

# Professional Development Leave Update - July 26, 2021

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- We presented our two draft policies for leave for scientists and leave for professional development for all employees to the SAC, EAC, and EAG for feedback. **We have support from all groups for both policies.** We implemented feedback (minor).
- We met with HR (Anju Jain, Heather Sidman) on 6/15/2021, to present our request.
  - There is general support for the idea.
  - Several benefits requests in the policies may not be able to be implemented, needs to be checked with legal.
  - HR requests one single leave policy covering all cases
    - This can be done, but we had initially hoped they could move on separate time scales
  - The request needs to be supported by a business plan
    - The business plan needs to contain our arguments, and a calculation on the costs and funding plan. We started working on this
  - HR requested that the Professional Development Leave policy also includes an Entrepreneurial Leave Component.
    - We briefly looked into this, but this is QUITE COMPLEX (intellectual property, usage of lab facilities, ...). We decided against this, especially since no work in this direction has been done yet by anyone.
- If in the process, significant changes will be requested to the original proposal, we will bring this back to the SAC (and other committees).