



SUBJECT	POLICY 36 – LEAVE REQUESTS IN A TENURE DECISION YEAR
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MEETING DATE	DECEMBER 4, 2018
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Forwarded on the Recommendation of the President

APPROVED FOR SUBMISSION

Santa J. Ono, President and Vice-Chancellor

DECISION REQUESTED	IT IS HEREBY REQUESTED THAT <i>the Board of Governors approve the repeal of Policy 36 (Leave Requests in a Tenure Decision Year), effective immediately.</i>
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Report Date	November 5, 2018
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Presented By Hubert Lai, Q.C., University Counsel
Andrew Szeri, Provost and Vice-President Academic

<i>If this item was previously presented to the Board, please provide a brief description of any major changes since that time.</i>	<p>Policy 36 Leave Requests in a Tenure Decision Year was approved in 1977 and has not been amended since that time.</p> <p>The proposed repeal of Policy 36 was presented to the Board of Governors for information and input at its meeting in September 2018.</p>
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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.

The proposed repeal of Policy 36 was published for community consultation for a period of four weeks. No comments were received during this time.

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 leaves during the pre-tenure period and Article 2 governs study leaves.

The Policy #36 Review 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.

CONSULTATION

Relevant Units,
Internal & External
Constituencies

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:

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)

Rebekkah 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

The Policy #36 Review Committee met through the summer and developed the recommendation to repeal Policy #36. The proposed repeal of Policy #36 was presented to the Board of Governors at its meeting on September 25, 2018. The proposal was published for community consultation for a period of four weeks. No comments were received. The Policy #36 Review Committee reconvened to finalize its recommendation to the Board of Governors. The repeal of Policy #36 is unanimously recommended by the Policy #36 Review Committee.

Additional Materials

A copy of the current policy is available at

<https://universitycounsel.ubc.ca/files/2010/08/policy36.pdf>

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/>