

12.99.01 Faculty Development Leave

Reviewed [April 2, 2025](#)

Next Scheduled Review: April 2, 2030

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Regulation Summary

The universities (academic institutions) of The Texas A&M University System (system) may recommend that the Board of Regents (board) grant faculty development leave designed to enable a faculty member to engage in study, research, writing and similar projects for the purpose of adding to the knowledge available to the faculty member, the students and academic institution, and society. Academic institutions must administer faculty development leave in accordance with the statutory requirements implemented by this regulation.

Regulation

1. FUNDING

Payment of salary to a faculty member on development leave may be made from funds appropriated by the legislature specifically for that purpose or from such other funds as might be available to the academic institution.

2. ELIGIBILITY AND REQUIREMENTS

- 2.1 "Faculty member" as used in this regulation means an individual 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.
- 2.2 A faculty member is eligible to be considered for faculty development leave when the faculty member has served as a member of the faculty of the same academic institution 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.
- 2.3 Faculty development leave may be granted for study, research, writing, field observations or other suitable purposes.
- 2.4 Applications for faculty development leave must be evaluated by a committee elected by the general faculty and recommended to the academic institution's chief executive officer (CEO). The CEO will make recommendations to the chancellor who will make recommendations to the board for approval prior to the effective date of leave.
- 2.5 The board may grant faculty development leave to a faculty member either for one academic year at one-half the faculty member's regular salary or for one-half academic

year at the faculty member's 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 academic institution for more than four years.

- 2.6 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.
- 2.7 Any international activities undertaken by a faculty member on faculty development leave are subject to the reporting and approval requirements of System Regulation *31.05.01, Faculty Consulting and/or External Professional Employment*. If the international activities involve a country of concern, as promulgated by the system Research Security Office (RSO), the RSO must be consulted as part of the approval process.
- 2.8 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.
- 2.9 A member of the faculty on faculty development leave retains the right to participate in the programs and receive the benefits made available to faculty members by or through the system or the state of Texas.
- 2.10 Not more than six percent of the faculty members of any academic institution may be on faculty development leave at any one time.

Related Statutes, Policies, or Requirements

[Tex. Educ. Code Ch. 51, Subch. C, *Faculty Development Leaves of Absence*](#)

[Tex. Educ. Code § 51.948, *Restrictions on Contracts with Administrators*](#)

[System Regulation *31.05.01, Faculty Consulting and/or External Professional Employment*](#)

Member Rule Requirements

A rule is not required to supplement this regulation.

Contact Office

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