THE UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	Human Resources	**Number:**	201.92
		Revised:	12/15/06
SUBJECT:	Tenure Probationary Period: Effects on Tenure Clock of Childbearing and Dependent Care Responsibilities	**Date Issued:**	1/2/90
		Review Date:	12/15/10
		Attachment(s)	0
APPLIES TO:	Tenure-track Instructional Faculty		
ISSUED BY:	The Office of the Provost and Executive Vice President for Academic Affairs		

I. Policy

A. Childbearing

In recognition of the effects that pregnancy, childbirth, and related medical conditions can have upon the time and energy a woman has to devote to her professional responsibilities, and, thus, her ability to work at the pace or level expected to achieve tenure, a woman who bears one or more children during her tenure probationary period shall, upon written request to the relevant dean, or in the case of the Dearborn and Flint campuses, the relevant provost, be granted an exclusion of one year from the countable years of service that constitute such tenure probationary period.

B. Dependent Care

Also, the demands of caring for dependents (such as children[i], including newly adopted children; ill or injured partners; or aging parents) may seriously affect the time and energy faculty have to devote to their professional responsibilities during the tenure probationary period. In recognition of the difficulty of combining an academic career with such dependent care demands, a faculty member in such circumstances may, upon written request to the relevant dean, or, in the case of the Dearborn and Flint campuses, the relevant provost, be granted an exclusion of one year from the countable years of service that constitute that individual's tenure probationary period.

C.

[i] With respect to caring for one or more newly born or adopted children under the dependent care section of this policy, during the year for which the exclusion is requested the faculty member must take significant and sustained care-giving responsibility for the child (or children) as a single parent or, where there are two parents, must take care-giving responsibility that is at least as time-consuming as the care-giving responsibility of the faculty member's spouse or partner.

General

To promote University-wide consistency, a copy of all requests and responses made under this policy will be forwarded to the Office of Academic Human Resources for review and reporting to (1) the provost, for faculty on the Ann Arbor campus, or (2) the relevant chancellor, for faculty on the UM-Dearborn and UM-Flint campuses.

Under this policy only one year may be excluded from the countable years of service that constitute an individual's tenure probationary period at the University of Michigan regardless of the combination of circumstances.

Faculty who benefit from this policy will work throughout the tenure probationary period, carrying their normal range of responsibilities unless alternative arrangements have been made.

D. Applicability

Events which occur in the final year of a faculty member's tenure probationary period may not be the basis for a request for application of this policy.

All requests under this policy must be made prior to the date which has been communicated to the faculty member as the date on which the unit will initiate the tenure review.

An exclusion of one year from the countable years of service that constitute the tenure probationary period shall have no effect on the length of a faculty member's term appointment.

II. Other Relevant Policies

Faculty members who experience childbearing and dependent care responsibilities might also want to review:

SPG 201.11-1, "Sick Leave Plan" which describes the coverage available to women during pregnancy and childbirth;

SPG 201.93, "Modified Duties for New Parents" concerning relief from teaching responsibilities for pregnancy, childbirth, and adoption; and

SPG 201.30-1, "Leaves of Absence without Salary" which describes the eligibility and duration of child care, medical, and personal leave.

Procedures: http://www.umich.edu/~hraa/procedures/spg201-92.htm