

WKU FACULTY SENATE: March 18, 2021
Faculty Handbook Revision IV.B.4 APPROVED

Julia Shadoan, Senate Chair

Senate Recommendation 2021-03-03 Faculty Handbook Revision
(IV.B.4 Extension of Probationary Period)

Proposal to Amend WKU Faculty Handbook

Editorial revisions include updates to the organizational structure, web addresses and names/titles, as well as other similar non-substantive changes.

Section(s) to be amended: IV.B.4 Extension of the Probationary Period

Corresponding page number(s): 38-39

Contact Name: Laura DeLancey

Date Submitted: 2/17/2021

Contact Email address: laura.delancey@wku.edu

Contact Phone number: 270-745-3979

1. Type of Change:

Editorial (non-substantive)

Substantive

Editorial revisions include updates to the organizational structure, web addresses and names/titles, as well as other similar non-substantive changes.

Addition: Where possible, identify the section of the handbook to which addition is proposed:

Deletion: Identify the section of the handbook from which deletion is proposed:

Revision: Identify the section of the handbook to which revision is proposed:

2. Proposals should be made in the form of text intended as an addition to or a replacement of, in whole or in part, some current section of the Faculty Handbook.

Current:

IV.B.4. Extension of the Probationary Period: Tenure eligible faculty members holding a probationary term of appointment may be granted an extension of the maximum probationary period with no resulting change in employment obligations. This extension applies whether or not the faculty member takes a leave of absence for qualifying events.

The maximum probationary period may not be extended more than two times. In addition, a faculty member's probationary term of appointment may not exceed eight years.

A faculty member who is granted an extension of the tenure clock has the right to request to be considered for tenure and/or promotion prior to the decision year of the probationary period.

Two types of extensions are covered. Both types of extensions require written notification to the academic unit head within six calendar months of the qualifying event and prior to the academic year in which the tenure decision would otherwise be made.

For the following events, a one-year extension of the maximum probationary period will be granted under the first request for such events, subject to the required notification: the birth of the faculty member's child; adoption of a child by the faculty member; or the death of the faculty member's spouse, domestic partner or child.

For other relevant events (for example, a serious illness of the faculty member or a close family member, the death of the faculty member's parent, the placement of a foster child with the faculty member), or for a second instance of one of the events in the previous paragraph, a one-year extension of the maximum probationary period may be requested. Requests will be reviewed and subject to approval by the dean, after consultation with the Associate Vice President for Academic Affairs and taking into consideration the recommendation of the academic unit head. Both the faculty member making the request and the office of Academic Affairs will receive notification

of approval or disapproval of the request within 45 days of such request.

For more information on the University's Extension of the Probationary Period policy, see the Academic Affairs policy site <https://www.wku.edu/policies/academic-affairs/> .

Revision:

IV.B.4. Extension of the Probationary Period: As stated in academic policy 1.124V, t Tenure eligible faculty members holding a probationary term of appointment may be granted an extension of the maximum probationary period with no resulting change in employment obligations. This extension applies whether or not the faculty member takes a leave of absence for qualifying events.

~~The maximum probationary period may not be extended more than two times. In addition, a faculty member's probationary term of appointment may not exceed eight years.~~

~~A faculty member who is granted an extension of the tenure clock has the right to request to be considered for tenure and/or promotion prior to the decision year of the probationary period.~~

~~Two types of extensions are covered. Both types of extensions require written notification to the academic unit head within six calendar months of the qualifying event and prior to the academic year in which the tenure decision would otherwise be made.~~

~~For the following events, a one year extension of the maximum probationary period will be granted under the first request for such events, subject to the required notification: the birth of the faculty member's child; adoption of a child by the faculty member; or the death of the faculty member's spouse, domestic partner or child.~~

~~For other relevant events (for example, a serious illness of the faculty member or a close family member, the death of the faculty member's parent, the placement of a foster child with the faculty member), or for a second instance of one of the events in the previous paragraph, a one year extension of the maximum probationary period may be requested. Requests will be reviewed and subject to approval by the dean, after consultation with the Associate Vice President for Academic Affairs and taking into consideration the recommendation of the academic unit head. Both the faculty member making the request and the office of Academic Affairs will receive notification of approval or disapproval of the request within 45 days of such request.~~

For more information on the University's Extension of the Probationary Period policy, see academic policy 1.124V on the Academic Affairs policy page <https://www.wku.edu/policies/academic-affairs/> .

Rationale for amendment:

Eliminate inconsistencies between Handbook and Academic Affairs policies.