

Amend Section 613.00 by substitution to read:

613.00 Tenure Review Timelines

Faculty members will be reviewed for tenure in their sixth year (or equivalent year if credited for prior service) of full-time service in a tenurable position.

613.10 Credit for Prior Service

Same No more than three (3) years of full-time service at another institution may be credited toward determining the sixth year of service. The amount of creditable prior service is determined at the time of initial appointment and must be confirmed in writing by the Provost and Vice President for Academic Affairs.

613.20 Extending the Tenure Review Period (Stopping the Tenure Clock) *New Heading*

Same The tenure review period established at the time of hire may be extended for good cause under Sections 313.21 and 613.22 below provided that no combination of extensions shall be granted for more than ~~two (2)~~ *three (3)* years total.

613.21 Extending the Tenure Review Period without Taking a Leave of Absence *modification*

A faculty member's tenure review scheduled for the sixth or equivalent year of full time service may be extended for no more than two (2) years for good cause, including, but not limited to, parental/family responsibilities and exigent circumstances.

A. Extension of the tenure review period for parental/family responsibilities is available to either parent or both parents and may be granted for up to one year per child.

B. Extension of the tenure review period without leave must be approved by the faculty member's department head, college dean and Provost.

613.22 Extending the Tenure Review Period by Taking an Authorized Leave of Absence (Family, Exigent Circumstance, and Extended Leaves)

RE-GENS POLICY A (TENURABLE) FACULTY MEMBER'S TIME SPENT ON AN AUTHORIZED LEAVE OF ABSENCE FROM CAMPUS WILL NOT COUNT AS PROBATIONARY PERIOD SERVICE, UNLESS THE FACULTY MEMBER AND THE PRESIDENT AGREE TO THE CONTRARY IN WRITING AT THE TIME THE LEAVE IS GRANTED [SEE BOR POLICY 706.1 (2) AND SECTION 510.00 (2)].

→ *May have to be added to 1200 (which will be fixed next year)*
Authorized leaves include parental and family leave, leave for exigent circumstances, and extended leave.

A. Parental/Family Leave - *NEW NAME*

Extension of the tenure clock for one year per child, up to a maximum of two (2) years, occurs if a tenurable faculty member is granted an authorized leave of absence from campus for Parental/Family Leave, in the case of pregnancy, childbirth, or adoption.

Parental/family leave is available to either parent or both parents per child.

B. Exigent Circumstances Leave

Extension of the tenure clock for a maximum of two (2) years occurs if a tenurable faculty member is granted an authorized leave of absence from campus for Exigent Circumstances, which is available, upon approval, for good cause.

C. *Extended Leave*
Extended Leave

Extension of the tenure clock for up to two (2) years occurs if a tenurable faculty member is granted an Extended Leave of absence from campus. Such leave must be requested in advance and may be granted based on a rationale provided by the faculty member.

613.30 Accommodating Leaves of Absence from Campus

University policies on sick and annual leave, family medical leave, parental leave, paid leave, and leave without pay pertain to all employees and are included in Section 1070.00 of the Personnel Policies and Procedures Manual (<http://www2.montana.edu/policy/personnel/>.)

MSU desires to ensure academic integrity and foster departmental autonomy by seeking to resolve issues pertaining to faculty assignments, dates of tenure review, standards of performance, and leaves of absence from campus, collegially and at the departmental level, whenever possible. Leave arrangements shall be considered on a case by case basis and may involve a variety of management strategies. Leaves should be negotiated with the department head and agreed to, in writing, by the faculty member(s), the department head, and dean. If the matter is not settled at the department level, the faculty member shall refer the matter to the college dean. If the matter is not settled at that level, the faculty member may seek conciliation or file a grievance under the policies described in Section 1300.00.

613.40 Effect of Extending the Tenure Review Period on Criteria and Standards

Actions authorized under this policy (Section 613.00) that result in extending the original date of a faculty member's tenure review shall not otherwise affect or alter the criteria and standards for the tenure and promotion review in effect at the time the leave was approved.