Extension of Probationary Period

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Responsible University Office:
Office of the Provost and Vice President for Academic Affairs

Responsible University Administrator:
Provost and Vice President for Academic Affairs

Under extenuating circumstances, including but not limited to maternity/paternity leave, tenure-track faculty qualify for a one-year extension of their tenure probationary period (stop the tenure clock). The probationary period at A&M-Commerce may be extended with the written concurrence of the faculty member involved, the department head or equivalent, academic dean/director of school, and the provost. Requests are handled on a case-by-case basis. Some possible extenuating circumstances are described below.

Pregnancy, childbirth, and related medical conditions can affect the time and energy a woman can devote to her professional responsibilities, and thus on her ability to work at the pace or level expected to achieve tenure. In these circumstances a faculty member may request an extension of the probationary period. Similarly, the demands of caring for dependents (e.g., children, including newly adopted children, ill or injured spouses or partners, aging parents) may seriously affect the time and energy faculty can devote to their professional responsibilities during the tenure period. In recognition of the difficulty of combining an academic career with significant dependent care demands; any faculty member in these circumstances may request an extension of the probationary period. Faculty members who suffer a serious illness may also request an extension of the probationary period.