

Professional Leave concern:

Delays in the timing of professional leaves (deferred leaves or delayed applications for leave) might have an impact on faculty productivity.

RIT professional leave policy states that:

*After having been granted a leave, a faculty member will again become eligible for a professional/career development leave **only after serving six years as a full-time faculty member at the university, dating from the end of the academic year during which the previous leave took place.***

Pandemic impact that we hope to address:

- With the policy statement requiring 6 years between professional leaves, faculty whose leave was delayed by COVID would have to wait longer to seek their subsequent leave.
- Mitigating this impact may help faculty recover from some of the pandemic's impacts on scholarship and other professional development.

Proposed motion for Academic Senate to consider:

This is a COVID-related modification of policy E18 and applies to faculty who deferred a professional leave scheduled for AY 2020-21 or were eligible to apply for professional leave in AY 2020-21 and/or 2021-22. Faculty who experienced a delay of one or more years in the time frame for which they took or submitted a request for professional leave that was approved will be eligible to apply for their next professional leave on a shortened time frame after serving **five years** as a full-time faculty member at the university, dating from the end of the academic year during which the previous leave took place.