

FACULTY MEETING
April 27, 2012

MOTION: Faculty Handbook, Part One, Article IX, D, 4

The Committee on Appointments, Promotions, and Tenure moves that the current Article IX, Section D, 4, be amended.

The current language of Article IX, D, 4, reads as follows:

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 must be made in writing to the Dean of the Faculty within one calendar year of the time of the birth or adoption event and in any case no later than May 15th 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 review is scheduled to occur.

Untenured faculty granted a lengthier extension due to childbirth or personal hardship will not be expected to have exceptional accomplishment and/or to have performed exceptionally during the extension periods.

The proposed amendments to Article IX, D, 4, are as follows in red:

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

