



# UNIVERSITY OF MARYLAND

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OFFICE OF THE SENIOR VICE PRESIDENT AND PROVOST

UMCP Supplemental Policy of the Board of Regents:  
II-2.40 – Policy on Annual Leave for Faculty, Section III.

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BOR Policy II-2.40 Section III allows constituent institutions to limit the number of days of annual leave for which such employee may be paid upon leaving employment when funded in whole or in part from contracts and grants.

I. PURPOSE

This UMCP supplemental policy will create consistency across divisions with respect to faculty leave payout limitations for 12-month faculty members who are paid in whole or part from contracts or grants and who are eligible to earn annual leave. Terminal leave payouts are part of the Fringe Benefit Rates FY2020 implementation creating the need for transparency and equal treatment of faculty no matter the division(s) in which their appointment(s) resides.

II. 12 MONTH FACULTY FUNDED BY GRANTS AND CONTRACTS, ELIGIBLE TO EARN LEAVE

- A. A faculty member appointed on at least a 50% FTE, and serving on a 12-month contract, whose salary is funded all or in part by sponsored funds, shall earn annual leave on a pro-rata basis consistent with university policy. Qualifying faculty may carryover a maximum of 400 hours of unused (accrued) annual leave into the next calendar year.
- B. Upon resignation, retirement, or non-renewal of an appointment contract or conversion to a 9-month appointment, a maximum of 80 hours, or pro-rata share if less than 100% FTE, will be paid out.
- C. Funding source changes 6 months prior to resignation, retirement or non-renewal to qualifying leave payout status under BOR II-2.40 will not negate II.B. above.

Approved on October 1, 2019

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Dr. Mary Ann Rankin,  
Senior Vice President and Provost

## **II-2.40—POLICY ON ANNUAL LEAVE FOR FACULTY**

(Approved by the Board of Regents, January 11, 1990; Amended December 9, 1994; Amended February 9, 2001; Amended June 16, 2017; Amended June 13, 2025)

### **I. FACULTY WITH CONTRACTS FOR FEWER THAN TWELVE MONTHS**

- A. A faculty member serving on an academic-year contract with a term that is less than ten months is not entitled to paid annual leave.
- B. A full-time faculty member serving on a ten-month academic-year contract is entitled to fifteen calendar days of paid annual leave which shall be the last fifteen days of the ten-month contract period, unless otherwise designated at the time of appointment. Such paid annual leave time may not be carried forward into the next fiscal year.
- C. A part-time faculty member appointed on at least a 50% of full-time basis and serving on a ten-month academic-year contract is entitled to annual leave on a pro-rata basis. Such leave shall be taken as the final days of the ten-month contract period, unless otherwise designated at the time of appointment. Such paid annual leave may not be carried forward into the next fiscal year.

### **II. FACULTY WITH TWELVE MONTH (FISCAL-YEAR) CONTRACTS**

- A. A full-time faculty member serving on a fiscal-year contract shall earn twenty-two (22) days of paid annual leave and three (3) days of personal leave per calendar year. Beginning with the twenty-first year of employment, a full-time faculty member serving on a fiscal-year contract shall earn twenty-five (25) days of paid annual leave and three (3) days of paid personal leave per calendar year.
- B. A part-time faculty member appointed on at least a 50% of full-time basis and serving on a fiscal-year contract shall earn, use, accrue, and be eligible for payment of annual and personal leave, on a pro-rata basis, on the same terms available to full-time fiscal year faculty members.
- C. The time taken as paid annual leave shall have the concurrence of the supervisor.
- D. Annual leave may be accumulated, but only a maximum of sixty (60) work days may be carried forward into a new calendar year.
- E. Faculty members who leave the University System of Maryland are entitled to compensation for up to 50 days (400 hours) of annual leave carried over from the previous year plus any unused annual leave that has been credited and is available for use during the year of separation as of the date of separation.

- F. At the end of each calendar year, a supervisor may, through appropriate channels, recommend to the institution's Chief Executive Officer or designee that a fiscal-year faculty member be paid for days of annual leave lost because of the denial of an annual leave request. The supervisor's recommendation for payment for lost annual leave shall be accompanied by a written explanation of why the lost annual leave was not taken at another time during the calendar year. Payment is at the discretion of the chief executive officer or designee. It is also limited to unused annual leave that is in excess of the maximum accumulation and that would be lost by the employee at the end of the calendar year.
- G. A fiscal-year faculty member transferring from one University System of Maryland institution to another shall be entitled to carry into the new position all unused annual leave accumulated at the time of transfer, subject to the limit of carried over leave in this Policy. Fiscal-year faculty members leaving the University System of Maryland to take another State position who are not entitled to transfer accumulated leave and fiscal-year faculty members leaving State service shall be compensated for all unused annual leave accumulated in the year of separation as of the date of separation, and any leave carried over from previous years subject to the limits in this policy.
- H. Unused paid personal leave days may not be carried forward into the next calendar year and are not eligible for compensation upon termination.

### **III. EXCEPTION FOR FISCAL-YEAR FACULTY FUNDED BY GRANTS AND CONTRACTS**

For fiscal-year faculty members who are paid in whole or in part from contracts or grants, constituent institutions may limit the number of days of unused annual leave for which such employees may be paid upon leaving employment in the System. Any such limit shall be made a part of the employee's written employment contract.

### **IV. IMPLEMENTATION PROCEDURES**

- A. Each Chief Executive Officer or his/her designee shall develop procedures as necessary to implement this policy and shall forward a copy to the Chancellor.
- B. An institution may adopt procedures for payment of all or part of the value of accrued annual leave to:
  - 1. A fiscal year faculty member who loses eligibility to accrue annual leave as a result of:
    - a. changing to a 12-month appointment at less than .5 FTE, or
    - b. changing to a 10-month or 9 1/2 month faculty appointment that is not eligible to accrue annual leave; or
  - 2. A full-time or part-time fiscal year faculty member eligible to accrue annual leave who becomes eligible to earn and accrue annual leave at a reduced rate as a result of a reduction in level of effort under the faculty member's appointment.