

Life Events Support

The Faculty of Science seeks to support its researchers as they progress in their research careers. Leaves of many types – parental, short-term medical or family medical leave – can have a direct effect on research productivity, especially at critical times during one’s career. To help mitigate these disruptions for faculty members, the Faculty is introducing funds for research personnel to support research programs while a faculty member is on leave.

Support To Be Provided

This funding is intended to support a post-doctoral or other dedicated research position to supervise work in the applicant’s laboratory and lessen any negative impacts of the leave on a faculty member’s research and career trajectory.

The Faculty, through its Office of Research & External Relations, will provide support for a maximum of 15 months in the case of a full year parental leave, \$45,000 plus benefit costs per annum, pro-rated.

In the case of a leave taken for other reasons, the length of the funding would depend on the length of the leave taken and could include a period of bridging to allow a smoother return to work. Funding decisions will be made on a case-by-case basis. Research leaves are excluded from this program.

Applications will be reviewed by the Associate Dean, Research & External Relations and the Associate Dean, Graduate Studies. They will then make a recommendation to the Dean. Final decisions will be communicated to the applicant and their Chair or Director.

Considerations in awarding leave support funding:

- Leave needs to be eligible under University policies and approved by McMaster Human Resources.
- The researcher must have external funding to support the proposed research. Teaching professors will be considered for this program if they hold external research funding.
- The faculty member is expected to return to their position in McMaster University’s Faculty of Science for a least one year following the leave.
- Agreement to provide the research staff support should be in place before the leave begins, if possible. Exceptions will be considered, given unforeseen circumstances. The faculty member’s Chair or Director could make a submission in such a case.

People applying to this program should provide a letter that describes the reason for the leave, the scholarship that will be continued, and its funding source. The letter should also be signed by the applicant’s Chair or Director to indicate that the Department is aware of, and supportive of, the application. Letters should be submitted to the Director, Research & Planning for consideration in advance of the leave starting, if possible.

Other information on leaves related to life events that may be helpful:

- McMaster University information on *Statutory Leaves of Absence*
<https://hr.mcmaster.ca/employees/life-events/statutory-leaves-of-absence/>
- McMaster University Policies, Procedures and Guidelines, of interest, *Pregnancy and Parental Leaves Policy for Faculty and MUFA Librarians*.
<https://secretariat.mcmaster.ca/university-policies-procedures-guidelines/>
- NSERC information on Family and Medical Leave
https://www.nserc-crsng.gc.ca/NSERC-CRSNG/policies-politiques/Wleave-Fconges_eng.asp