Clarification of Tenure Extension in SEAS
June 6, 2016

In SEAS there is the opportunity to request an extension of the tenure probationary period. Whether it is granted is at the discretion of the Dean and it is for a time period of up to three years.

- Tenure extensions are to be considered as tenure clock stoppages meaning that the extension time does not count toward the probationary period. This is analogous to taking parental leave or experiencing some other serious medical or family issue that will dramatically impact the amount of time one can dedicate to one’s research.

- Tenure extension requests must be associated with some particular event or crisis that negatively impacts the ability to conduct research. Examples would include a laboratory accident that resulted in experiments or experimental data being destroyed and necessitating reproducing results over a significant period of time.

- The request should be made as soon as it is realized that the event is indeed potentially problematic and typically no longer than one year after the event or crisis.

- Extensions of more than one year for a single event can be considered but only under exceptional circumstances. As stated in our tenure and promotion process documents, the total extension granted shall not exceed three years.

These requests must be done in consultation with the department chair. Any such requests must be made to the Dean with a letter of support from the department chair explaining and endorsing the request. Granting of the extension remains at the discretion of the Dean.

In the past, extensions could be considered just prior to tenure time regardless of whether there was some significant event that negatively impacted the research portfolio. Under this new process, there will not be such an option. As you know, we have instituted a rigorous 3rd year review that will provide feedback and specific recommendations as to how a faculty member should best strengthen their tenure case.