

Applies to: LSA Chairs, Directors, Chief Administrators
Related Policies: Tenure Clock Exclusion, LSA Policy
Date Revised: December 2021
Owner: LSA Office of the Dean - Academic Affairs
Primary Contact: Academic Affairs Senior Manager

Excluding year(s) of service from the tenure clock is an option for tenure-track faculty members who experience life events that may affect their progress towards tenure.

Such events might include:

- becoming a parent (e.g., birth or adoption),
- personal illness,
- illness of an immediate family member,
- elder care, or
- other reasons beyond the faculty member's control that have hindered their progress toward tenure.

- **COVID related tenure clock exclusions (updated December 2021)**

We recognize that the COVID pandemic is an ongoing crisis and a tenure clock exclusion due to COVID may still be requested. A request should include a description of how COVID has impacted or continues to impact your research/scholarship. Note that there is a one year window from the time of the COVID impact on the scholarship in which to make the request.

Faculty are expected to fulfill their normal responsibilities during the time of the tenure clock exclusion unless they have been granted a period of modified duties or medical leave.

A tenure clock exclusion is granted with the clear expectation that the eventual tenure evaluation process will not involve any change in the standards or criteria applied for tenure review. The timing of tenure review is not a consideration in the evaluation process.

Terms/Eligibility:

A tenure clock exclusion is available to a tenure track faculty member who has experienced a life event as described previously. A tenure clock exclusion request:

- must be submitted **within one year of the life event**.
- must be requested **no later than April 1 of the 5th year** on the tenure track.
- does not preclude tenure review at the normal time.
- is available immediately upon employment at the University.
- requires approval by the College Executive Committee.
- is for a period of one year at a time with a maximum of two years and may not extend beyond a total of eight years of service unless approved in writing by the Provost.
- may not be for events occurring in the final year of a faculty member's tenure probationary period.
- is granted for a newly born or adopted child and is available to both parents who meet the following eligibility criteria:
 - employed at the University in a rank eligible for this benefit,
 - have equal care-giving responsibilities for the child.

A faculty member who receives one or two tenure clock exclusions and is not awarded tenure may be appointed for a terminal year in his/her current title.

Procedure:

A faculty member who wishes to request a tenure clock exclusion should submit through the [Faculty Life Cycle Portal](#).

Additional link:

See SPG 201.92, "[Tenure Clock Probationary Period: Effects on Tenure Clock of Childbearing and Dependent Care Responsibilities](#)," for the related University policy.

[Effects of a January 1 start date & 1- or 2-year exclusions from the tenure clock \(Matrix\)](#)