

FACULTY MEETING
April 27, 2012

MOTION: Faculty Handbook, Part One, Article IX, D, 4

The Committee on Appointments, Promotions, and Tenure moves that the current Article IX, Section D, 4, be amended.

The current language of Article IX, D, 4, reads as follows:

Regular, full-time and shared position untenured faculty members with one or more years of service may request an *extension of the tenure clock* for:

- Childbirth or adoption, or
- Personal hardship.

This option is available whether or not any type of leave is involved.

The maximum number of tenure clock extensions permitted per faculty member is two one-year extensions, regardless of the circumstances, during the probationary period.

Childbirth or adoption:

An eligible untenured faculty member may elect to have the tenure clock delayed for one year for a birth or adoption of a child occurring within the probationary period. The request must be made in writing to the Dean of the Faculty within one calendar year of the time of the birth or adoption event and in any case no later than May 15th prior to the semester in which the tenure review is scheduled to occur. Upon receipt of the written request, the Dean of the Faculty will automatically grant the extension.

Personal hardship:

An eligible untenured faculty member may request to have the tenure clock delayed for one year when a personal hardship such as excessive responsibilities for elder or dependent care, personal illness or injury, or some other critical life situation significantly impedes the faculty member's progress toward achieving tenure. Requests for delay of tenure consideration of this type shall be submitted in writing to the Dean of the Faculty through the department chair and are granted at the discretion of the Dean of the Faculty. The request should be made near the time of the critical event and in any case no later than May 15th prior to the semester in which the tenure review is scheduled to occur.

Untenured faculty granted a lengthened probationary period for reasons of childbirth, adoption, or personal hardship will not be expected to have attained a higher level of professional accomplishment and/or to have performed more service than faculty with standard probationary periods.

The proposed amendments to Article IX, D, 4, are as follows in red:

Regular, full-time and shared position untenured faculty members with one or more years of service may request an *extension of the tenure clock* for:

- Childbirth or adoption, or

- Personal hardship.

This option is available whether or not any type of leave is involved.

The maximum number of tenure clock extensions permitted per faculty member is two one-year extensions, regardless of the circumstances, during the probationary period.

Childbirth or adoption:

An eligible untenured faculty member may elect to have the tenure clock delayed for one year for a birth or adoption of a child occurring within the probationary period. The request must be made in writing to the **Associate Dean for Personnel, Development, and Diversity (ADOFP)** within one calendar year of the time of the birth or adoption event and in any case no later than May 15th prior to the semester in which the tenure review is scheduled to occur. Upon receipt of the written request, the **ADOFP** will automatically grant the extension. **If the faculty member subsequently elects not to delay the tenure clock, the faculty member must inform the ADOFP no later than May 15th prior to the semester in which the tenure review is scheduled to occur.**

Personal hardship:

An eligible untenured faculty member may request to have the tenure clock delayed for one year when a personal hardship such as excessive responsibilities for elder or dependent care, personal illness or injury, or some other critical life situation significantly impedes the faculty member's progress toward achieving tenure. Requests for delay of tenure consideration of this type shall be submitted in writing to the **ADOFP** through the department chair and are granted at the discretion of the **ADOFP in consultation with the DOF/VPAA**. The request should be made near the time of the critical event and in any case no later than May 15th prior to the semester in which the tenure review is scheduled to occur. **If the faculty member subsequently elects not to delay the tenure clock, the faculty member must inform the ADOFP no later than May 15th prior to the semester in which the tenure review is scheduled to occur.**

Untenured faculty granted a lengthened probationary period for reasons of childbirth, adoption, or personal hardship will not be expected to have attained a higher level of professional accomplishment and/or to have performed more service than faculty with standard probationary periods.

Rationale:

Skidmore College has adopted a policy to extend the tenure clock to address significant work-life issues (birth, adoption, personal hardship) experienced by faculty members during the probationary period. The current policy mandates that eligible faculty elect to delay the clock within one year of the birth, adoption, or critical event and offers no possibility of revoking that choice if the faculty member believes he or she **is** able to stand for tenure at the sixth year after all. It is important to offer faculty members the opportunity to delay the tenure clock under certain specified circumstances, **and** it is also important to recognize that such delays exact an extended penalty in terms of delayed career progress and negative impact on salary. This amendment therefore offers the opportunity to delay the tenure clock but allows the faculty member the option of canceling the extension until May 15th before the semester in which the tenure review is scheduled to take place. In the current policy, that date is the last by which any request to delay the clock can be made.