

Attachment 4
Extension of the Pre-Tenure Probationary Period

405.1.4 Pre-Tenure Probationary Period

(3) Leaves of absence.

An academic year(s) in which leave without pay is taken will not count as part of the faculty member's pre-tenure probationary period. When a tenure-eligible faculty member is on any leave of absence with pay for one or more semesters in an academic year, upon recommendation from the faculty member's department head or supervisor, director (where applicable), and the dean or vice president, the Provost may approve a ~~hiatus~~ *an extension* from the faculty member's pre-tenure probationary *period* in cases such as, but not limited to, Family and Medical Leave, Sick Leave, Military Leave, and Jury and Witness leave.

(4) Extension of Pre-Tenure Probationary Period.

Even if a leave of absence is not taken, at any time during the tenure process a tenure eligible faculty member can request an extension of the pre-tenure probationary period for one year for reasons including, but not limited to, medical needs of the faculty member or a family member or family responsibilities (including birth of a child or adoption). This extension may be requested up to two times, so long as the total pre-tenure probationary period does not exceed nine years. Upon recommendation from the faculty member's department head or supervisor, director (where applicable), and the dean or vice president, the Provost may approve an extension of the faculty member's pre-tenure probationary period. During the year in which the pre-tenure probationary period extension is granted, faculty responsibilities may be negotiated. When the faculty member that has extended the pre-tenure probationary period goes forward for tenure, research expectations will be no greater than if the tenure extension had not been utilized.

(4 5) Award of tenure in lieu of pre-tenure probationary service.

When substantial justification is provided by a faculty member's tenure advisory committee, department head or supervisor, director (where applicable), and dean, or vice president, the President may recommend the granting of tenure to a faculty member at any time.