**Resolution on Clarity Concerning Faculty Leave Policies**

Submitted by the Faculty Senate Faculty Relations Committee

March 21, 2019

Whereas TCU affirms a campus culture that promotes equity, fairness, collaboration, and connection; and

Whereas TCU’s strategic plan, Vision in Action: Lead On, identified raising the university’s academic profile as a primary objective; and

Whereas all TCU faculty members should have an equal right to advance their professional development and raise their academic profiles; and

Whereas the number of full-time non-tenured faculty has steadily grown over the past decade; and

Whereas current confusions in the *Faculty/Staff Handbook’s* wording concerning leave policies limit access to opportunities to professional development for full-time non-tenured faculty; and

Whereas the specific use of the ambiguous word “normally” in reference to who qualifies for academic leave contributes to an inconsistent, and thus unfair, granting of academic leave among TCU’s various colleges and schools1; and

Whereas such inconsistency allows some, but not all, full-time non-tenured faculty to take academic leave, thereby limiting access to professional development opportunities; and

Whereas such inconsistency is incompatible with TCU’s commitment to equity, fairness, collaboration, and connection;

Whereas TCU, and particularly the TCU Faculty Senate, has previously endorsed the conviction that TCU faculty should not be separated into gratuitous tiers of greater and lesser privileges;

Therefore, be it resolved, that the TCU Faculty Senate strongly suggests that the wording in the Faculty/Staff Handbook be clarified to indicate that “Leaves can be awarded to all full-time faculty whose leaves enhance the academic profile of their department, college, and/or the University.”

1”Normally, leaves are awarded only to tenured faculty and are awarded to faculty whose leaves enhance the academic profile of their college or the University.” (TCU 2018-19 Faculty/Staff Handbook, p. 53)