

4-4-2018

## Extension of Tenure Clock

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## Senate Executive Committee Request for Information

# Extension of Tenure Clock

Submitted by: Ted Brimeyer

3/28/2018

### Question(s):

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1) How many people have applied for a tenure clock stoppage in the last 10 years?

One request for an extension.

2) How many of those were successful?

Zero

3) Those who were unsuccessful, what reasons were given for the denial?

Did not satisfy the department and college requirements for tenure.

4) Did those who were approved formally take FMLA leave?

Yes

5) How does a stoppage affect any review leading to tenure or promotion? (i.e., annual review? 3rd year review? Are all reviews moved back a year?)

It did not impact the faculty member in this case. If this had been a successful tenure review, post-tenure would have scheduled for five years later.

### Rationale:

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Many universities have policies that automatically extend the tenure clock, upon faculty request, due to the birth of a child or other specified life situations. Georgia Southern's policy requires approval of the provost. A policy that individualizes each decision sets up the potential for unequal application of the policy. The lack of a family friendly policy puts the university at a disadvantage in the recruitment of new faculty. The current policy could needlessly subject the university to Title IX lawsuits.

### Response:

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4-6-2018: Dr. Diana Cone: Georgia Southern does not have a specific policy so the BOR policy is followed.

Minutes 5/22/2018

### Changing T & P time clock

There were two on this subject of extending tenure and promotion time clocks, but Ted Brimeyer (CBSS), who had made the queries, thought it would be better to raise these questions with the new permanent Provost in the Fall.



