

Type of Leave	Description	Dates of Leave	Comments
Research and Study Assignment (RSA)	<ul style="list-style-type: none"> <li>Semester assignment for research and scholarly pursuits to support faculty development for tenured and tenure-track faculty.</li> <li>May only have 1 RSA every 5 years (10 semesters).</li> </ul>	Semester	Allocations of one semester for every 7 faculty may be made through the appropriate Dean's Offices. Allocations are sent out in the Fall, Departments nominate and then SADs approve.
Internal Competitive Leave (ICL)	Leaves funded from UNC Chapel Hill funds Ex: Institute for Arts & Humanities (IAH), Provost (Kenan, Pogue, Reynolds), Mellon, Global Research Institute (GRI), Bowman & Gordon Gray	Semester	Portion of salary is paid directly from the source.
External Competitive Leave (ECL)	<ul style="list-style-type: none"> <li>Leaves funded from <u>outside</u> sources</li> <li>Ex: Guggenheim, NEH, or other nationally and internationally competitive award.</li> <li>No teaching allowed.</li> </ul>	Semester <u>or</u> Year	Any salary top-up requires prior approval from appropriate Dean's Office.
Professional Leave Without Pay (LWOP)	<ul style="list-style-type: none"> <li>Leave for research and scholarly pursuits with <u>no pay</u>.</li> <li>Leave provides a benefit to UNC.</li> <li>Applicable type if employee plans to work at another institution.</li> </ul>	Semester <u>or</u> Year	Continuation of benefits must be pre-arranged with the Benefits Office. Cannot use this type if they are receiving benefits at another institution. Must be reviewed by SAD if more than one is taken in a 2- to 3-year period.
Professional Leave With Pay (LWP)	<ul style="list-style-type: none"> <li>Leave for research and scholarly pursuits <u>with pay</u>.</li> <li>Leave provides a benefit to UNC.</li> <li>Does not necessarily have to be nationally or internationally competitive.</li> </ul>	Semester <u>or</u> Year	Money runs through UNC to pay full salary (typically through OSR). Continuation of benefits must be pre-arranged with the Benefits Office. Faculty member will not be able to contribute towards TSERs. If not 100% then it would be an ECL leave.
Personal Leave Without Pay (LWOP)	<ul style="list-style-type: none"> <li>Leave granted when other funded leaves are not applicable or earned vacation leave is exhausted.</li> <li>Leave <u>does not</u> provide a benefit to UNC.</li> <li>Applicable type if the person is teaching.</li> </ul>	Semester <u>or</u> Year	Benefits are not provided. Used for professional leaves when other institution is also providing benefits. Faculty are unable to request a personal leave to accept employment elsewhere according to UNC's Conflict of Interest and Commitment Policy administered by SO. Personal leave with partial pay does not exist; will instead need to reduce FTE.
Faculty Serious Illness Leave	Leave due to the serious health condition of the employee or employee's spouse, child or parent	Varies; period of time approved by Benefits	First 60 days paid leave and then return from leave or go on disability
Parental Leave	Leave due to childbirth, adoption, or foster care placement; or, a serious health condition of the employee or employee's spouse, child, or parent (primary caregiver).	Semester <u>or</u> Year	Department needs to choose which semester they will take if the leave spans two semesters (i.e., Nov-Feb), only eligible for one semester. Department will coordinate "time off" for portion that goes over portion of semester not on leave (no changes to status in system for this period).

## Notes:

- Dates of Faculty Leaves
  - 9-month Faculty
    - Semester Leave (6 months): July 1 – Dec 31 OR Jan 1 – June 30
    - Year Leave: July 1 – June 30 OR Jan 1 – Dec 31
  - 12-month Faculty
    - Semester Leave (4.5 months): Jan 1 – April 15 OR Aug 16 – Dec 31
    - Year Leave: July 1 – June 30 OR Jan 1 – Dec 31
- Pay Options
  - Full Pay: Faculty is receiving their full salary and it is being paid directly by UNC Payroll.
  - No Pay: Faculty is not receiving any pay from UNC.
  - Partial Pay: Faculty is receiving partial pay from both UNC and an external source. The external source pays the employee directly (not through UNC Payroll).
    - Noted on the Faculty Leave Notification form in the “Non-University funds” field.
  - Salary savings resulting from leaves without pay, funded leaves, grant buy-outs and other fund transfers compensating the unit for faculty teaching time will be retained fully by the units. These salary savings can be used in a given fiscal year or can be accumulated from year to year in order to even out available leave savings.
  - NOTE: If an external agency pays UNC directly, then OSR will have to create a chartfield string for the money to be funneled through UNC payroll.