DRAFT Tenure Clock Extension Policy for UWF

As a best practice for *Enhancing a Supportive and Inclusive Culture for Recruiting, Retaining, and Advancing Faculty,* the University of West Florida offers, in special circumstances the option of extending the tenure clock. Faculty who meet the following criteria, or highly similar criteria, are eligible for tenure clock extension as described below:

1. Childbearing

   In recognition of the effects that pregnancy, childbirth, and related medical conditions can have upon the time and energy a woman has to devote to her professional responsibilities and thus her ability to work at the pace or level expected to achieve tenure, a woman who bears one or more children during her tenure probationary period shall be granted an exclusion of **one year for each event of childbirth** from the countable years of service that constitute such tenure probationary period, up to a **maximum of two years.**

2. Other Dependent Care

   The demands of caring for other dependents (such as children with health issues, newly adopted children; ill or injured partners; or aging parents) may seriously affect the time and energy faculty have to devote to their professional responsibilities during the tenure probationary period. In recognition of the difficulty of combining an academic career with such dependent care demands, a faculty member in such circumstances may be granted an exclusion of **one year** from the countable years of service that constitute that individual’s tenure probationary period.

3. Extended Sick/Temporary Disability Leave

   A faculty member who has become seriously ill or injured should devote his or her time and energy to becoming well again. In recognition of the deleterious effects of extended sick or (temporary) disability leave on a faculty member’s ability to work at all, much less at a pace or level expected to achieve tenure, a faculty member on
extended sick or temporary disability leave may be granted an exclusion of **one year** from the countable years of service that constitute that individual’s tenure probationary period.

4. Military Leave

A faculty member who has been granted military leave to (re)enter the armed forces of the United States of America (by reason of enlistment, induction, commission, etc.) may be granted an exclusion of a period equal to the duration of absence required by the continuance of service in the armed forces from the countable years of service that constitute that individual’s tenure probationary period.

The UWF tenure clock extension policy is also governed by the following:

1. Process

The tenure clock extension application process begins with a memo requesting extension. The memo should be addressed to the College Dean, should be from the individual requesting extension and the Departmental Chair should receive a copy. The request must contain beginning and ending dates (for the extension) and may be approved for the periods listed above as circumstances warrant. A faculty member requesting an extension must state the nature of the request and recognize this process is separate from any leave request. **No more than 2 years** may be excluded from the countable years of service that constitute an individual’s tenure probationary period at the University of West Florida under this policy, regardless of the combination of circumstances.

2. Applicability

Events which occur in the final year of a faculty member’s tenure probationary period may not be the basis for a request for application of this policy. All requests under this policy must be made prior to the date that has been communicated to the faculty member as the date on which tenure review will be initiated.

3. Tenure Clock Extension without Official Leave
A faculty member can be granted tenure clock extension without official leave when they are capable of teaching activities but not capable of research and service activities. Again, no more than 2 years may be excluded.

4. CBA

This policy will be a consent item when the next round of collective bargaining begins and added to the new collective bargaining agreement.¹ It will not be discussed.

¹ See June 22, 2011 letter from Judith A. Bense to Kelly M. Mack supporting a change to the university work plan.