The President of the University, upon recommendation of the Faculty Development Committee (FDC) and the Vice President for Academic Affairs, will award pre-tenure academic leaves for 2019-20. Full information on the Academic Leave policy and the Standard Operating Procedures of the FDC is in Chapter Four of the Faculty and Contract Staff Handbook.

PRE-TENURE ACADEMIC LEAVES
Academic leaves are among the most important means by which a teacher’s effectiveness can be increased, a scholar’s opportunity for research, reflection, and writing enhanced, and ultimately a university’s academic program strengthened and developed. The pre-tenure period is a particularly important point in faculty development, because it strongly influences the trajectory of a career. A sound program of leaves is therefore of vital importance to the academic life of a university, and every faculty member should use available means of professional development, including leaves, to increase professional competence. The major purpose of an academic leave program is to provide an opportunity for continued professional growth and new or renewed intellectual development through study, writing, research, or travel in order to enhance creativity, scholarship, and teaching. Other purposes include public or private service, which ultimately serve the university.

SPECIAL PROJECT EXPENSE GRANTS
Support for expenses, if any, associated with the Academic Leave project should be requested through the Office of Academic Affairs by contacting David Ribble (AVPAA:B&R). The project should not be dependent on the availability of a special project expense grant.

REQUIREMENTS
Pre-tenure academic leaves will be granted for one semester at full pay and fringe benefits in either the fall or spring of the academic year. A grantee is required to devote full time during the leave to the approved project. Grantees, on returning from leave, must submit a report of their activities (and expense award expenditures, if any) to the departmental chair and the Faculty Development Committee by September 18, 2019 for a leave in either of the two previous semesters. The report to the FDC should be submitted to David Ribble (AVPAA:B&R).

The grantee shall agree by signing a contract to return to his/her employment at the University for at least one year after the leave or, failing to do so, agrees to reimburse Trinity University for salary and fringe benefits received during the leave.

ELIGIBILITY
- All tenured faculty members hired since August 2013 with at least two years of full-time service at Trinity University are eligible to apply for a pre-tenure academic leave. A faculty member must be awarded tenure by the University before being eligible for subsequent leaves.
- A faculty member may apply for a summer stipend and an academic leave during the same academic year (June 1 through May 31), but no more than one award will be recommended for funding. Before making any award recommendation, the faculty member will be consulted as to his or her preference.
**CALENDAR FOR PRE-TENURE ACADEMIC LEAVE PROPOSALS**

Narrative for leave submitted to chair of department for review: **September 7, 2018**

**Applicants** submit proposals online at 
https://trinityuniversity.az1.qualtrics.com/jfe/form/SV_72pDjfeLuh3azr by **5 p.m., September 21, 2018**

**Chairs** submit departmental assessment letters online at 
https://trinityuniversity.az1.qualtrics.com/jfe/form/SV_a4eITzoFvEK Tb8N by **5 p.m., September 21.**

Award announcement: **Mid-December**

Special Project Expense Grant funds available: **June 1** (proposals for Special Project Expense 
Grants after may be submitted after award announcements have been made in mid-December).

Final report of academic leave activities to Office of Academic Affairs: **September 18, 2019.**

**EVALUATION GUIDELINES**

The FDC will evaluate academic leave proposals according to the following criteria:

- The merits of the proposal (originality and advancement of knowledge);
- The potential of the proposed project to enhance the creative, scholarly, or teaching competence 
of the faculty member (likelihood of significant publication or performance, enhancement of 
professional skills, acquisition of new areas of teaching expertise);
- The probability of achieving the objectives specified during the proposed leave;
- The appropriateness of the methods and techniques for meeting the stated objectives;
- The qualifications of the candidate relevant to achieving the goals of the proposal.

**NOTE:** **ANY PROPOSAL THAT FAILS TO EXPLICITLY ADDRESS EACH OF THE CRITERIA** 
**LISTED ABOVE WILL NOT BE CONSIDERED BY THE REVIEW PANEL.**

**NOTE:** **ALL MATERIALS MUST BE PREPARED IN CLEAR AND CONCISE LANGUAGE** 
**THAT CAN BE EASILY UNDERSTOOD BY REVIEWERS FROM OTHER DISCIPLINES.**

**FDC APPLICATION AND SUBMISSION REQUIREMENTS**

The online application will request the following information (note there is no cover page):

1. Name, Rank, Department, Email
2. Short answers, including:
   - Other current, or pending, funding for the award period (include all outside grants):
   - Other professional commitments you have during the leave period.
   - Project Title
   - Synopsis of Project (Maximum 45 words; it may be used in publicity)
3. Uploads (either Word or PDF), including:
   - Narrative of the project (see full description below)
   - Curriculum vitae
4. A check box that the applicant verifies that he/she agrees to (a) return to Trinity for at least one 
   academic year after the leave, (b) be available to serve on the FDC for at least one year, and (c) 
   submit a description of leave activities by September 18, 2019.
NARRATIVE DESCRIPTION

The narrative will be a maximum of 2,000 words. It must be double-spaced, use a font no smaller than 10 pt, and maintain one-inch margins all around. Please do not use footnotes. Any proposal not meeting these requirements will be returned to the applicant for revision.

The narrative must include. (Although not required, it’s very helpful to FDC reviewers if the applicant provides headings that identify each of these topics):

• A clear statement of the significance of the project, the project objectives, and a time frame for their accomplishment. (State succinctly the nature and importance of the project, the originality of its approach, and the professional contribution it will make if successful);
• Current state of research within the area of proposed study as directly related to above statement of significance and objectives;
• A concise statement of the methodology to be employed;
• The applicant’s qualifications relevant to achieving the goals of the proposal;
• Anticipated scholarly and/or artistic output. (For example, journals in which the work might be published, names of publishers who have shown interest in the work, and exhibitions or dramatic/musical productions that could result from the proposed work.)

Incomplete proposals will not be forwarded to the FDC for review.

NOTES

• Your Department Chair should submit a separate memo at https://trinityuniversity.az1.qualtrics.com/jfe/form/SV_a4eITzoFvEK Tb8N, which indicates whether the department supports the proposal and summarizes the critical reviews of the proposal by tenured members of the department (see part (4A). III. A. 1. d. in the Faculty and Contract Staff Handbook). The memo will also verify that the department recommends the proposal and that the curricular responsibilities of the department can be met without additional faculty to replace the faculty member being recommended for a funded leave. If curricular responsibilities cannot be met, additional rationale and information are required. If a term or part-time appointment is needed, the memo must include the request.

• The FDC will submit its recommendations of awards to the Vice President for Academic Affairs, who will send them forward with his recommendations to the President. Awards will be announced in mid-December.

• The recipient of an pre-tenure academic leave award must send a report to Academic Affairs (ATTN: David Ribble, AVPAA:B&R) and the departmental chair by September 18, 2019. Project reports should describe what was accomplished during the leave. Supporting documentation, such as manuscripts, musical scores, and other appropriate documentation, may be appended to the report and will be returned after the reports have been read.