

Resolution 2004-4. Proposing an Amendment to the Trustee Policies and Procedures Governing Academic Tenure to Increase the Maximum Time for Extending the Probationary Period of Faculty Appointment for up to Twenty-Four Months for Reasons of Child-Birth, Health, or Other Compelling Circumstances.

The Faculty Council resolves:

The Chancellor is requested to recommend to the Board of Trustees an amendment to Sections 2.c(6)(ii), 2.c(6)(iii), and 2.c.(6)(iv) of the Trustee Policies and Procedures Governing Academic Tenure as follows:

“(6) Terms and conditions of appointments [omitted]

(i) Continued availability of special funding [omitted]

(ii) Provisions for less than full-time employment

Special terms for less than full-time employment with commensurate compensation, or for relief from all employment obligations for a specified period, may be included in an appointment or reappointment to any faculty rank, or may be added by written memorandum of amendment during the term of an appointment. For reasons of health, requirements of childbirth or child care, or similar compelling circumstances, such terms may, with the concurrence of the faculty member, include extensions of the period of a current probationary term of appointment at the rank of assistant professor or associate professor, and thereby the maximum probationary period, to coincide with the extent and duration of the relief from employment obligations, ~~up to a maximum of 12 months.~~ Extensions under this subsection (ii) may be granted in increments not to exceed 12 months, up to a maximum of 24 months (including any extensions that may have been granted under subsection (iii), below). [Amended 2/18/94]

(iii) Special provisions for extending the maximum probationary period

For reasons of health, requirements of childbirth or child care, or similar compelling circumstances, a faculty member holding a probationary term of appointment at the rank of assistant professor or associate professor may request a written memorandum of amendment extending the term of the current appointment and thereby the maximum probationary period~~that the maximum probationary period be extended for a period not to exceed 12 months (including any extension that may have been granted under subsection (ii) above),~~ with no resulting change in normal employment obligations, in order to provide the faculty member additional time to demonstrate fully his or her professional qualifications for reappointment or permanent tenure. Extensions under this subsection (iii) may be granted in increments not to exceed 12 months, up to a maximum of 24 months (including any extensions that may have been granted under subsection (ii), above). [Amended 2/18/94]

(iv) Extension and special assignment

If possible under the circumstances, Any requests pursuant to subsection (ii) or (iii) above ~~must~~should be initiated not later than 24 months before the end of the term to which it is to apply and must be initiated before the process for evaluating the faculty member for reappointment has begun. and All such extensions must be approved by the Chancellor before becoming effective. The total of all extensions granted under subsection (ii) and subsection (iii) above cannot exceed ~~12~~24 months. ~~A request for extension initiated during the third or fourth year of an initial probationary term at the rank of assistant professor shall be granted only upon the condition that the initial appointment is renewed.~~ [Amended 2/18/94]

The provisions of subsections (ii) and (iii) above do not apply to informal temporary adjustments of the regularly assigned duties of faculty members by the department chairman who is responsible for their direct supervision; nor to the granting by the University of extended leaves of absence with or without compensation. [Amended 2/18/94]”

I certify that the foregoing is a true copy of a Resolution adopted by the Faculty Council on January 16, 2004.

Joseph S. Ferrell
Secretary of the Faculty