To: Members of University Council
From: Sunny Zank, Chair
Re: Agenda for Meeting of January 19, 2010

The regular meeting of University Council will be held on Tuesday, January 19, 2010 at 5:30 p.m. in Dicke Hall Forum.

AGENDA

I. Minutes of December 1, 2009 meetings.

II. Reports from Constitutional Committees

   a. Budget & Appropriations Liaison: Beaschler
   b. Academic Affairs Liaison: Laird
   c. Student Activities Liaison: Roecker
   d. Personnel Liaison: Allison

III. Reports from Operational Committees

   a. Athletics Liaison: Crago
   b. Information Technology Liaison: Hurtig
   c. Cultural & Special Events Liaison: Allison
   d. International Affairs Liaison: Hurtig
   e. Religion Affairs Liaison: LaSala
   f. General Education Liaison: Hurtig

IV. Report from Planning Council – Dr. Baker

V. Other Reports

   a. Vice-Presidents; Deans Chair: Hamper
   b. Student Senate Chair: Hamper
   c. Health Services Advisory Committee Chair: Ruble

VI. Announcements

VII. Questions for the President

VIII. Unfinished Business

IX. New Business

   a. Tenure Clock Extensions (Attachment A)

X. Adjournment
To: Dr. Zank, Chair University Council
From: Dr. Theisen, Chair Personnel Committee
Re: Tenure Clock Extensions
Date: 01/12/10

Addition to Faculty Handbook - 2.4.2

Tenure maybe granted only to full-time teaching faculty members (including professional librarians) with the rank of Assistant Professor, Associate Professor, or Professor. Unless granted at the time of initial appointment as Assistant Professor, Associate Professor, or Professor, tenure may be granted during a probationary period which will not exceed seven (7) years except as specified in Appendix 30. The computation of years of service in….

Addition to Faculty Handbook – Appendix 30

Tenure Clock Extensions

1. Eligibility for Tenure Clock Extensions
   a. A non-tenured member of the faculty in a tenure track position shall be eligible, upon request, for a one-year extension of the tenure probationary period due to the occurrence of a significant life event (as defined below) that can reasonably be expected to markedly delay progress toward tenure. Any such request must be made within a year of the beginning of the life event. Such an extension of the tenure probationary period shall be available whether or not the faculty member applies for or receives a leave of absence due to such a life event.
   b. A faculty member ordinarily will not be eligible for more than one, one-year extension. In exceptional and unusual circumstances, a second, one-year extension for a second life event or for the same life event may be considered at the discretion of the Dean of the faculty member’s college, but will only be granted with the approval of the Vice President of Academic Affairs.
   c. A faculty member who receives such an extension has the right to choose later to decline the tenure extension in writing to the Dean and will come up for tenure at the normal six-year point.
   d. A tenure-track faculty member who has been granted such an extension shall be reviewed for tenure under the same academic standards as candidates for tenure who have not received such extensions.
   e. Faculty who benefit from this policy are expected to fulfill their normal responsibilities during the probationary period extension unless they have been also granted a period of modified duties or unless other arrangements have been made.

2. Defining Terms
a. Life events automatically qualifying a faculty member for an extension are:
   1. the birth of a child into the faculty member’s household,
   2. the adoption or fostering of a child under the age of five into the faculty member’s household,
   3. active duty military service or obligations expected to extend for a substantial portion of a semester

b. A faculty member also will qualify for an extension upon a finding by the Dean of the faculty member’s college that a life event not specified in 2.a. can reasonably be expected to markedly delay progress toward tenure. Such other life events include, but are not limited to:
   1. the adoption or fostering of a child, requiring special care, who is over the age of five.
   2. the faculty member who has suffered a serious health condition that is expected to persist for a substantial portion of a semester,
   3. the faculty member who is required to act as the primary caregiver for a substantial portion of a semester for a parent, child, spouse, or domestic partner suffering serious health conditions,
   4. the faculty member has suffered catastrophic residential property loss.

3. Application Process
   A written application for such extensions shall be made within one year of the beginning of the life event. The application will be submitted to the chair and/or forwarded to the Dean of the college in which the faculty member is appointed. The Dean may request additional information for life events as defined above and a statement of the anticipated effect on progress toward tenure. Decisions about whether a life event qualifies a faculty member for an extension shall be made by the Vice President of Academic Affairs, upon recommendation of the Dean.

Rationale:
The request for this policy has been made by the faculty and administration. The purpose is to establish a procedure that enables tenure track faculty faced with a significant life event to stop their tenure clock to provide additional time to prepare to be evaluated for tenure consideration. The policy reflects current practice at a number of ONU’s peer and aspirational universities.