

Resolution Regarding Extension of the Probationary Period – February 2015

WHEREAS the achievement of tenure commonly requires significant periods of uninterrupted time to accomplish the level of academic contributions that meet the criteria for promotion; and

WHEREAS such uninterrupted periods are often precluded or greatly diminished during child bearing and other major personal events; and

WHEREAS it is in the best interest of the University to develop the careers of academicians;

BE IT RESOLVED THAT the Faculty Senate urges the UHD Faculty Affairs Committee, the President, and the Provost to develop and incorporate into existing UHD policy wording about stopping the tenure clock for child bearing and adoption, such as:

An untenured tenure-track faculty member who becomes responsible for the primary care of a child will be given upon request a one year extension of the probationary period, with or without a leave of absence. The faculty member is responsible for notifying his/her Department Chair in writing of an extension within six months after the birth or adoption of the child. The Department Chair will acknowledge the extension of the probationary period and will inform the faculty member of the revised year of tenure review, with a copy to the Dean who will then notify the Provost's office.

Unless the faculty member expressly declines the extension in writing at the time the notice is given, the probationary period will be extended by one year. The extension of the probationary period may occur at most twice (for a total of two years extension), with each extension occasioned by the birth or adoption of a child, and by timely notice as defined above. Requests for extensions of the probationary period normally will not be considered after March 1 of the academic year prior to the tenure review period.

For purposes of this policy, a child is newborn or, in the case of adoption, under the age of six. Also, a tenure-track faculty member who is responsible for the primary care of the child is one who is responsible for significant and continuous care of his or her newborn or adopted child. If both parents are tenure-track faculty members, only one may qualify as the primary caregiver. If a faculty member takes a leave of absence, this policy shall be applied in conjunction with relevant leave statutes and policies.

BE IT FURTHER RESOLVED THAT the Faculty Senate urges the UHD Faculty Affairs Committee, the President, and the Provost to develop and incorporate into existing UHD policy wording about stopping the tenure clock for personal emergencies, such as:

An untenured tenure-track faculty member has the right to request an extension of the probationary period because of serious illness, family emergencies or other serious personal circumstances, with or without a leave of absence. Circumstances that may justify an extension include, but are not limited to, serious illness and injury, or other serious disruptions or unexpected reasons beyond the faculty member's control. Requests must be made in writing and submitted directly to the university ADA officer and Provost within six months after the emergency circumstances or personal circumstances occur. After consultation with the President, the Provost will inform the dean of his or her decision and the year of tenure review. These decisions should be made as soon as practicable.

Requests for extensions of the probationary period normally will not be considered after March 1 of the academic year prior to the tenure review period.

This policy does not address faculty leave, nor does it affect any existing policy or policies relating to faculty leave.

BE IT FURTHER RESOLVED THAT, following the formal adoption of the policy language and signature of the policy by the President, appropriate language about probationary faculty's rights per these issues be inserted into the Faculty Handbook

Motion made by Senator Hale to pass resolution and forward to the Faculty Affairs Committee. Senator Pepper seconded the motion.

Motion carries unanimously with one abstention.