

How to Use Flexible Policy Options to Support Faculty

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Tenure Clock Extension

For pre-tenure faculty, tenure clock extensions provide a “safety net” when life events reduce scholarly productivity. At UW, tenure clocks have been extended for men and women faculty for birth or adoption, eldercare, personal medical circumstances, and professional reasons ranging from heavy service loads to lack of lab space, equipment, or other resources.

Department chairs have the opportunity during annual reviews to inquire about events or circumstances that might necessitate a tenure clock extension and to discuss with faculty the availability of the option.

If a faculty member wishes to utilize a tenure clock extension, he or she indicates this to the department chair. For faculty members who have taken 6 months or more leave in a year, the TCE is an entitlement and the chair merely forwards the request for tenure clock recalculation to the dean who forwards it to Academic Human Resources to be processed. For all other faculty, if the chair concurs that a tenure clock extension would benefit the faculty member, he or she communicates this to the dean and requests that a TCE be granted. If the dean concurs, the request is then forwarded to Academic Human Resources.

Transitional Support Program

The campus-wide transitional support program (not to be confused with the ADVANCE TSP, which has ended) provides assistance to faculty who are experiencing personal or professional transitions that are potentially career threatening. The assistance typically takes the form of a course release or a research assistant.

Rather than losing a faculty member over a temporary situation, department chairs can work with the individual to see if a TSP would help maintain scholarly productivity while managing the transition.

To request a TSP, the faculty member submits a confidential application to UW ADVANCE CIC (details at <http://www.washington.edu/admin/acadpers/admin/tsp.html>).

Teaching Release

In 07-08, a Parental Teaching Release option is being piloted. This option releases eligible faculty members from formal classroom instruction for the purpose of bonding with a new child. Biological fathers and adoptive parents of any gender are eligible to participate in the pilot. Release from formal classroom instruction increases the time available to bond with a new biological, foster, or adopted child. Faculty request to use the option through their department chair (<http://www.washington.edu/provost/initiatives/balance/parentalteachingreleasepilot.htm>).

Additionally, many departments provide teaching releases to faculty members in the quarter they return from a leave. This facilitates the transition back to work. While rearranging the scheduling of a class from one quarter to another may be of some assistance to faculty, releasing them teaching it that year is preferable.