<table>
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<th>Type of Leave</th>
<th>Description</th>
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| Research and Study Assignment (RSA)  | • Semester assignment for research and scholarly pursuits to support faculty development for tenured and tenure-track faculty.  
• May only have 1 RSA every 5 years (10 semesters).                              | Semester       | Allocations of one semester for every 7 faculty may be made through the appropriate Dean's Offices. Allocations are sent out in the Fall, Departments nominate and then SADs approve.                           |
| Internal Competitive Leave (ICL)     | Leaves funded from UNC Chapel Hill funds Ex: Institute for Arts & Humanities (IAH), Provost (Kenan, Pogue, Reynolds), Mellon, Global Research Institute (GRI), Bowman & Gordon Gray | Semester       | Portion of salary is paid directly from the source.                                                                                                                                                    |
| External Competitive Leave (ECL)     | • Leaves funded from outside sources  
• Ex: Guggenheim, NEH, or other nationally and internationally competitive award.  
• No teaching allowed.                                                           | Semester or Year | Any salary top-up requires prior approval from appropriate Dean’s Office.                                                                                                                                   |
| Professional Leave Without Pay (LWOP)| • Leave for research and scholarly pursuits with no pay.  
• Leave provides a benefit to UNC.  
• Applicable type if employee plans to work at another institution.                         | Semester or Year | Continuation of benefits must be pre-arranged with the Benefits Office. Cannot use this type if they are receiving benefits at another institution. Must be reviewed by SAD if more than one is taken in a 2- to 3-year period. |
| Professional Leave With Pay (LWP)    | • Leave for research and scholarly pursuits with pay.  
• Leave provides a benefit to UNC.  
• Does not necessarily have to be nationally or internationally competitive.                  | Semester or Year | Money runs through UNC to pay full salary (typically through OSR). Continuation of benefits must be pre-arranged with the Benefits Office. Faculty member will not be able to contribute towards TSERs. If not 100% then it would be an ECL leave. |
| Personal Leave Without Pay (LWOP)    | • Leave granted when other funded leaves are not applicable or earned vacation leave is exhausted.  
• Leave does not provide a benefit to UNC.  
• Applicable type if the person is teaching.                                                   | Semester or Year | Benefits are not provided. Used for professional leaves when other institution is also providing benefits. Faculty are unable to request a personal leave to accept employment elsewhere according to UNC’s Conflict of Interest and Commitment Policy administered by SO. Personal leave with partial pay does not exist; will instead need to reduce FTE. |
| Faculty Serious Illness Leave        | Leave due to the serious health condition of the employee or employee’s spouse, child or parent | Varies; period of time approved by Benefits | First 60 days paid leave and then return from leave or go on disability.                                                                                                                                  |
| Parental Leave                       | Leave due to childbirth, adoption, or foster care placement; or, a serious health condition of the employee’s spouse, child, or parent (primary caregiver). | Semester or Year | Department needs to choose which semester they will take if the leave spans two semesters (i.e., Nov-Feb), only eligible for one semester. Department will coordinate “time off” for portion that goes over portion of semester not on leave (no changes to status in system for this period). |
**Notes:**

- **Dates of Faculty Leaves**
  - **9-month Faculty**
    - Semester Leave (6 months): July 1 – Dec 31 OR Jan 1 – June 30
    - Year Leave: July 1 – June 30 OR Jan 1 – Dec 31
  - **12-month Faculty**
    - Semester Leave (4.5 months): Jan 1 – April 15 OR Aug 16 – Dec 31
    - Year Leave: July 1 – June 30 OR Jan 1 – Dec 31

- **Pay Options**
  - Full Pay: Faculty is receiving their full salary and it is being paid directly by UNC Payroll.
  - No Pay: Faculty is not receiving any pay from UNC.
  - Partial Pay: Faculty is receiving partial pay from both UNC and an external source. The external source pays the employee directly (not through UNC Payroll).
    - Noted on the Faculty Leave Notification form in the “Non-University funds” field.
  - Salary savings resulting from leaves without pay, funded leaves, grant buy-outs and other fund transfers compensating the unit for faculty teaching time will be retained fully by the units. These salary savings can be used in a given fiscal year or can be accumulated from year to year in order to even out available leave savings.
  - NOTE: If an external agency pays UNC directly, then OSR will have to create a chartfield string for the money to be funneled through UNC payroll.