

Other Leaves of Absence

Leaves of absence without salary do not extend the period of a term appointment, but leaves with salary may be counted as time accrued for sabbatic leaves. Whether the leave time is counted as part of the six years within which a tenure decision on an assistant professor must be made is to be defined by an explicit written understanding between the chairperson and faculty member, approved and signed by the dean, and filed with the Office of Workforce Policy and Labor Relations.

During leaves without salary, eligibility for Cornell Children's Tuition Scholarship benefits continues for only one semester. The employee may continue life, accident, and health insurance coverage by paying premiums (both the employee's and employer's share) to the Office of Human Resources, with the exception of employees in the contract units paying their health insurance to the New York State Department of Civil Service. University contributions to the Cornell University Retirement Plan or the SUNY-ORP cease. The employee continues to have the opportunity to make his or her own contributions, but those contributions will not be tax-deferred. If the employee returns at the end of an approved leave without salary, the academic unit is obliged to restore his or her original post if the term of appointment has not expired, unless a different arrangement was agreed upon before the leave. The academic unit is not obliged to pay the salary of an employee who returns before the expiration of the approved leave.