

**MORGAN STATE UNIVERSITY
TERMINAL LEAVE**

6. Other Type Leaves.

- a. The Board recognizes the existence of other type leaves such as military, terminal, and special leaves granted under the provisions of the Higher Education Acts. (See Board of Regents Manual, V-18.)
- b. Terminal leave is defined as a leave of absence with pay extending over a period which terminates on the effective date of a faculty member's resignation from his employment with the institution.
- c. Terminal leave may be granted, as a means of encouraging early retirements or to avoid or assist in a retrenchment effort at an institution, in accordance with the following provisions:
 - (1) Only full-time tenured faculty members shall be eligible for terminal leave; such leaves shall be granted with pay and for a period not to exceed twelve months.
 - (2) A faculty member, while on terminal leave, shall:
 - (a) Receive the annual salary which would have been accorded had he remained at the institution that year;
 - (b) Retain all rights to tuition waiver, sick leave, and retirement benefits for that year, as if he had remained at the institution;
 - (c) Be excused from performing duties of any kind, administrative or otherwise, during the period of leave unless otherwise stipulated; and
 - (d) Be precluded from accepting any full or part-time employment in accordance with Regents Policies and Procedures Manual, Article V on Sabbatical Leaves, j indicating that

Regular employment by the faculty member while on sabbatical leave is prohibited without prior approval by the President. He/She shall be permitted to accept, in addition to the salary he/she receives from the University, only such awards, grants, contracts, fellowships, etc. as may also be given in aid of his/her approved sabbatical project. (Page V-14)
 - (3) As a pre-condition for receiving a terminal leave, the faculty member

shall agree, in writing, to fulfill the requirements of the leave and vacate his position at and waive all claims arising out of his employment and all rights to subsequent employment at the institution.

- d. The president of the university/college, prior to granting a terminal leave, shall submit the request to the Board for final approval at least ninety (90) days prior to the date the leave is to become effective.

From: Laws Relating to and Governing Policies and Procedures of the Board