

**A RESOLUTION TO RECOMMEND THE ESTABLISHMENT OF AN ELECTION AS
OF RIGHT BY TENURE TRACK FACULTY WHO BECOME NEW PARENTS
DURING THE PROBATIONARY PERIOD (03/6)**

WHEREAS, it is the goal of the University to make clear to existing and future faculty members its firm commitment to academic excellence and policies supportive of the family life of its faculty; and

WHEREAS, many faculty members wish to start or enlarge families during the probationary period; and

WHEREAS, faculty members may find that becoming a parent for the first time or enlarging their families during the probationary period creates distractions that undermine their ability to teach, research, and write at their highest level; and

WHEREAS, it is the goal of the University, its Schools, and Departments to provide conditions that enable faculty members to attain a very high level of professional achievement prior to receiving tenure; **NOW, THEREFORE,**

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That a one-year extension of the probationary period shall be granted to requesting faculty who become parents of a newborn or adopted child during the probationary period; and
- (2) That this extension be available to any such faculty member, male or female, as of right for a period of twelve months after becoming a new parent, if elected on or before September 10 of the academic year in which the faculty member would be considered for tenure were it not for this extension; and
- (3) That such tenure clock extension may be elected regardless of whether the faculty member takes a full or partial leave in connection with becoming a new parent; and
- (4) That a faculty member who becomes a new parent a second time during the probationary period may request a second tenure clock extension, which request shall be considered by and granted or denied at the discretion of the Vice President for Academic Affairs.

- (5) That Section A.3.1 of Article IV ("Appointment, Reappointment, Tenure, and Promotion") of the Faculty Code be amended as follows:
- a. Insert new sub-section "b.3" to read, "A one-year extension of the probationary period shall be granted to requesting faculty who become new parents and apply within twelve months of becoming new parents by submitting a request to the relevant academic officers setting forth his or her reason for requesting the extension. "New parents" for purposes of this provision are faculty members who become parents of a newborn or adopted child. The tenure clock extension may be elected regardless of whether the faculty member takes a full or partial leave in connection with becoming a new parent. However, no such request shall be granted if made after September 10 of the academic year in which the tenure decision would have been made by the department or school absent the extension requested. If a faculty member becomes a new parent a second time during the probationary period, a second tenure clock extension may be granted at the discretion of the Vice President for Academic Affairs, after consultation with the appropriate department chair (if applicable) and dean. Other requests for tenure clock extensions for family related purposes may be granted at the discretion of the Vice President for Academic Affairs, after consultation with the appropriate department chair (if applicable) and dean.
 - b. Change existing sub-section "b.3" to "b.4."

Senate Committee on Appointment, Salary, and Promotion Policies (ASPP)
Committee on Professional Ethics and Academic Freedom (PEAF)

December 11, 2003

Adopted, as amended, January 16, 2004