



Extension of the Tenure Clock/Review Process (FMLA, Sickness, etc.)

Area:	Division of Academic Affairs	Number:	309
Applies to:	All Tenure-Track Faculty	Issued:	March 8, 2018
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Policy Owner:	Provost and Vice-President for Academic Affairs	Page(s):	2

I. Purpose

Due to any number of circumstances, faculty members may request an extension of the timeline for tenure, pre- and post-tenure reviews, sixth-year lecturer review, or lecturer/senior lecturer fifth-year follow-up review. These requests may include, but are not limited to, reasons approved by the Board of Regents in *Section 8.2.7, Board of Regents Policy Manual* (except § 8.2.7.1, *Board of Regents Policy Manual*). Each faculty member may be granted up to 12 months per occurrence and may reapply. Under extreme circumstances, faculty may request a continuance.

II. Policy Statement

In the event of medical or non-medical circumstances beyond the faculty member's control (including but not limited to adoption of a child, care for a family member with a serious health condition, or death of a family member), or as a result of a compelling professional opportunity or other circumstance that significantly interferes with the faculty member's progress toward tenure (including, but not limited to, off-campus post-doctoral appointments, significant delays in the provision of start-up funds or facilities, the effects of natural disasters, or other off-campus duties that prevent or impede progress in teaching, service, or scholarship), a candidate for tenure may request to extend the tenure clock.¹

III. Exclusions

None.

IV. Procedures

Application should be made in writing to the department chair or unit head; approved requests are then submitted to the college dean, the college Promotion and Tenure Committee, and the University's provost. Requests for extensions must be made before the final pre-tenure year, except in the case of emergencies. An applicant may apply for an

¹ This list of examples is not designed to be exhaustive, but to illustrate the kind of circumstances which substantially interfere with the obligations associated with progress toward tenure.

extension of the tenure clock more than once, but ordinarily will not be granted more than two years total. If such an extension is approved, the faculty member will enter into a written agreement to establish a new time table for the mandatory tenure review. During the tenure year, this document must be made available to all external reviewers and must be included in the tenure dossier.

Dossiers for candidates who have extended their tenure clock are based on the time dedicated to full- time service. A faculty member may utilize the full, extended probationary period to meet tenure expectations for teaching, scholarship, and service without any penalty regarding what should or should not be considered during candidate evaluation. As acceptance of submissions for publication and opportunities for leadership in service can occur at any time, documentation of evidence for the full probationary period must be considered for tenure decisions.