

PART X

REGULATIONS AFFECTING EMPLOYMENT

- A. General
 - 1. Merit as the Basis for Appointment
 - 2. Intellectual Property
 - 3. Representation and Attendance at Meetings
 - 4. Retirement
 - 5. Social Security
 - 6. Group Insurance
 - 7. Workers' Compensation
 - 8. Employee Disability Program
- B. Employment of Faculty
 - 1. Appointment of Faculty
 - (a) Types of Faculty Appointments
 - (b) Probationary Periods
 - (c) Automatic Delay of Probationary Periods

A probationary regular, special, extension, or librarian title series faculty member who becomes the parent of a child or children by birth, adoption or ~~guardianship~~, who assumes significant responsibilities with respect to family or dependent care obligations, or who becomes the guardian of a relative (see GR X.A.1) or domestic partner for the purpose of providing care to that person shall automatically be granted a one-year delay of the probationary period by the dean of the respective college, upon written notification by the faculty member's department chair to the college dean. Upon notification of the delay, the dean shall prepare and submit to the Provost a revised Notice of Academic Appointment reflecting the change in probationary dates. ~~A faculty member may waive the automatic delay only by completing and submitting a Faculty Waiver Form to the chair, who shall forward the form to the dean and the Provost.~~ This provision is available to all probationary regular, special, extension and librarian title series faculty upon their official start date and up until the anniversary of their official start date in the year in which their tenure review is scheduled to occur. Notifications of all delays shall be made by the faculty member's department chair in writing to the dean of the respective college as soon as possible after the birth, adoption and/or guardianship, but in no case later than six (6) months from the time of the qualifying event (i.e., birth, adoption, or guardianship) or no later than the last day of the fifth year of the probationary period; whichever comes first. A faculty member may waive the automatic delay only by

completing and submitting a Faculty Waiver Form to the chair, who shall forward the form to the dean and the Provost.

The automatic delay shall not be granted more than two (2) times within the probationary period of a faculty member. The faculty member shall be reviewed for tenure under the same academic standards as a candidate who has not extended the probationary period and shall not be penalized or adversely affected by the delay of the probationary period.

- (d) Appointment Record
- (e) Notification of Non-Renewal of Appointment: Non-Tenured Appointments
- (f) Termination of Appointment
 - (i) Reasons for Termination

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