

## FACULTY AGENDA ITEM 14-4

Date: March 7, 2014

Submitted by: *Faculty Affairs Committee (Kelley Weber, Chair, 785/670-1503)* SUBJECT:

Extension to the probationary period of a tenure-track faculty member.

Description:

The normal 6-year probationary period can be extended under extenuating circumstances in order to allow for forward progress toward completing the candidate's tenure standards.

Rationale:

Most U.S. universities already have policies in place for stopping the tenure clock. Washburn University also needs a formal policy for tenure extensions in order to meet its responsibility to provide tenure-track faculty members a fair and equitable probationary period by including a way for them to request an extension due to certain exceptional circumstances that may inhibit forward progress towards tenure. In particular, Washburn needs this policy to help prevent inadvertent discrimination against women of childbearing age. Washburn needs this policy to allow everyone the opportunity to succeed.

Financial Implications: *None.*

Proposed Effective Date: *All future faculty hires beginning in 2013-2014 for the 2014-15 year.*

Proposed wording:

Section 3.II.E.3 Extension of Probationary Period. Because extenuating events sometimes occur and prohibit a tenure track candidate from successfully making progress toward completing the teaching, scholarship, and/or service standards established by departments and schools for tenure, tenure-track candidates may appeal for an extension to the mandatory tenure review date indicated in the original hiring contract (normally this is in the 6<sup>th</sup> year of service at Washburn but shorter review periods are sometimes negotiated). Such an extension may be granted in the following situations:

- A. Giving birth or providing care for a dependent child.
- B. The placement with the employee of a child for adoption or foster care.
- C. A serious health condition that makes the employee unable to perform the essential functions of his/her job.
- D. To care for a family member (e.g., spouse, partner, child, parent) with a serious health condition.
- E. Death of a family member (e.g., spouse, partner, child, parent).

- F. Divorce.
- G. A substantial change in the employee's assigned area(s) of responsibilities.
- H. For qualifying exigencies arising out of the fact the employee or employee's spouse/partner is called to the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority.

Other extenuating circumstances may be considered as well. Any individual who wishes to pursue an extension as a reasonable accommodation under the ADA should contact the Equal Opportunity Director.

Requests will be directed to the Dean of the individual's area and copied to the Vice President for Academic Affairs. The Dean will consider, among other factors, whether the circumstances are unusual for a typical tenure-track candidate in his or her particular department and the candidate's pattern of successful progress prior to the extenuating circumstances. In the event that the original request is denied, the candidate may request a review from the Vice President for Academic Affairs.

Alteration of the tenure clock during the probationary period is typically limited to two, one-year delays with the exception of qualifying exigencies pertaining to extended military duty.

Timing of the request: If the circumstances warranting the tenure review extension occur prior to the mid-term review, the request for an extension must be submitted at the time of the mid-term review and a recommendation made as part of the mid-term review. In all other instances, the request form must be submitted no later than the first day of the Spring semester preceding the year of mandatory review.

Request for Action: *Approval by AAC/FAC/FS/ Gen Fac, etc*

Approved by: *AAC on date*

*FAC on **February 17, 2014***

*Faculty Senate on date **May 12<sup>th</sup>, 2014***

Attachments Yes  No