**TCU Faculty Senate Resolution on Frequency of Merited Faculty Leave with Pay**

The first goal of TCU’s Vision in Action strategic plan is to “strengthen the academic profile and reputation of TCU.” We can only accomplish this goal through faculty excellence in both teaching and research/creative activities.

Regular merited faculty leaves provide faculty with the time, attention, and energy needed to achieve such excellence. Accordingly, the 2018-19 TCU Faculty/Staff Handbook indicates that “The University supports the concept of merited leaves with pay for full-time faculty” and that they are “awarded to faculty whose leaves enhance the academic profile of their college or the University.”

The 2018-19 TCU Faculty/Staff Handbook also indicates that “Normally, seven academic years at TCU must pass between applications for leave of absence. Hence, one applies for a leave in the fall of the seventh academic year since the previous leave with the award taken in the eighth year of service.” In contrast, most of our peer and aspirant institutions offer a seven-year leave cycle, and we are unaware of any other comparable institution that offers an eight-year leave cycle.

Therefore, to facilitate faculty excellence in teaching and research/creative activities, the TCU Faculty Senate recommends revising the TCU Faculty/Staff Handbook to change the eight-year leave cycle to a seven-year leave cycle (i.e., with six years of service and leave taken in the seventh year). The revised handbook language would read, “Usually, seven academic years at TCU must pass between leaves of absence. Hence, one applies for a leave in the fall of the sixth academic year since the previous leave with the award taken in the seventh year of service.”

This resolution does not preclude the awarding of more frequent leaves in exigent circumstances (such as fellowships, grants, invitations, and other special opportunities) where a leave would greatly enhance the academic profile of the University.