



SUBJECT POLICY 36 (LEAVE REQUESTS IN A TENURE DECISION YEAR)

MEETING DATE SEPTEMBER 12, 2018

Forwarded on the Recommendation of the President

APPROVED FOR SUBMISSION

Santa J. Ono, President and Vice-Chancellor

FOR INFORMATION

Report Date August 21, 2018

Presented By Hubert Lai, Q.C., University Counsel

EXECUTIVE SUMMARY

Policy 36 details the process for study leave requests by faculty members in a tenure decision year. It is administrative in nature and overlaps with existing provisions within the collective agreement between the University and the Faculty Association effective July 1, 2016 to June 30, 2019 (the "Collective Agreement"). The proposed repeal of Policy 36 removes this redundancy and furthers the University's goal of enhancing the consistency and cogency of the University's governance.

INSTITUTIONAL STRATEGIC PRIORITIES SUPPORTED

- Learning
- Research
- Innovation
- Engagement (Internal / External)
- International

or Operational

DESCRIPTION & RATIONALE

Approved in 1977 and never amended, Policy #36 Leave Requests in a Tenure Decision Year, is one of the oldest Board policies currently in effect. It provides administrative direction for study leave request during the year a faculty member is being considered for tenure, and the requirements if leave is granted.

Despite its generic title, Policy #36 addresses study leaves only, not all types of leaves of absence. Leaves of absence by faculty members are addressed in Part 3 of the Collective Agreement entitled "Leaves of Absence". Article 1 applies to leave during pre-tenure period and Article 2 governs study leaves.

The committee recommends the repeal of Policy #36 as it is substantively contained within the Collective Agreement and is thus superfluous. The committee also wishes to avoid potential inconsistencies between Board policies and the Collective Agreement.

BENEFITS Learning, Research, Financial, Sustainability & Reputational	The repeal of Policy #36 supports the University's goal of streamlining the number of Board policies to improve the Board's ability to maintain the relevancy of Board policies and to facilitate compliance across University constituents.
RISKS Financial, Operational & Reputational	The proposed repeal of Policy #36 does not have any associated risks.
COSTS Capital & Lifecycle Operating	There are no capital or lifecycle operating costs.
FINANCIAL Funding Sources, Impact on Liquidity	The proposed repeal of Policy #36 does not have a financial impact.
SCHEDULE Implementation Timeline	Subject to any feedback from the Board of Governors, the next step will be to post the proposed repeal of Policy #36 on UBC's website for public comment by the University community. The Policy Review Committee will be asked to consider any comments received. After reviewing all comments, the Policy Review Committee will submit a final recommendation to the Board of Governors for approval at its November 2018 meeting.
CONSULTATION Relevant Units, Internal & External Constituencies	<p>The Office of the University Counsel constituted a Policy Review Committee comprised of the following members, to consider and advise on the review of Policy #36:</p> <ul style="list-style-type: none"> Karen Choi, Legal Counsel (Chair) George Athans, Senior Manager, Faculty and Employee Relations, UBC Okanagan Michael Burgess, Professor and Chair, Centre for Applied Ethics and Faculty of Medicine, UBC Vancouver (located at UBC Okanagan) Bekkah Coburn, Senior Manager, Faculty Relations, UBC Vancouver Paul Davies, Professor, Department of Psychology, UBC Okanagan Lindi Frost, Director, Human Resources, UBC Vancouver Janie McCallum, Assistant Dean, Human Resources, Faculty of Science, UBC Vancouver <p>Additional Materials</p> <p>A copy of the current policy is available at https://universitycounsel.ubc.ca/files/2010/08/policy36.pdf</p> <p>A copy of the relevant provisions of the current Collective Agreement between UBC and the Faculty Association is available at http://www.hr.ubc.ca/faculty-relations/collective-agreements/leaves-of-absence/</p>