

TO: PROVOST ROBERT JONES

FROM: MARY BETH KURZ

FACULTY MANUAL EDITORIAL CONSULTANT

DATE: _____

RE: FACULTY MANUAL CHANGE, _____

The Faculty Senate approved the referenced Faculty Manual changes on _____
for inclusion in the *Faculty Manual*.

I am including the following:

Upon receiving your approval for all the pending changes they will be incorporated into the
2021-2022 *Faculty Manual*.

Please indicate your approval or desire for revision below. Further, please indicate whether this
change requires approval by the Board of Trustees.

Robert J Jones

Provost Approval
Revisions Needed

Board of Trustees Approval needed?

If revisions are needed, please follow up by email to mkurz@clermson.edu

FACULTY SENATE RESOLUTION 202102

Policy Committee Approval: May 18, 2021

Faculty Senate Consideration: June 8, 2021

Topic: "Automatic Extension of Probationary Period due to Placement of Child"

Whereas, Clemson University makes provision for faculty participation in planning, policymaking, and decision-making with regard to academic matters; and

Whereas, the University also provides for such participation in matters of faculty welfare and general university concern; and

Whereas, the *Faculty Manual* (Chapter VC3bv(2)(a)) indicates policies regarding the extension of the probationary period; and

Whereas, Policy Committee Report 201914 concluded that changes to the *Faculty Manual* to clarify the wording that a probationary faculty member could be allowed up to two one-year automatic extensions even for a single instance of birth or placement of a child; and

Whereas, PCR201914 and its recommendations were accepted by the Faculty Senate on April 13th, 2021; and

Whereas, 9 amendments to the *Faculty Manual* must be made in order to effect the recommendations of PCR201914; it is

Resolved, that Chapter VC3bv(2)(a)(i) be amended to **insert** the words "For events including and related to the birth or placement of children in their immediate family," at the beginning of the sentence; and it is

Resolved, that Chapter VC3bv(2)(a)(i) be amended to **strike** the words, "receive up to two automatic one-year extensions of the tenure decision for the birth or placement of a child during their probationary period" and to **insert** the words, "make written requests to the department chair for postponements of the tenure decision, where each request is for a one-year extension of the probationary period."; and it is

1 **Resolved**, that Chapter VC3bv(2)(a)(i) be amended to **insert** the sentence,
2 "The first two such requests shall be automatically granted."; and it is

3
4 **Resolved**, that Chapter VC3bv(2)(a)(i) be amended to **strike** the word,
5 "however," and begin a new sentence; and it is

6
7 **Resolved**, that Chapter VC3bv(2)(a)(i) be amended to **strike** the words,
8 "to the department chair and granted upon" and **insert** the words, "but are
9 subject to", and to **strike** the word, "of" and **insert** the word "by".

10
11 *This resolution will become effective upon approval by the Clemson*
12 *University Executive Vice President for Academic Affairs and Provost and its*
13 *inclusion in the Faculty Manual (2021-2022).*

14
15 **Final Proposed Language:**

16 v. Modifications to the probationary period

17 (2) Extensions of the probationary period

18 (a) Birth or placement of a child

19
20 (i) **For events including and related to the birth or placement of**
21 **children in their immediate family, P**probationary faculty may
22 receive up to two automatic one-year extensions of the tenure
23 decision for the birth or placement of a child during their
24 probationary period; however, **make written requests to the**
25 **department chair for postponements of the tenure decision,**
26 **where each request is for a one-year extension of the**
27 **probationary period. The first two such requests shall be**
28 **automatically granted.** Additional written requests may be
29 submitted to the department chair and granted upon approval, **but**
30 **are subject to** approval of ~~of~~ **by** the department chair, TPR
31 committee, dean, and Provost.

32 (ii) These requests must be submitted to the department chair. If the
33 request for an extension is received between six months before and
34 one year after the date of birth or placement of a child, it is
35 automatically granted, with timely written notification to the
36 Provost and the probationary faculty member by the department
37 chair.