

## **RESOLUTION ON MATERNITY/PATERNITY/ADOPTION TENURE CLOCK EXTENSION AT THE UNIVERSITY OF ALABAMA**

**Whereas**, the Executive Vice President and Provost has appointed a task force, the Maternity Leave Committee, to investigate the maternity leave policy at The University of Alabama; and

**Whereas**, this task force evolved to investigate policies and procedures associated with family-friendly work settings and Leadership Campuses across the nation; and

**Whereas**, the task force invested significant time and effort in developing well-reasoned and thoughtful recommendations; and

**Whereas**, the task force has completed its work and generated a final report for the Executive Vice President and Provost;

**Therefore**, be it resolved by the Faculty Senate of The University of Alabama that the University is encouraged to adopt the following policy regarding a Tenure Clock Extension for tenure-earning faculty:

### *Tenure-Clock Extension Policy:*

Upon the birth or adoption of a child, a faculty member holding a tenure-accruing appointment will be granted a one-year extension of the date on which the probationary period would end. Only one such extension is allowed per faculty member. A written notice must be provided to the Department Head within six months of birth or adoption and no later than the December 15th prior to the October 1st on which the original mandatory tenure application was to be made. During this extension the retention process continues, with the probationary candidate receiving normal feedback from the department about job performance.

Adopted by Faculty Senate  
February 20, 2007