

f) Tenure Clock Extensions

The tenure period is negotiated at the time of hire, however under certain circumstances, an extension of the tenure period and/or the intensive (i.e., 3rd year) review may be granted as described below.

- 1) Faculty on the tenure track may request a one-time term extension for extraordinary circumstances such as an unanticipated lack of available resources, serious illness, family emergency, and/or elder or dependent care when the faculty member is a caregiver. Requests for an extension should be in writing, addressed to the appropriate Dean, Director, or Department Chair. All such requests will be granted at the discretion of the appropriate Dean with the approval of the Provost. Approved extensions are one year in duration for full time faculty with part time faculty receiving an extension commensurate with the appointment level.
- 2) Each full-time faculty on the tenure track who becomes a parent of a child by birth, adoption, or fostering (i.e. 12 months of foster care) will automatically be granted a one-year extension of the tenure clock if the faculty has primary care giving responsibilities. For each subsequent child, a faculty member may request an additional extension for a maximum of three (3) separate extensions of the tenure period. When both parents are members of the faculty and both share equally in care giving responsibilities, each parent will be granted a one-year extension. Extension periods cannot be combined (e.g., 1 child with a single three-year extension).

Faculty may elect to opt out of the automatic extension granted for childbirth, adoption, or fostering. Regardless, the faculty should notify the appropriate Dean, Director, or Department Chair of the birth, adoption, or fostering within six months of the arrival of the child. The Dean should notify the Provost's Office immediately so the proper records for the promotion case are maintained.

Requests for an extension must be accompanied by supporting documentation. The provost makes the final decision to grant or deny the requested tenure extension and/or intensive review postponement; normally a maximum of two extensions will be permitted.

An extension for the tenure candidacy period or postponement of the intensive review will be available regardless of the number of weeks of leave taken by the faculty member. The standards for tenure and promotion remain the same for faculty who have been granted a tenure clock extension and/or an intensive review deferral. Even though a faculty member may be given a longer period of time in which to meet these standards, the faculty member should be held to the same performance standards as a faculty member who has not received an extension. However, when the Department Chair, Dean or Director requests materials for consideration of promotion and/or tenure by external reviewers it should be made clear that the length of time between milestones should not be taken into consideration.