Communication from the Committee on Faculty Welfare Regarding Review of the Proposed Transitional Leave Policy for Senior Management Group (SMG)

Sharmila Majumdar, PhD, Chair

March 5, 2008

David Gardner, MD
Chair, UCSF Academic Senate
Campus Box 0764

RE: Review of the Proposed Transitional Leave Policy for Senior Management Group (SMG)

Dear Chair Gardner,

The Academic Senate Faculty Welfare committee discussed the Proposed Transitional Leave Policy for Senior Management Group (SMG) Leave Policy. The following option was considered most acceptable:

Policy 2: Establish separate Transitional Leave policy.

This policy could be considered acceptable with the addition of the word “faculty” (in red) in the last sentence.

.....with underlying academic appointments become eligible for six months of Transitional Leave after five years in an SMG position (eligible for 12 months after ten years in SMG). SMG members do not continue to accrue Sabbatical Leave credits while in SMG, nor are Sabbatical Leave credits reduced following a Transitional Leave. Transitional Leave is paid at the SMG member’s faculty rate of pay throughout the leave period.

Rationale: This policy clearly separates the two functions of the SMG member and the types of leave they are entitled to in these functions. The activities that a faculty member has to pursue during a translational leave (refreshing of old skills, updating of knowledge) are different than the activities pursued during an academic sabbatical leave (acquisition of new knowledge and skills.) A clear distinction between the translational and academic leave makes it easier to account for this. Since the leave is taken in preparation for the resumption of the academic position, payment during this period should correspond to the payment for this position.
In all cases, the return to duties and payback in case of no return should be clearly documented and clarified prior to the transitional leave. The payback should include salary and benefits.

**Policy 3: Apply standard faculty sabbatical leave policy.**

**The Committee determined that this is a second acceptable option:**

SMG members with underlying faculty appointments accrue Sabbatical Leave credits while working in the SMG appointment, and Sabbatical Leave credits are reduced following the leave. The faculty rate of pay is used during the leave.

Respectfully submitted,

**Committee on Faculty Welfare**
Sharmila Majumdar, PhD, Chair
Tina Raine-Bennett, MD, MPH
Abe Rudolph, MD
Don Kishi, PharmD
Carmen Portillo, RN, PhD, FAAN
Suzanne Mueller, MD
David Rempel, MD, MPH
Caroline Shiboski, DDS, MPH
Candy Tsourounis, PharmD
Jacque Duncan, MD