

## 3335-6-03(D)(1) Exclusion of Time from The Probationary Period

Resolution Number:

**Synopsis:** This clarifies the exclusion of time rule. An exclusion due to personal illness or care of a seriously ill or injured person is a private matter that should not require review by a P&T committee. Current language requiring exclusions based on illness or care be made within a year is struck to provide needed discretion to afflicted faculty. The exclusion limit at age six for an adopted child is removed. Wording is clarified.

**WHEREAS** Faculty Rule 3335-6-03(D) outlines the three events that exclude time from the probationary period for tenure-track faculty, commonly known as an extension of the tenure clock; and

**WHEREAS** a search of rules for “*extension of tenure clock*” yields no result and searchers may not know “*exclusion of time*” is the synonym for this important concept; and

**WHEREAS** a one-year exclusion of time for birth or adoption is automatic if noted within a year of the event and any faculty member may decline this exclusion; and

**WHEREAS** support of faculty parents during the probationary period should not be denied if they adopt a child above age five; and

**WHEREAS** this rule respects the privacy of personal or family medical health, mental health, and illness status; and

**WHEREAS** a faculty member’s accomplishments at the time of the request for an exclusion based on events beyond the faculty member’s control should not be a reason to grant or deny the request; and

**WHEREAS** the proposal has the support of the Office of Academic Affairs, and

**WHEREAS** the Rules Committee approved this resolution and proposal on January 17, 2020;

### **NOW THEREFORE**

**BE IT RESOLVED**, that a revision of this rule for exclusion of time from the probationary period be approved by the University Senate and respectfully request concurrence of the Board of Trustees effective upon approval by the Board of Trustees.

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