

## Duke University – Tenure Clock Relief

<http://www.provost.duke.edu/ParentalLeaveTenureRelief.pdf>

A non-tenured member of the faculty shall be eligible for extension of the tenure probationary period for life events that can reasonably be expected to markedly delay the research process.

**Example:** A child is born or adopted into the faculty members' household (maximum one semester relief for biological parent, adoptive parent, or other parent with pay). No limit on extensions of probationary period.

Two separate probationary period extensions shall be granted for faculty members in the following categories:

**Example:** Serious health conditions (as defined in The Family and Medical Leave Act) persisting for a substantial portion of a semester and/or the faculty member is required to act as the primary caregiver for a parent, child, spouse, or domestic partner. (1 semester relief with pay).

**Example:** Serious health condition (as defined in The Family and Medical Leave Act) persisting for a substantial portion of the period for which the extension is sought and/or the faculty member is unable to perform the functions of her or his position (maximum two semester relief with pay).

Other life events include: death of a parent, child, spouse, or domestic partner (1 semester relief with pay); Catastrophic residential property loss (each faculty employee in the household eligible for one semester relief with pay). In the case of birth of a child resulting in a serious health condition for either mother or child, maximum relief for the birth will be two semesters with pay.

### Non-Tenure Track Contract Extension

For a regular rank, non-tenure track faculty member on a multiple year appointment, the same provisions as above shall apply to the extension of the term of their appointment.