



RESOLUTION OF THE FACULTY SENATE

September 18, 1991

**EXTENSION OF PROBATIONARY PERIOD FOR TENURED TRACK FACULTY DUE TO FAMILY EMERGENCY**

In recognition of the difficulty of combining an academic career with family emergencies such as dependent care or serious illness, a faculty member in such circumstances may, upon written request, be granted a one year "family emergency extension" of their probationary period. The written request for receiving a "family emergency extension" should be made to the Senior Vice President for Academic Affairs with comment and recommendation by the relevant Chairman and/or Dean.

This request must be submitted no later than three months after the emergency. In the case of birth or adoption, the request must be submitted by March 1 of the year prior to the tenure review period. The extension period is for one academic year. The written request shall describe which aspects of the appointee's performance are expected to be affected during the academic appointment period, and the circumstances that require the extension. Only one extension may be granted during the probationary period. If both spouses hold continuing eligible appointments within the university and are otherwise eligible, then both may request a "family emergency extension."

Family emergencies include postnatal care; the care of a newly adopted child; and the care of ill or injured children, partners, aging parents, or other dependents in the physical or legal custody of the employee. A family emergency also extends to a faculty member who has experienced serious illness or injury.

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