

Modification of Workflow for Tenure Clock Extension Requests

Chapter 7 of Faculty Policies and Procedures (FPP) currently indicates that all tenure clock extension requests are to be submitted to the vice chancellor for academic affairs and provost. The provost acts directly on requests due to childbirth or adoption. For requests relating to dependent care obligations, disability or chronic illness, circumstances beyond the control of the faculty member, or changes in the nature of duties, the provost first seeks the approval of the University Committee.

Practice for the last several decades has been that tenure clock extension requests go first to the secretary of the faculty for transmittal to the University Committee, after which the request is forwarded to the provost for final decision. (Childbirth or adoption requests go directly to the provost as the University Committee has no role in that type of request.) As currently written, the letter of FPP requires submission to the provost, who would forward to the secretary of the faculty for transmittal to the University Committee, which would then forward the request back to the provost.

The changes to FPP indicated below are to eliminate the extra step in FPP and synchronize it with practice. Language has also been added to call attention to the appropriate format of requests, particularly as regards confidentiality in cases of illness or disability.

7.04.H.2. (1st paragraph)

Requests for extension of the probationary period on the grounds of significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness or circumstances beyond the control of the faculty member, when those circumstances significantly impede the faculty member's progress toward achieving tenure, must be approved by the University Committee and the vice chancellor for academic affairs and provost. Requests, including the recommendation of the departmental executive committee(s) and endorsement of the appropriate dean(s), shall be submitted in writing to the office of the secretary of the faculty for transmittal to the University Committee and subsequent referral to the vice chancellor for academic affairs and provost. ~~on the recommendation of the departmental executive committee(s) and dean(s) and may be granted with the approval of the University Committee. Faculty should consult the secretary of the faculty's guidelines on rule waivers prior to submitting waiver requests,~~ particularly for information on confidentiality of medical information in cases of illness or disability.

7.04.H.3.

Requests for extensions of the probationary period based on the nature of the duties of an appointment shall be made prior to the time of appointment and, if approved, shall be specified in the initial letter of appointment; or shall be submitted in writing, along with the recommendation of the departmental executive committee(s) and endorsement of the appropriate dean(s), at the time of a significant and substantial change in duties, to the office of the secretary of the faculty for transmittal to the University Committee and subsequent referral to the vice chancellor for academic affairs and provost. ~~on the recommendation of the departmental executive committee(s) and dean(s), and may be granted with the approval of the University Committee.~~