

EXCHANGE LEAVE

1. With the exception of Compassionate Leave, Court Leave, Pregnancy and Parental/Adoption Leave- and

four months in

Member participates in an exchange program with another university with whom the Employer has an exchange agreement. In such instances, the Member is replaced by a faculty member from the other university. While on an Exchange Leave a 0 H P E H U ¶ V distribution of Academic Responsibilities remains the same as if the Member were not on Leave unless arrangements have been made under the Article Alternative Workload.

3. All

Leave will not interfere with the ability of the Me P E H U Department(s), School(s) or Faculty(ies) to meet its (their) operational requirements.

4. Participants in the exchange program need not be from the same discipline.
5. The salaries and benefits of the participants will be the responsibility of their respective home universities.
6. An Exchange Leave shall not exceed one full year.
7. A Member granted an Exchange Leave may request a Moving Expense Reimbursement and/or a Research Grant, in lieu of a portion of their salary, while on Exchange Leave, in accordance with Clauses 52-52.4 in the Article Compensation and Benefits.
8. Sabbatical Leave credit shall be earned during this Leave, subject to the provisions of the Article Sabbatical Leave.
9. Any application for Exchange Leave shall be made by the Member to the Dean of the 0 H P E H U ¶ V Faculty. The application shall describe in detail the duration, nature and expected benefits of the exchange,

Exchange Leave

consult with the Department Chair or School Director. The Employer shall then approve or deny the application. Such approval shall not be arbitrarily withheld and any decision not to approve the application shall be accompanied by written reasons.