VI. EVALUATION OF FACULTY

G. Tenure-Clock Modification Policy

A tenure decision is made only once. Under normal circumstances, this decision is made no later than the sixth year unless exceptions have been granted in accordance with the College’s FMLA and ADA policies. This also holds for the decision on promotion to Senior Instructor.

A faculty member who uses 120 days or more of paid and/or unpaid disability, family, or other college sanctioned leave during any consecutive two-year period may elect to extend the tenure/probationary period by one year. Examples of such leave would include extended absence or disability due to illness, injury, acute family responsibilities, or military service. Unforeseen circumstances in the completion of a terminal degree, such as the death of a doctoral advisor, would also qualify.

A faculty member who adds a child to his or her family by either birth or adoption may elect to extend the tenure/probationary period by one year. This option must be exercised by notifying his or her chair in writing within 90 days of the birth or adoption of the child, and no later than the Monday following the spring commencement prior to the academic year in which the tenure decision is to be made. If this option is exercised in the first two years of the appointment, the third year review shall be postponed one year.

A faculty member who has used less than 120 days of paid and/or unpaid disability, family, or other college sanctioned leave during any consecutive two-year period but who has, nonetheless, taken a significant amount of such leave prior to consideration for an award of tenure or promotion, or who has experienced circumstances which, at the faculty member’s election, could have resulted in a significant period of such leave, may petition the Provost for an extension of the probationary period. Such petition must be made no later than the Monday following the spring commencement prior to the academic year in which the tenure decision is to be made. The decision to grant such an extension of the probationary period shall be made by the Provost, after consulting with the faculty member’s dean and department chair.

If at all possible, the decision to delay tenure or promotion should be arranged with the Provost prior to the commencement of leave.

If such elections as described above are made or if the Provost grants the petition, the faculty member thereby waives the provisions of the Faculty/Administration Manual requiring that a decision regarding the
award of tenure be made within six years. Any such extensions shall not
supercede the termination for cause at any point in the probationary period
as outlined in the Faculty and Administration Manual.

No faculty member may elect to exercise this option more than twice.

(Ins. Sept. 2008)