

**Faculty Affairs Committee Report**  
**Report on Revisions to the Faculty Development Leave Policy.**  
**February 21, 2013**

**Overview of the Recommended Changes:**

2.01 a. Added tenure-track, removed clinical.

Tenure-track faculty were added because they are also eligible for both the Faculty Administrative Leave Program (Academic Policy 800215) and the Reassigned Time policy (Academic Policy 900420). Given the five-year service requirement, however, the actual frequency of tenure-track applications will be small. Furthermore, the Texas Education Code establishing the leaves of absence policy includes tenure-track faculty:

Section 51.104: A faculty member is eligible by reason of service to be considered for a faculty development leave when he has served as a member of the faculty of the same institution of higher education for at least two consecutive academic years. This service may be as an instructor or as an assistant, associate, or full professor, or an equivalent rank, and must be full-time academic duty but need not include teaching.

Clinical were removed because they are implicitly included in all policies that apply to tenure-track faculty.

Appointment of Clinical Faculty Members (Academic Policy 041020), Section 5.01: During their term of service, clinical faculty members shall be accorded the same privileges and perquisites at the University as tenure-track faculty.

2.01 c. Added note on location of exceptions to the general provisions.

2.03. Added “to the degree possible” caveat and NGL.

3.01 Changed 14 days to 7 days.

3.02 a – d. Moved up calendar to give the FDLC one month to review and rank applications.

3.02 f. Changed wording to both clarify the procedure, and to remove the ability of Deans to fund applications unsupported by the FDLC.

Requiring applications for development leave to have the support of a faculty-elected evaluation committee is a requirement of the Texas Education Code:

Section 51.103 (b): The governing board by regulation shall establish a procedure whereby the applications for faculty development leaves of absence are received

by a committee elected by the general faculty for evaluation and whereby this faculty committee then makes recommendations to the chief administrative officer of the institution of higher education, who shall then make recommendations to the governing board as to which applications should be granted.

4.03 a. Clarified that a development leave of absence implies a leave from one's classroom responsibilities.

Just as online technologies have fundamentally changed the nature of the classroom experience, so have these same technologies changed the nature of academic collaboration on research and scholarly activities. A successful faculty development leave policy should be forward-looking in its understanding of research collaboration. While one might alternatively interpret a leave of absence more narrowly as a physical leave of absence from campus, there is no basis for this narrow interpretation in the relevant policies. In its current form, the Faculty Development Leave policy is noncommittal, and the Texas Education Code is simply supportive of enhancing research:

Section 51.102: ... The legislature finds further that a sound program of faculty development leaves of absence designed to enable the faculty member to engage in study, research, writing, and similar projects for the purpose of adding to the knowledge available to himself, his students, his institution, and society generally is a well-recognized means for improving a state's program of public higher education. The legislature's purpose in establishing the faculty development leave program provided for by this subchapter is to improve further the higher education available to the youth at the state-supported colleges and universities and to establish this program of faculty development leaves as part of the plan of compensation for the faculty of these colleges and universities.

It should be noted that the Reassigned Time policy (Academic Policy 900420) is not a reasonable substitute for a Faculty Development Leave, as reassigned time is limited to a one course reduction (see Section 2 in Academic Policy 900420).

7. Added title and altered subsections numbers to better delineate these items from the rest of the provisions of FDL.