



UNIVERSITY OF KENTUCKY

**MEMORANDUM**

**College of Arts and Sciences**

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**To:** University Senate Council

**From:** Women Faculty Advisory Committee, College of Arts and Sciences

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**Re:** Proposed Tenure-Clock Extension Policy

**Date:** October 17, 2006

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Attached to this memorandum is a draft policy to extend the tenure-clock attendant to child birth or adoption for both female and male tenure-track faculty. It is based on the recently implemented Princeton University policy.

Through this memorandum, the A&S Women Faculty Advisory Committee is writing to the University Senate Council in hopes that the Council will review the attached draft, which is in its initial stage, and offer counsel as to how the policy might be implemented into the University's Administrative Regulations. The Committee plans eventually to submit the proposal for University-wide consideration, but prior to doing so the Committee feels it prudent to seek the Council's advice.

It is the Committee's hope that the broader discussion surrounding the proposed policy will focus on whether or not such a policy should be implemented, and not on the technical aspects of how the policy would best fit into UK's Administration Regulations. By seeking the Council's advice at this early stage, the Committee hopes to offer a proposal that would fit into the Administration Regulations reasonably well, thus minimizing the risk of subsequent discussions being side-tracked by technicalities.

The A&S Women Faculty Advisory Committee is comprised of associate and full professors in the College of Arts and Sciences, who work with the College leadership to improve the welfare of women faculty in the College. Please feel free to contact Judith Lesnaw at 257-3804 or biojal@uky.edu with questions.

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### Proposed Policy: Tenure-Clock Extension

In fall 2005 the Sloan Foundation published a report on family-friendly policies in higher education. The report found that 86 percent of Research I institutions offer a formal tenure-clock extension policy upon the birth or adoption of a child. Currently, the University of Kentucky does not offer a tenure-clock extension policy, yet both the University's *Top 20 Business Plan* and the *Dream, Challenge, and Succeed Strategic Plan* state that UK must recruit and retain the most talented faculty. Providing competitive benefits to faculty is key to accomplishing the University's goals. UK is at a competitive disadvantage given how widespread tenure-clock extension policies are among Research I institutions. As a result we propose that the University adopt a tenure-clock extension policy for probationary Regular and Special Title Series faculty effective AY 08. The implementation costs are relatively low, and the potential benefits are significant: more competitive recruiting, higher faculty morale, and stronger tenure/promotion dossiers.

#### Proposed Policy

A probationary regular or special title series faculty member who becomes the parent of a child by birth or adoption will automatically be granted a one-year extension of term by the dean of the respective college, upon notification by the professor's department. The professor's service will be extended by one year for each child, including twins and other multiple births or adoptions for up to four births and/or adoptions. Tenure-clock extensions are available to all regular and special title series probationary faculty upon their official start date and up until September fifteenth in the year in which their tenure review is scheduled to occur. Notifications of all extensions should be made by the faculty member's department in writing to the dean of the respective college as soon as possible after the childbirth and/or adoption, but in no case later than September fifteenth of the year in which a recommendation on the faculty member's promotion to tenure must be made.

#### Special Note

During summer 2005 Princeton University announced that it was implementing a new tenure-clock extension policy: one that would automatically extend the tenure-clock for probationary faculty upon the birth or adoption of a child. Princeton's policy prior had functioned as all other policies do: on a request-only basis. An institutional study revealed that most faculty do not take advantage of the policy, fearing that the extension of time will be held against them during their tenure and promotion review. Other internal studies performed by Research I institutions (University of California System, University of Michigan) reveal similar findings. Thus, Princeton concluded that to make the policy as effective and universal as possible it must be granted automatically.

Given that institutional data suggest that most faculty will not use this policy unless it is automatically granted, we have written the above policy to grant tenure-clock extensions automatically. In doing so and if approved, the University of Kentucky's would move from being one of the least competitive to one of the most competitive Research I institutions in regards to extending the tenure-clock.