

**Resolution for the Extension of Pre-Tenure Probationary Period
for Extreme Life Events**

Approved by the Faculty Senate: March 25, 2009

WHEREAS, the University of South Alabama wishes to support the progress of non-tenured faculty members toward tenure, and

WHEREAS, the University of South Alabama recognizes that certain life events may interfere with faculty members' tenure-track progress, and

WHEREAS, the University of South Alabama wishes to provide options for department and college administration to support the tenure-track progress of non-tenured faculty undergoing such life events,

THEREFORE BE IT RESOLVED that the University will adopt the following policy:

A one-year extension for the tenure-track period is permitted for individuals undergoing certain life events which may affect their professional progress at this institution. Requests for extension will be coordinated between department and college administrations and the Human Resources department to promote consistency across colleges and departments. Individuals wishing to request such an extension must notify their department chair and the dean of their college, and submit relevant documentation to Human Resources, who will collaborate with the Dean and department chair to determine the disposition of the request. Life events which may qualify for an extension include but are not limited to personal events (extended illness of self or immediate family member as defined by Human Resources, death of immediate family member as defined by Human Resources, birth or adoption of a child, divorce) and professional opportunities (requested service to organizations relevant to professional goals or other opportunities requiring time away from campus that do not warrant a sabbatical request).