

751-0 **Policy**

With certain restrictions, all academic appointees shall be eligible for military leave of absence without pay. (Section 751-16 describes these restrictions.) In addition, an academic appointee shall be entitled to receive salary or compensation for the first 30 calendar days while engaged in the performance of military duty provided the appointee has been in the service of the University a full year prior to the commencement of military leave.

751-8 **Types**

The following types of military leave may be granted to academic appointees:

a. **Reserve Training Duty**

Military leave of absence for the length of time of duty shall be granted to eligible academic appointees who are ordered to training duty as members of the reserve corps of the Armed Forces of the United States or of the National Guard of the Naval Militia.

b. **War or National Emergency**

Military leave of absence shall be granted to eligible academic appointees who are ordered or volunteer to serve in any of the military forces of the United States. This rule shall be applicable for the duration of any war or comparable period of national emergency when military reservists are called to active duty or there is mobilization under Selective Service or similar laws. Such leave shall not extend beyond one year after the termination of hostilities or other national emergency.

c. **National Conscription**

Military leave of absence shall be granted to eligible academic appointees who are ordered or volunteer for active military duty in order to fulfill a military obligation under National Selective Service or similar law during a period of national conscription. Such leave shall not extend beyond six months following termination of the military service.

d. **Service Related to National Defense**

Military leave of absence shall be granted to eligible academic appointees during a period of national emergency provided:

- (1) The appointee is called or volunteers to serve in scientific research and development related to national defense under the auspices of the federal government.
- (2) The academic appointee is instructed by Selective Service authorities to enter defense work or the military forces and chooses defense work.
- (3) The service related to national defense will be advantageous to the University.

751-16 **Restrictions**

The military leave policy of the University is subject to the following restrictions:

- a. Military leaves of absence as provided in 751-8 b. and 751-8 c. and 751-8 d. may not be granted to an academic appointee:
  - (1) Who would not normally be employed at the termination of the period of employment current at the time of the appointee's entry into the military service.
  - (2) Who has first been employed in connection with a war project or activity under contract with the United States Government or temporarily established by the University as a result of war emergency.
  - (3) Whose employment is occasioned by granting a leave of absence to another employee of the University.
- b. No more than the pay for a period of 30 calendar days during one fiscal year shall be allowed to an academic appointee under the provisions of 751-0.

751-19 **Reappointment**

The following criteria shall apply to the reappointment of academic appointees following release from the armed services or defense work:

- a. Reappointment shall be effective on a date to be determined by agreement between the person on leave and the appropriate University appointing authority. The reappointment should be made as soon as possible after the appointee's services become available to the University.
- b. Reappointment after an indefinite military leave shall be subject to the availability of funds. Persons returning from leave shall be given consideration equal to that given to persons currently serving the University.

751-21 **Substitute Appointments**

Whenever possible a person replacing an appointee who has been granted a military leave of absence for military service or defense work shall be appointed on a temporary basis to facilitate reappointment of the person on leave.

751-24 **Authority**

Military leave of absence as provided in APM - 751-8 may be approved by the Chancellor.