

University of Mississippi

eGrove

Resolutions

Faculty Senate

11-14-2002

Resolution re: Extension of the Probationary Period

University of Mississippi. Faculty Senate

Follow this and additional works at: https://egrove.olemiss.edu/facsen_resolutions

Recommended Citation

University of Mississippi. Faculty Senate, "Resolution re: Extension of the Probationary Period" (2002). *Resolutions*. 30.

https://egrove.olemiss.edu/facsen_resolutions/30

This Article is brought to you for free and open access by the Faculty Senate at eGrove. It has been accepted for inclusion in Resolutions by an authorized administrator of eGrove. For more information, please contact egrove@olemiss.edu.

**Resolution: Revisions to (UM: Faculty Handbook Section IV. Part One)
Extension of the Probationary Period**

Section IV. Part One

1. Any faculty member may request an extension of one year of the probationary period based on personal circumstances. Extensions generally shall not be granted for circumstances under the control of the University (e.g. undertaking administrative assignments, lack of adequate facilities).
2. The following shall be considered a nonexclusive list of personal circumstances that might support such a request:
 - a. Because of pregnancy and childbirth
 - b. Because of the placement of a child with the employee for adoption or foster care.
 - c. To provide primary care for a child within twelve months after birth or placement.
 - d. To care for a spouse, domestic partner, child, or parent who has a serious health condition.
 - e. Because of personal illness or injury.
 - f. Because of the death of a spouse, domestic partner, child, or parent.
3. A request for an extension must be initiated on or before March 1 prior to the academic year in which a tenure decision is to be made.
4. The process can only be initiated by the faculty member. A written request for an extension shall be prepared by the faculty member and submitted simultaneously to the Department Chair and the Dean, or, for those in schools without chairs, to the Dean and the Provost. Suitable supporting material will be submitted with the application. The request for extension and the rationale for the request shall be kept confidential. Only the granting of the extension shall be made public.
5. The Chair and Dean may take into account the time elapsed since the event, but the applicant shall not be denied an extension for having attempted to maintain progress towards tenure despite personal circumstances.
6. Upon receipt of the written request, the Department Chair will then make his or her recommendation to the Academic Dean. The Academic Dean's recommendation will be forwarded to the Provost/VCAA. The recommendation of the Provost/VCAA shall be forwarded to the faculty member. If the Provost/Vice Chancellor for Academic Affairs supports the extension request, the request shall be forwarded to the Chancellor. The Chancellor shall take final action on the request to extend the probationary period. The Chancellor will inform the faculty member, Department Chair, Academic Dean, Dean of the Graduate School and the Provost/VCAA of the final disposition of the request. When all action has been completed the recommendations alone will be filed in the Department of Human Resources. The faculty member making the request shall be notified in writing at each stage of the process or the recommendation made at that stage.
7. If the request is granted, an appropriate indication shall be placed in the applicant's promotion file. All documentation regarding the rationale for the request shall be kept confidential and maintained in a file separate from the faculty member's official institutional personnel file. This confidential file may be accessed by and must be released to the applicant upon request.
8. The faculty member whose application is approved is not expected to present a record of accomplishment different from other tenure applications.
9. No person shall be discriminated against in any promotion and tenure proceedings for seeking or obtaining an extension under this provision.

10. Tenure extensions are limited to one year except in the case of [part of Senator Malone's friendly amendment] an untenured faculty member who becomes the parent of a newborn or newly adopted child may choose to take a one-year extension of the pre-tenure probationary period for each child, up to a maximum of two years. Refer to sections 2a-2c.

11. The appeal process shall be through the Tenure and Promotions Appeals Committee using the same procedure as used for tenure decision appeals.