

SOU X-Factor Proposals for Bylaws Changes/Additions
February 19, 2015

Proposal I: Extension of Tenure Clock, Third Year Review, and Colleague Evaluation

***NOTES:**

- Faculty are *not* required to take an extension
- Extensions granted are independent of and *NOT* related to any Leave granted by the University (e.g. FMLA, LWOP, sick leave, reduction in FTE, etc...)
- Extensions do not require that Leave be taken
- Extensions do not obligate the University to grant Leave
- Faculty members who receive an extension will be held to the same promotion, tenure, review, and evaluation standards (with the exception of timeframe) as faculty members who do not take an extension
- Faculty members who take an extension will not be penalized for taking an extension nor will they be held to a higher standard than faculty members who do not take an extension

Automatic one-year extension (*If for each event, then maximum extension of three years*)
For pregnancy, birth or adoption of a child, death of a spouse/partner or death of a child
Requirements: Notification and basic documentation

Requested one-year extension (*If for each event, then maximum extension of three years*)
For serious accident or illness of faculty member or member's family, death of a parent, or other similar events/circumstances
Requirements: Request, justification and basic documentation

Provost-approved one to three year extension

For exceptional circumstances

NOTE: 5.223 (d)

"There may be exceptional individuals whose abilities warrant waiving the seven-year limitation. In such exceptional cases, the Department Chair, in consultation with the Department Personnel Committee, may recommend the faculty member be continued on one-year, renewable appointments that specify both the length and purpose for the exception. In no case may the faculty member be continued beyond the equivalent of ten years of full-time service on fixed term appointments."

Proposal II: ALL teaching, scholarship, and service activities carried out since hiring/last promotion will apply towards current tenure/promotion application (i.e. not just "past five years")

NOTE: Faculty may choose to include a personal narrative to describe excessive time demands influencing their application timespan, e.g. service to university, childbirth, childcare, parental care, accident or illness of self or family member, death of a family member, etc...

5.212 2c,d,e: "level best describes your performance during the **past five years**"

5.223 (c): Associate Professor

"completed at least the equivalent of five academic years of full-time college teaching"

5.223 (d): Tenure

“completed at least the equivalent of five academic years of full-time teaching... **may apply for tenure during their fifth year of service and no later than during their sixth year of service.** Faculty with permanent part-time appointments may apply during the year they complete the equivalent of five years of full-time service and no later than during the year in which they complete the equivalent of six years of full-time service.”

5.223 (e): Professor

“**have at least the equivalent of six academic years** of full-time college teaching”

5.225 (d): Scholarship Performance Levels

“The characteristics developed by departments refer to an **accumulation of evidence across a 5-year timespan** (or the full-time equivalent)... *[When evaluating faculty performance in this area during any portion of a 5-year evaluation period (such as annual evaluation or mid-cycle review), consider both the faculty member’s progress-to-date and any anticipated publications, presentations, and/or grant applications during the **remainder of the 5-year timespan.**]*

Supporting Materials:

AASCU Suspension of Tenure

<http://www.cuny.edu/about/administration/offices/aa/acr/protected/SuspensionofTenureClockforSpecialCircumstances.pdf>

AAUP Family and Academic Work

<http://www.aaup.org/report/statement-principles-family-responsibilities-and-academic-work>

EOU Tenure Clock Delay Policy

https://docs.google.com/a/sou.edu/document/d/10hyFg71BAXDCh0Zwbj97H7cHHEDSs_gU-gCgGa7Ez4w/edit

Is the clock still ticking Cornell 2013

<http://ilr.sagepub.com/content/66/1/3.full.pdf+html>