

Tenure Clock Extension Due to the Birth or Adoption of a Child

The Handbook specifies that “under unexpected, special, and extenuating circumstances prior to the beginning of the sixth year of service” an extension of the probationary period may be granted for up to one year. This extension is intended to accommodate unpredictable events that disrupt the documented progression of a faculty member towards achievement of tenure.

In addition, the Kansas Board of Regents provides for an automatic one year extension of the tenure clock for faculty who become new parents or adopt a child under five years of age.

“If an untenured faculty member becomes a parent through birth, adoptive placement, or adoption of a child under the age of 5 prior to May 1st of the fifth year of the probationary period, that faculty member, upon notification to the institution’s chief academic officer, shall be granted a one-year delay of the tenure review. Notification must occur within 90 days of the birth, adoptive placement, or adoption. Faculty members retain the right to opt out of this interruption policy.”

For individuals receiving an extension to the tenure clock, the Mid-cycle Comprehensive Review should be conducted at the originally scheduled date.

Please check the one that applies. Please attach a copy of birth certificate/adoption paperwork.

____ Birth Certificate

____ Official Adoption Paperwork

Faculty Member

Date

Department Chair

Date

Dean

Date

Approved By:

Vice Chancellor for Academic Affairs

Date