

FACULTY MEETING
April 30, 2010

Motion

CAPT moves that the following paragraphs be added to Part One, Section IX. Tenure, D. Criteria for Determining Length of Service, of the Faculty Handbook (page 116):

4. Regular, full-time and shared position untenured faculty members with one or more years of service may request an *extension of the tenure clock* for:
- Childbirth or adoption, or
 - Personal hardship.

This option is available whether or not any type of leave is involved.

The maximum number of tenure clock extensions permitted per faculty member is two one-year extensions, regardless of the circumstances, during the probationary period.

Childbirth or adoption:

An eligible untenured faculty member may elect to have the tenure clock delayed for one year for a birth or adoption of a child occurring within the probationary period. The request should be made in writing to the Dean of Faculty near the time of the birth or adoption event and in any case no later than August 1st prior to the semester in which the tenure review is scheduled to occur. Upon receipt of the written request, the Dean of the Faculty will automatically grant the extension.

Personal hardship:

An eligible untenured faculty member may request to have the tenure clock delayed for one year when a personal hardship such as excessive responsibilities for elder or dependent care, personal illness or injury, or some other critical life situation significantly impedes the faculty member's progress toward achieving tenure. Requests for delay of tenure consideration of this type shall be submitted in writing to the Dean of the Faculty through the department chair and are granted at the discretion of the Dean of Faculty. The request should be made near the time of the critical event and in any case no later than August 1st prior to the semester in which the tenure review is scheduled to occur.

Untenured faculty granted a lengthened probationary period for reasons of childbirth, adoption, or personal hardship will not be expected to have attained a higher level of professional accomplishment and/or to have performed more service than faculty with standard probationary periods.

Rationale

The Dean of Faculty regularly receives requests to extend the tenure clock and has up to now had to deal with each request in an ad-hoc manner. There is, among other problems, inherent unfairness to such an ad-hoc system since some faculty may know that they can make the request while others may not know or may be afraid to ask. This language makes these two options and the procedures surrounding them explicit and transparent for everyone. Beyond this, CAPT believes quite simply that offering these options is the right thing to do to help to address significant work-life issues.