



Coláiste Mhuire gan Smál, Luimneach
- Ollscoil Luimnigh -

Mary Immaculate College, Limerick
- University of Limerick -

MIC Research Sabbatical Scheme

Terms & Conditions for Research Sabbaticals

Through the MIC Research Support Policy (2013) the College will make provisions for merit-based, competitive Research Sabbatical leave. This leave will enable faculty members to develop their research profiles and to achieve specified research targets in the context of their personal research plans.

Sabbatical leave is open to:

- i. Members of the full-time academic staff who have been employed by MIC for three years or more at the time of application
- ii. Part-time members of the academic staff *pro rata* according to appropriate legislative provisions provided that the part-time staff has accrued the equivalent of three years full-time employment or more at the time of application

Sabbatical leave is not open to:

- i. Staff on secondment to the College
- ii. Staff employed by the College to work exclusively on externally funded projects

The College will provide for the cost of substitution. The substitute will be appointed as a Postdoctoral Fellow for the leave period and paid the applicable rates of the Irish Research Council on a *pro rata* basis.

Two sabbatical leave awards will be advertised annually and each leave period will have a duration of six calendar months. Leave periods will begin and end on dates specified by the College's Executive Team, and sabbatical leave may not be deferred or extended. Research Sabbaticals are subject to a specific application process and contract which are available from the Associate Vice President for Research. The College will not offer research leave unless applications are considered to have a high level of merit according to the criteria.

The criteria for the award of a Research Sabbatical are:

- The quality of the proposal according to the documents supplied by the applicant & referees
- The specific high quality material research outcomes planned for delivery
- The capacity of the applicant to deliver the material research outcomes specified in the proposal within the leave period
- The likelihood of further sustainable research emerging after the leave period
- The research CV of the applicant

The Research Sabbatical Scheme will be administered by the Associate Vice President for Research. Final decisions on awards will be made by the MIC Executive Team.