

[D] Exclusion of time from probationary periods.

- (1) There are three circumstances under which probationary tenure-track faculty may obtain an exclusion of time from probationary periods, ~~also known as extending the tenure clock~~. These exclusions ~~are intended to~~ recognize ~~that there are~~ factors that ~~can~~ impact the ability ~~of probationary faculty~~ to meet the criteria for tenure within the probationary period outlined in paragraph (B) of this rule. A request to exclude time from the probationary period for any of the reasons listed in paragraphs (D)(1)(a) to (D)(1)(c) of this rule must be made prior to April first of the year in which the mandatory review for tenure is scheduled ~~to occur~~.
- (a) A probationary tenure-track faculty member will have ~~time~~ **one year** excluded from the probationary period ~~in increments of one year to reflect the caregiving responsibilities associated with~~ for the birth ~~of a child or the~~ adoption of a child ~~under age six~~. ~~The maximum time that can be excluded per birth or adoption is one year~~. This exclusion is guaranteed provided the faculty member informs the ~~head of her/his tenure initiating unit, the dean, or the office of academic affairs-TIU head~~ in writing within one year of the birth or ~~the~~ adoption, unless the exclusion ~~of time~~ is prohibited ~~by~~ in paragraph (D)(3) of this rule, ~~and no later than April first of the mandatory review year~~. It is the responsibility of the ~~unit~~ **TIU** head to inform the college dean and office of academic affairs of the birth or adoption. The probationary faculty member may decline the one-year exclusion by informing ~~her/his unit~~ **the TIU** head in writing before April first of the original mandatory review ~~year~~. ~~It is the responsibility of the unit head to inform the college dean and office of academic affairs of the faculty member's choice to decline the exclusion. The maximum amount of time that can be excluded from the probationary period per birth event or adoption is one year~~.
- (b) A probationary tenure-track faculty member may apply to exclude time from the probationary period in increments of one year because of personal illness, care of a seriously ill or injured person, an unpaid leave of absence, or factors beyond the faculty member's control that hinder the performance of the ~~usual range of~~ duties associated with being a successful ~~university~~ faculty member, i.e., teaching, scholarship, ~~or~~ and service. ~~For faculty members requesting an exclusion due to personal illness or care of a seriously ill or injured person, requests shall be made in writing to human resources, which will work with the TIU head to determine the necessary documentation~~. Requests to exclude time from the probationary period ~~made under the terms of this paragraph due to unpaid leave or factors beyond the faculty member's control~~ must be submitted in writing to the ~~head of the faculty member's tenure initiating unit-TIU head~~ within one year of the ~~illness, care, unpaid leave or other~~ **extenuating** factors. ~~Requests~~ **Such requests** shall be reviewed by the ~~tenure initiating unit~~ **TIU** promotion and tenure committee, which ~~shall~~ **will** advise the ~~head of the tenure initiating unit regarding~~ **TIU head** on the appropriateness of the request. In units that do not have a promotion and tenure committee, the eligible faculty shall review the request. ~~Such~~ **All** requests require approval by the ~~TIU head of the tenure initiating unit~~, dean, and executive vice president and provost. ~~A request to exclude time from the probationary period for any of these reasons must be made prior to April first of the year in which the mandatory review for tenure must occur~~. The extent to which the event leading to the request was beyond the faculty member's control, ~~and~~ **and** the extent to which it interfered with the faculty member's ability to be productive, ~~and the faculty member's accomplishments up to the time of the request~~ will be considered in ~~reviewing the appropriateness of~~ **granting or denying** the request.
- (c) Probationary tenure-track faculty members on less than full-time service for part or all of their probationary period may request an exclusion of time ~~from the probationary period on the basis that they are less than full time~~. Such requests require approval of the ~~tenure initiating unit~~ **TIU head** ~~chair~~, dean, and executive vice president and provost. The exclusion shall be for an ~~integral~~ **integer** number of years based on the principle that the usual probationary period represents full-time service. The maximum ~~permissible~~

exclusion of a probationary period ~~under this paragraph~~ for less than full-time service is one year for a probationary instructor, three years for a probationary assistant professor and two years for a probationary associate professor or professor.

Following is the same as the above with redline removed to enhance readability.

[D] Exclusion of time from probationary periods.

- (1) There are three circumstances under which probationary tenure-track faculty may obtain an exclusion of time from probationary periods, also known as extending the tenure clock. These exclusions recognize factors that impact the ability to meet the criteria for tenure within the probationary period outlined in paragraph (B) of this rule. A request to exclude time from the probationary period for any of the reasons listed in paragraphs (D)(1)(a) to (D)(1)(c) of this rule must be made prior to April first of the year in which the mandatory review for tenure is scheduled.
 - (a) A probationary tenure-track faculty member will have one year excluded from the probationary period for the birth or the adoption of a child. The maximum time that can be excluded per birth or adoption is one year. This exclusion is guaranteed provided the faculty member informs the TIU head in writing within one year of the birth or adoption, unless the exclusion is prohibited in paragraph (D)(3) of this rule. It is the responsibility of the TIU head to inform the college dean and office of academic affairs of the birth or adoption. The probationary faculty member may decline the one-year exclusion by informing the TIU head in writing before April first of the original mandatory review year.
 - (b) A probationary tenure-track faculty member may apply to exclude time from the probationary period in increments of one year because of personal illness, care of a seriously ill or injured person, an unpaid leave of absence, or factors beyond the faculty member's control that hinder the performance of the duties associated with being a successful faculty member, i.e., teaching, scholarship, and service. For faculty members requesting an exclusion due to personal illness or care of a seriously ill or injured person, requests shall be made in writing to human resources which will work with the TIU head to determine the necessary documentation. Requests to exclude time from the probationary period due to unpaid leave or factors beyond the faculty member's control must be submitted in writing to the TIU head within one year of the unpaid leave or the extenuating factors. Such requests shall be reviewed by the TIU promotion and tenure committee, which will advise the TIU head on the appropriateness of the request. In units that do not have a promotion and tenure committee, the eligible faculty shall review the request. All requests require approval by the TIU head, dean, and executive vice president and provost. The extent to which the event leading to the request was beyond the faculty member's control and the extent to which it interfered with the faculty member's ability to be productive will be considered in granting or denying the request.
 - (c) Probationary tenure-track faculty members on less than full-time service for part or all of their probationary period may request an exclusion of time. Such requests require approval of the TIU head, dean, and executive vice president and provost. The exclusion shall be for an integer number of years based on the principle that the usual probationary period represents full-time service. The maximum exclusion of a probationary period for less than full-time service is one year for a probationary instructor, three years for a probationary assistant professor and two years for a probationary associate professor or professor.