

UW System Board of Regents Resolution 9704:

UW System Revisions to Non-Medical Leaves of Absence (RPD 20-6)

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents repeals Regent Policy Document 20-6 and recreates it to read as set forth in Attachment A.

Attachment A follows

Adopted December 11, 2009

University of Wisconsin System

Policy on Non-Medical Leaves of Absence for Unclassified Staff

Unclassified staff members possess talents, expertise, and interests that are often valued and sought after by organizations and governmental units outside the UW System, or by other institutions within the System. Granting leaves of absence in appropriate circumstances allows unclassified staff members to share these special skills with other entities, and can offer significant benefits both to the staff member's home institution and the outside organization by fostering collaborations and developing productive relationships among businesses, educational institutions, research organizations, and other branches of government. It is the policy of the Board of Regents to permit leaves of absences for non-medical reasons to be granted to unclassified staff members as follows:

- I. The chancellor of each institution, after considering specific institutional needs, may grant an unclassified staff member a full- or part-time leave of absence without pay for non-medical reasons for a period up to five years.
- II. A leave of absence granted under section I must specify the period and the percentage time of the leave.
- III. A leave of absence under section I may be granted for reasons including, but not limited to, the following:
 - A. Allowing the unclassified staff member to engage in entrepreneurial activities such as forming companies or businesses related to or arising in connection with the unclassified staff member's institutional research or area of academic specialization;
 - B. Allowing the unclassified staff member to perform services for another UW System institution or UW System Administration;
 - C. Allowing the unclassified staff member to engage in public service as an elected or appointed official of local, state, or federal government;
 - D. Allowing the unclassified staff member to serve as a fellow of a research entity affiliated or engaged in research with a UW System institution;
 - E. Allowing the unclassified staff member to engage in activities similar or related to those enumerated in this section.
- IV. Upon the recommendation of the chancellor, the UW System president may grant an unclassified staff member an extension of a leave of absence beyond five years for the reasons enumerated in section III.
- V. The UW System president will report to the Board of Regents annually on the status and number of unclassified staff members whose leaves of absence have been extended beyond five years.