Virginia Tech

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PRESIDENTIAL POLICY MEMORANDUM NO. 226

TO: All Faculty

FROM: Charles W. Steger

DATE: August 30, 2003

SUBJECT: Return-Service Obligation for Study-Research Leave

Approved by the Commission on Faculty Affairs: February 28, 2003
Approved by University Council: April 21, 2003
Approved by the President: April 21, 2003
Approved by the Board of Visitors: June 2, 2003
Effective Date: Beginning with leave commencing Fall 2003

The University Council, on recommendation of the Commission on Faculty Affairs, approved a resolution concerning the return-service obligation for study-research leave. Following is the text of the resolution as adopted by University Council and the Board of Visitors.

WHEREAS, there are two programs of paid study leave for faculty members — Study-Research leave which provides one academic year of leave at half pay, and Research Assignment which provides one semester of leave at full pay; and

WHEREAS, faculty members approved for either type of leave sign a legally binding memorandum of agreement committing them to ʻreturn to full-time service with the university for a period twice the period of leave, with a minimum obligation of at least one academic year;ʼ and

WHEREAS, this return service obligation results in an inequitable requirement for those on the two programs — those on research assignment must return for one academic year, while those on study-research leave must return for TWO academic years,

THEREFORE, be it resolved, that the minimum return service obligation for BOTH types of leave be set at one academic year and that section 2.15.3 of the Faculty Handbook be revised accordingly.

The relevant sentence in section 2.15.2 would now read: ʻThe faculty member must, therefore, return to full-time service with the university for a minimum of at least one academic year at the end of the approved leave.ʼ

CWS:tew