

# Tenure Clock Extension: Ideas for Defining Family/Dependent Relationship

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## Review of TOP 20 Benchmark Policies

### University Michigan

Caring for dependents such (such as children, ill or injured spouse, same-sex domestic partners, aging parents) any faculty member in these circumstances, may upon written request to unit chair/director, be granted an extension of one year

### University of Florida

Immediate family member shall be defined, for purposes of this section, as: faculty member's spouse or domestic partner, child, parent, grandparent, grandchild, brother or sister (or spouse of any of them) of the faculty member or his/her spouse or domestic partner.

### University of Wisconsin

Requests for extension of the tenure clock on the grounds of significant responsibilities with respect to elder or dependent care obligations, disability or chronic illness, or circumstances beyond the control of the faculty member, when those circumstances significantly impede the faculty member's progress toward achieving tenure, must be submitted to the unit chair or director. In the case of requests involving disability or chronic illness, campus guidelines require that the letter of request from the faculty member be accompanied by supporting documentation consisting of the faculty member's vita; a letter from the attending physician, psychologist or certified counselor; and a letter from the mentor committee supporting the request. The Dean will then forward the requests to the Provost ... for approval. More than one request may be granted under this policy. The total length of time, however, for these requests cannot exceed one year.

### University of Kentucky: (needs to be considered)

Specific Colleges may have their own modified duties policy to assist the faculty member as well.