

Motion to modify language about stopping the tenure clock

Proposed Description Showing Changes from Current Language: (additions are in **bold**, deletions are ~~crossed out~~)

1.2. ~~New Child Child-Rearing~~ Provision

~~Whenever a tenure-track Faculty Member has or is expecting a child (biological or adopted) during her/his probationary appointment, she/he has the option~~ **Tenure-track Faculty members who undertake significant childcare responsibilities due to the arrival of a biological or adopted child during their probationary appointment are entitled** to stop the tenure clock for one year, thus postponing the academic year in which the tenure decision will be made. **The stopping of the tenure clock will be automatically granted by the Provost upon written notification by the Faculty member.**

Rationale

The intent of the new child provision is to mitigate conflicts between having children and the demands of the probationary period. The old wording does not establish the stopping of the tenure clock as a clear entitlement, and there has been a perception that it involves individual negotiation with the Provost.

Procedure

~~The faculty member must submit a notification to stop the tenure clock in writing to the Provost, with a copy sent to the Dean and the Department Head. The Provost will acknowledge the notification within 2 weeks, confirm that the exclusion will be granted, and provide the date on which his/her tenure review will be re-initiated. The Provost's communication will be copied to the Dean, the Department Head, and CTAF.~~

Notification to stop the tenure clock must be submitted to the Provost in writing. A copy of the notification must also be sent to the appropriate Dean and Department Head. For a biological child, the notification may be made as early as the second trimester of pregnancy but no later than six months after the birth of the child. For an adopted child, the notification may be made as early as the date that the adoption is finalized and no later than six months after the child's arrival at the adoptive home. If the birth or adoption of a child occurs during the academic year prior to the Faculty member's scheduled tenure review, then the notification must be submitted by January 15 of the academic year prior to the scheduled tenure review.

The Provost will acknowledge the notification within 2 weeks, and will state the academic year in which the tenure review will occur. The Provost's communication will be copied to the Faculty member's Dean and Department Head and to CTAF.

Applicability

~~All notifications under this policy must be made prior to January 15 of the year before the tenure decision would normally be made. The notification must be made within 6 months of the arrival of the child. Other terms and conditions of the appointment during this interval will be determined by the Provost.~~

Rationale

The new language clarifies the required timeline for notification in the cases of biological and adopted children. Is inclusive of a variety of family arrangements, making it clear that the new child provision may be utilized by both mothers and fathers who undertake significant childcare responsibilities.

2.1. Unpaid Leaves and Part-Time Employment

Tenure-track Faculty Members are entitled to stop the tenure clock for unpaid full-time leaves or for intervals of part-time employment during which the Faculty Member's activity is at or below the half-time level. The need for such unpaid leaves or part-time intervals may arise from a variety of situations, including but not limited to **parenting**, ~~child bearing, child rearing~~, extenuating circumstances related to a personal or family members' health, personal relations within a family which impose special or arduous burdens, or for other reasons as may be provided for in the "Family and Medical Leave Act of 1993."

3. Effect on Tenure Review

The tenure review of a Faculty Member who has exercised her/his entitlement to stop the tenure clock will be conducted under the same Criteria for Tenure as a candidate who has not stopped the tenure clock.

Rationale

The new provision clarifies the tenure review process makes explicit that there are no increased expectations or negative stigma associated with the eventual tenure review. CTAF treats the tenure review of all probationary Faculty Members in a consistent manner but there was no formal statement in the *Faculty Handbook* to convey this message to those Faculty Members who have exercised their entitlement to stop the tenure clock.

To develop the new wording, CTAF consulted the AAUP (American Association of University Professors) Statement of Principles on Family Responsibilities and Academic Work and the report entitled "Effective Policies and Programs for Retention and Advancement of Women" which was cited on the AAUP website. These references cited stop-the-clock policies at several universities, and these were reviewed by CTAF. Within the sample institutions, stop-the-clock provisions are enacted by a centralized decision-maker upon notification by the faculty member or the faculty member's department head.