

ARTICLE 26 - Congé universitaire

Section 26.1 - Dispositions générales

26.1.1 The employer shall continue an academic leave policy for academic staff members, counsellors and language teachers III and IV. Academic leave is ~~considered a right of the member and~~ an investment toward increasing the quality of research and programs of study at the University of Ottawa by allowing an eligible member, in accordance with article 26.2:

- (a) to devote more time to scholarly activities as stipulated in 20.3.1 works, such as, for example, writing a book, research work, or similar endeavors; or
- (b) to acquire relevant experience in areas related to her specialization, with the objective of enabling her to make her teaching more complete and more appropriate to the needs of her department or other unit to which she is attached, or
- (c) to gain professional or practical expertise in a field or area related to the member's scholarly, teaching or professional activities.

26.1.5 The employer shall provide by 15 February to the Association, a report with statistics on success rates for the University as a whole and for each individual Faculty and academic unit.

Section 26.2 - Conditions d'admissibilité

26.2.1 ~~The~~ If the following conditions ~~must be~~ met for an academic staff member, a counsellor, or a language teacher III or IV, ~~academic leave will be granted: to be eligible for academic leave.~~

- (a) The member ~~must will~~ be tenured at the beginning of the academic leave.
- (b) The member ~~must have~~ has submitted a detailed description of the work she plans to carry out during the leave.
- (c) This project ~~must~~, upon evaluation by the faculty and departmental teaching personnel committees ~~and the dean and the department chair: is deemed to~~
 - (i) ~~—~~ be relevant in light of the criteria set forth in 26.1.1;
 - (ii) ~~—~~ be feasible, in light of the member's performance in the 3 years preceding the request for leave, disregarding any special family related leave, or in light of other relevant information.

~~*26.2.2 — Les sous-sections 26.1.1 et 26.2.1 constituent les critères sur lesquels se fondent les décisions et les recommandations en matière de congé universitaire.~~

Section 26.3 - Duration and remuneration

26.3.2 Value of credited service

*26.3.2.1

- (a) Academic half-leaves may be taken at ~~80-85~~ or 100% of nominal salary, reducing the member's accumulated credited service by 3 or 4 years respectively.
- (b) Full academic leaves may be taken at ~~5055, 6570, 8085-90~~ or 100% of nominal salary, reducing the member's accumulated credited service by 4, 5, ~~6, or 7 or 8~~ years respectively, except for a first academic leave for those hired at the rank of lecturer, assistant or associate professor. For a first academic leave, a full academic leave may be taken at 100% of nominal salary, reducing the member's accumulated service by ~~6, or 7, or 8~~ years and without any credited service carried over for a subsequent leave.

Years at uOttawa	Twelve (12) months	Six (6) months	Comments
First academic leave taken in the sixth (6 th), or seventh (7th) or eight (8th) years after hiring and obtaining tenure	100%		No carry-over of any credits for subsequent leave
Leave after 3 years		8085 %	3 years credited used
Leave after 4 years	5055 %	100%	4 years credited used
Leave after 5 years	6570 %		5 years credited used
Leave after 6 years	8085 %		6 years credited used
Leave after 7 years	90100 %		7 years credited used
Leave after 8 years	100%		8 years credited used
No accumulation of credits after eight (8) years if leave not taken, unless approved. The Dean FTPC can allow for two-three (23) years to be counted for administrative purposes.			

Section 26.4 - Deferred leave

- *26.4.1 When a member ~~applies or notifies the dean that she intends to apply for an academic leave~~ has applied for academic leave and it has been recommended by the DTPC, the dean may ~~impose~~ recommend to the FTPC a deferral in accordance with (a) or (b) below when there are valid administrative reasons for such a deferral. When a dean ~~decides-recommends~~ on such an administrative deferral, she will apply-recommend ~~(a) if that manner of proceeding is compatible with the nature of the project, administrative considerations, and the member's wishes; otherwise, she will apply (b).~~
 - ~~(a)~~ The dean may order that the application be processed in accordance with 26.7 but defer the starting date stated in the member's application by a multiple of six months, to a maximum of ~~three-one~~ years unless the member agrees to a longer period (up to three years). In that event, if the Dean's recommendation is supported by the FTPC and the application is approved according to the processes of 26.7, the approval will be for a leave starting at the deferred date.

~~(b) The dean may defer consideration of the member's application by one, two, or three years. In that event, the procedures in 26.7 are postponed accordingly and the member is expected to submit a new and up to date application at an appropriate future time.~~

The dean shall advise the member of her ~~decision~~ recommendation in writing, without undue delay and, in any event, no later than 15 January following the application or notice of intention.

*26.4.3 The dean may ~~impose~~ recommend more than one deferral, it being understood that such deferrals for administrative reasons may not exceed ~~3 consecutive years~~ 1 year (unless the member agrees to a longer period of up to three years) and that no deferral can be ~~imposed~~ recommended beyond a date on which the member will have accumulated 11 years of credited service (unless requested by the member). Where a deferral pursuant to 26.4.1(a) follows a deferral under that same clause and the initial application was approved, the original approval shall remain in effect and shall be for a leave starting on the date determined by the most recent deferral.

Section 26.7 - Procédures

*26.7.4 If both the DTPC and the FTPC recommend academic leave, the application will be considered successful. If the FTPC does not recommend academic leave, The ~~the~~ dean shall forward the FTPC's recommendation to the Joint Committee ~~after adding her own recommendation to it~~. The dean shall attach all relevant documents, including:

- (a) the text of and the reasons for the chair's, the DTPC's, and the FTPC's recommendations;
- (b) a copy of other opinions received by the FTPC, if applicable;
- (c) information supplied by the member, as set out in 26.7.2.

26.7.5 The Joint Committee's decision shall be forwarded to the member before 15 January preceding the commencement of the leave it being understood that, in the case of a tenure applicant, the approval of an academic leave shall be conditional on the granting of tenure prior to the beginning of the leave. Failure to notify the member by 15 January shall result in the granting of the requested academic leave.

*26.7.7 **Changes** If the member, prior to 3 calendar months before the commencement of the academic leave, becomes aware of any fundamental change(s) to her project, she shall promptly notify her dean thereof. The dean or her delegate may, but need not, require a reassessment of the project, but only for the purpose of determining whether the project, as modified, still meets the criteria set out in 26.1.1 and 26.2.1. ~~The dean or her delegate may consult the DTPC, the chair, or the FTPC prior to making any such reassessment but she~~ If a reassessment is required, it will be submitted to the FTPC for re-evaluation. The Dean shall in any event advise the member of her reassessment, if any, within 15 working days of her being notified of the changes. Where the ~~dean~~ FTPC concludes that the modified project does not meet the criteria, ~~she~~ the FTPC shall:

- (a) promptly provide the member with a written statement of the reasons of her reassessment; and
- (b) inform the member of any consequences or requirements which flow from her reassessment, it being understood that, although the leave may be withdrawn, such consequences or requirements shall be reasonably directed at the avoidance of postponement or cancellation of the academic leave.

ARTICLE 29 - Other leaves

Section 29.4 - Congé professionnel (professeurs de langue)

29.4.1 Dispositions générales

*29.4.1.1 Les dispositions de cette section s'appliquent aux professeurs de langue I, II, ~~et III~~.