

DIVERSITY, EQUITY AND INCLUSION COMMITTEE

DR. NUALA MCGANN DRESCHER LEAVE PROGRAM

The Dr. Nuala McGann Drescher Leave Program promotes diversity, inclusion and equal opportunity for specific academic and professional UUP-represented employees at SUNY who are preparing for continuing or permanent appointment. Established by the Diversity, Equity, and Inclusion Committee, the program provides financial support for a one or two semester leave for under-represented employees based on various protected class status, or employees who can demonstrate they are under-represented in their in their department, unit, or program so that they can pursue projects or activities that will assist them in attaining continuing or permanent appointment. This competitive program covers 80% of the campus' cost of the salary for the employee's replacement and approved project or activity.

Who is eligible?

- Full-time, term employees in positions eligible for continuing or permanent appointment.
- At least one term renewal or prior service credit at the time of application.

What are the project or activity criteria?

The project or activity must demonstrate the following:

- Relevance to the employee's job and potential to assist in achieving continuing or permanent appointment.
- Requirement for full-time leave from professional obligations for at least one semester and a maximum of one year, including summer, to complete the project.
- Completion prior to the employee's evaluation for continuing or permanent appointment.
- A detailed timeline with specific dates for completing various phases of the project or activity.

What is the campus commitment?

- A financial contribution of at least 20% of the salary cost for a replacement for the employee while on leave.
- A minimum of 20% of the total approved expenses associated with the project or activity.
- Continue to pay the salary for the employee for the duration of the leave.

Application Components

- A detailed proposal for the project or activity to be completed during the leave.
- Campus endorsement of full-time leave for at least one semester.
- Acknowledgment of an obligation to return to the campus for a minimum of one year after the leave, unless waived.
- Documentation of the campus's financial commitment for the duration of the leave.
- A current CV, limited to three pages.
- Copies of all appointment letters.

Please consult the full guidelines and application for additional information.

Deadline for Spring 2026: October 1, 2025

Deadline for Fall 2026: March 1, 2026

