

Resolution concerning the Extension of the Probationary Period Policy

Passed by the following:

Faculty Senate Committee on Women and Minorities, 3/26/03

Faculty Senate Council on Faculty Development and Administrative Relations, 3/26/03

Faculty Senate Executive Board, 4/1/03

Background:

On February 12, 2002 the Faculty Senate passed a Family Leave Policy that included an Extension of the Probationary Period Policy. At the request of President Geoffroy, the Extension of the Probationary Period Policy was separated from the Arrival of Children Policy (the administration's term for the Faculty Senate's Family Leave Policy) because it pertained only to faculty. The Extension of the Probationary Period Policy was approved by the Faculty Senate on March 26, 2002 and by the administration on April 29, 2002. The extension policy did not require the approval of the Board of Regents.

Susan Carlson, Associate Provost, and Constance Post, Chair of the Faculty Senate Committee on Women and Minorities, revised the entire Extension of the Probationary Period Policy in April 2002, giving special attention to changes mandated by the Arrival of Children Policy. The current Extension of the Probationary Period Policy that appears in the 2002 on-line Faculty Senate Handbook covers all extensions. (The policy can be easily accessed on the ISU website by typing in "faculty handbook" in the search box; relevant sections of the 2002 faculty handbook include: 5.2.1.4-5.2.1.4.4). The arrival of a child, however, is the only circumstance for which an extension will automatically be granted, upon request. An extension for any other reason must be negotiated between the chair and the faculty member. Although the proposed changes in the language of the extension policy were prompted by concerns about an extension granted for the arrival of a child, the changes, if adopted, will apply to the granting of any extension.

Current policy in Faculty Handbook:

Scholarship accomplished by a tenure-track faculty member during an extension period shall be counted as part of the candidate's record. Standards regarding what constitutes a record deserving of tenure shall not be raised to adjust for any granted extension.

Resolution to revise the existing policy by making the underlined additions:

Scholarship accomplished by a tenure-track faculty member during an extension period shall be:

- (1) Counted as part of the candidate's record,
- (2) Used as part of the basis on which a tenure decision is made, and
- (3) Weighted as equal to commensurate scholarship achieved outside an extension period.

Standards regarding what constitutes a record deserving of tenure shall not be raised to adjust for any granted extension, and the extension shall not count towards the accrual time.

Justifications for the resolution provided by the Faculty Senate Committee on Women and Minorities:

In its current form, the intent of the policy can be misinterpreted. To increase the likelihood that it will be interpreted as it was meant to be, the policy should be as clearly stated as possible and these modifications will help. Specifically, these modifications will do the following:

- (1) Give guidance to those seeking to determine how the policy should be applied to individuals;
- (2) Increase the likelihood that different departments and different individuals will apply the policy in the same way; and
- (3) Provide those who request the extension specific information about how the policy will affect them personally.