



UNIVERSITY OF MINNESOTA
BOARD OF REGENTS' POLICY

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Human Resources

MILITARY LEAVE

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MILITARY LEAVE

Subd. 1. Eligibility for Leave for Extended Military Service. Members of the academic staff of the rank of instructor and above, who are on full-time regular appointments, shall be granted a leave of absence without pay during their active service with the military forces of the United States.

Leaves of absence for academic staff members on less than 100% time, or on non-regular appointments, will be considered only on the basis of individual cases. (For definitions of regular appointment, see "Regulations Concerning Academic Tenure," Section 1a, 1b)

Leaves of absence of military service should be dated to run concurrently with the fiscal year for A appointees, and concurrently with the academic year for B appointees' and may be renewed by the regents each year at the time of approval of the annual budget.

Subd. 2. Resumption of University Service Following Military Leave. Upon completion of their military service, and subject to any then existing financial limitations, academic staff members will be reappointed to their former positions provided:

(a) That they give notice of their intention to return to University service within 90 days following discharge from the military.

(b) That they are physically and mentally qualified to carry on the work of the University in the position from which they were granted leave of absence.

Subd. 3. Tenure Implications. During military leave, staff members without permanent tenure do not accumulate additional tenure rights.

In the event of any necessary retrenchment that affects a position from which a staff member is on leave, budgetary adjustments will be made insofar as possible to reflect the tenure status of individuals.