

# SYSTEM REGULATION

## **12.99.01 Faculty Development Leave**

*February 20, 2001*

*Revised January 22, 2004*

### 1. FACULTY DEVELOPMENT LEAVE

1.1 All System components qualify for the faculty development leave program.

#### 1.2 Definition and Funding

1.2.1 Sections 51.101 through 51.108 of the Texas Education Code define the faculty development leave program and prescribe the conditions under which faculty members in state institutions of higher education may be granted development leaves. The statutes provide for funding of the faculty development leave program from funds specifically appropriated by the legislature for that purpose or from such other funds as might be available to the institution.

1.2.2 The statutory requirements include the following:

- (1) "Faculty member" means a person who is employed on a full-time basis as a member of the faculty and whose duties include teaching, research, administration, including professional librarians, or the performance of professional services.
- (2) A faculty member is eligible by reason of service to be considered for a faculty development leave when he/she 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.
- (3) A faculty development leave may be granted for study, research, writing, field observations, or other suitable purposes.
- (4) Procedures for processing applications will provide for: (a) evaluation and recommendation by a committee elected by the general faculty and (b) recommendation of the Chancellor to the Board of Regents for approval prior to the effective date of leave.
- (5) A faculty development leave may be granted either for one academic year at one-half a faculty member's regular salary or for one-half academic year at his/her full salary. Leave may be granted for a full year at full salary for a faculty member who has held an administrative position at the institution for more than four years.

- (6) A faculty member on faculty development leave may accept a grant for study, research, or travel from any institution of higher education, from a charitable, religious, or educational corporation or foundation, from any business enterprise, or from any federal, state, or local governmental agency, if acceptance does not violate any System policy. An accounting of all grants must be made by the faculty member through normal channels to the Board.
- (7) A faculty member on faculty development leave may not accept employment from any other person, corporation, or government, unless the Board determines that it would be in the public interest to do so and expressly approves the employment.
- (8) A member of the faculty on faculty development leave retains the right of participating in the programs and receiving the benefits made available to faculty members by or through the System or the State of Texas.
- (9) Not more than six percent of the faculty members of any System component may be on faculty development leave at any one time.

1.3 Each component of the System will administer the faculty development leave program in accordance with the statutory requirements listed above.

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