

TO:

FROM:

RE: MOU for Colleagues leaving the University

Colleagues choosing to continue their careers at other institutions is rarely a good outcome for CU. Quite often, departments feel compelled to offer a year’s Leave Without Pay (LWOP) in the case that the faculty changes their mind and wants to return. The College of Arts & Sciences does not allow LWOP for this purpose. Upon accepting employment elsewhere, the departing colleague must resign their position. Units in the College, however, can draft an MOU agreeing to hire the colleague back after a year’s absence. To enact an MOU for this purpose, all of the requirements below must be met:

1. A vote of the faculty in the department to approve the MOU.
2. The department agrees that it cannot ask for a replacement of the faculty member while the MOU is in force.
3. The Chair of the Department and the Dean of Arts & Sciences must sign the MOU.