Proposed Redbook Changes – Extension of Probationary Period

The Commission on the Status of Women has voiced a concern that the Redbook is not clear enough that faculty members may "stop the clock" in tenure cases for personal reasons such as having a child or taking care of an ill family member. The University would be seen as a more “family friendly” organization if examples were included in the Redbook. The Redbook language that exits is below.

The Redbook Committee recommends that Redbook 4.2.2.C be changed by adding the highlighted text.

Redbook 4.2.2.C

Extension of Probationary Period
A faculty member who faces extenuating circumstances that do not require a leave of absence but result in a significant reduction in ability to perform normal duties (such as personal illness, the birth or adoption of a child, or care of an ill family member) may request an extension of the probationary period for no less than six months and no more than one year. A second extension may be granted for a second extenuating circumstance. An extension shall not be granted more than two (2) times within the probationary period of a faculty member. Such extensions must be requested and approved before the end of the fifth year of the probationary period and must have documentation satisfactory to the Executive Vice President and University Provost.