AREA II

FACULTY

PARAMETER G:

SALARIES, FRINGE BENEFITS, AND INCENTIVES

I.1.11

I.1.11 fringe benefit sabbatical leave

iii. Any faculty member who shall voluntary resign or be separated from the service through no fault of his own shall be entitled to a commutation of all accumulated leaves to his credit.

c. Sabbatical Leave

Subject to the approval of the Board of Regents, a sabbatical leave maybe granted to any regular member of the faculty to write a book, conduct study or research work, pursue a new idea or invention or perform any other activity with national or international importance, provided he/she meets the following qualifications:

a. He/she must have continuously served the University as regular faculty for not less than seven (7) consecutive years immediately preceding his application for sabbatical leave;
b. He/she must be a holder of a rank not lower than Associate Professor I; and
c. He/she must possess the capacity to fulfill the purpose of the assignment expressed in his/her application.
d. He/she must submit a Plan of Work to the USM Scholarship Committee and must pass the same to the Committee.
e. He/she must not be more than 60 years' old

A sabbatical leave shall be for a period of one (1) year. Failure to come up with an output shall be a ground for the grantee to repay the University of the salaries and other emoluments he/she has received during the Sabbatical leave period.

d. Study Leave

is a leave granted to faculty member subject to Human Resource Development guidelines.

e. Mandatory Leave (EO 1077)

Mandatory Leave requires all officials and employees in the government to on mandatory leave of absence of 5 working days which need not be excessive. If not availed, it is automatically forfeited except if the scheduled leave has been cancelled in the exigency of the service, in which case the leave will not deducted from the total accumulated leave.

Leave without pay not exceeding one year may be granted in addition to vacation and sick leave. Any leave beyond 30 days require clearance from proper authorities.

f. Sick Leave

May be granted only on account of illness on the part of the faculty member or any member of his immediate family not due to vicious and immoral habits, intemperance or wilful misconduct.