



**Interim University of Maryland Policy on Leave Without Pay for Faculty
(Senate Document #19-20-26)
Faculty Affairs Committee | Chair: William Reed**

The Senate Executive Committee (SEC) and Senate Chair Dugan request that the Faculty Affairs Committee review the interim University of Maryland Policy and Procedures on Leave Without Pay for Faculty (II-2.20[A]).

Specifically, it asks that you:

1. Review the University System of Maryland (USM) Policy on Leave Without Pay for Faculty ([II-2.20](#)).
2. Review the interim University of Maryland Policy and Procedures on Leave Without Pay for Faculty ([II-2.20\[A\]](#)).
3. Review similar policies and procedures at Big 10 and other peer institutions.
4. Consult with a representative of the Office of Faculty Affairs.
5. Consult with a representative of the Division of Research.
6. Consider whether the policy ensures that the use of professional leave without pay is limited to specific situations that benefit the University and align with its mission and also benefits the professional development of the faculty member.
7. Consider the potential impact of taking a professional LWOP on tenure-track and permanent-status-track faculty and their progress toward tenure or permanent status, and whether faculty members without tenure or permanent status should be eligible to take leave without pay for professional reasons.
8. Consider the impact of utilizing or not utilizing a tenure delay in conjunction with a professional leave without pay request for faculty members without tenure or permanent status and whether or not a tenure delay should be automatic and/or require additional justification.
9. Consider the issues related to professional leave without pay for professional track faculty.
10. Consider the operational impact on academic units that receive multiple leave without pay requests within the same period of time.
11. Consider how the LWOP process should be structured to provide Department Chairs with appropriate flexibility to balance the financial and workforce impacts on their departments.
12. Consult with a representative of the Office of General Counsel on any proposed changes to the University's policy.
13. If appropriate, recommend whether the interim policy should be revised.

We ask that you submit a report to the Senate Office no later than **January 15, 2021**. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.