 Sabbaticants are eligible for all annual salary increments.

7

Senate	May 15, 2002	Minute 7
Board of Governors	May 27, 2002	Minute 4
Senate	May 14, 2003	Minute 6
Board of Governors	May 26, 2003	Minute 8
Senate	May 25, 2005	Minute 11
Executive Committee	June 20, 2005	Minute 6

D06-55 APPENDIX D

INCIDENTAL AMENDMENTS

Regulations on Maternity Leave for Full-Time Members of the Academic Staff and the Librarian Staff

- 1.6 ~~Upon return from maternity leave the staff member shall notify the Provost, in writing, whether she wishes the period of the maternity leave to be counted as credited service for the purpose of tenure consideration. Notwithstanding, the period of maternity leave shall not count as credited service for the purpose of sabbatic leave consideration. A staff member who has taken maternity leave(s) shall, no later than April 15 immediately preceding the year of consideration~~