

**UTC Faculty Senate Handbook Committee
2023-24**

Proposed Revisions to Chapter Three of the Faculty Handbook

Rationale: The Handbook Committee solicited input on this section of Chapter Three in Fall 2023 via Canvas discussion sections. One suggestion requested that parental leave be clearly identified as an instance when a faculty could request a modification to their probationary period. The Committee developed this proposal and it was reviewed by University Counsel. University Counsel also developed language (in the footnotes) to explain the differences between an extension and suspension of the probationary period. New language is highlighted in yellow.

3.3.3. Extension of Probationary Period¹

For good cause that is either related to procedural error or results from a significant disruption of University operations that has impeded the faculty member's opportunity to conduct required research or other scholarly activity, teaching, and/or service, UTC and a tenure-track faculty member may agree in writing to extend a six-year probationary period for a maximum of two additional years (not including any extension granted due to the coronavirus crisis as authorized by the UT Board of Trustees' March 27, 2020 action). The proposed extension must be approved in advance by the Provost, the Chancellor, and the UT System Vice President for Academic Affairs.²

3.3.4. Suspension of Probationary Period³

¹ When a faculty member is granted an "extension" to their probationary period, the overall time period of their probationary period is extended beyond six years such that the faculty member receives additional time in which to meet the tenure criteria and expectations established by the University and the faculty member's department and college. For example, if a faculty member is granted a one-year extension to their probationary period, their probationary period is extended from six to seven years. In turn, the year in which the faculty member must apply for tenure (i.e., the last year of their probationary period) would be pushed back one year. Any teaching, research, or service the faculty member performs during the extension period should be considered when the faculty member's application for tenure is evaluated.

² See Section III.E.2. of UT Policy BT0006.

³ When a faculty member's probationary period is "suspended," the probationary period is paused during the suspension period and resumes at the conclusion of the suspension period. For example, if a faculty member has completed the first three years of their probationary period and is granted a suspension of their probationary period for the following academic year, the following academic year will not count as the fourth year of the faculty member's probationary period. The fourth year of the faculty member's probationary period will commence after the suspension period ends. When a faculty member is granted a suspension of their probationary period, their overall probationary period remains six years, but the year in which the faculty member must apply for tenure (i.e. the last year of their probationary period) is pushed back one academic year. Generally, any teaching, research, or service that the faculty member performs during the period in which their probationary period is suspended should not be considered when the faculty member's application for tenure is evaluated. Otherwise, the suspension period would improperly serve as an "extension" to the faculty member's probationary period (i.e., provide the faculty member more than six years to meet the tenure criteria and expectations established by the University and the faculty member's department and college). "Extensions" to probationary periods are authorized only in accordance with Section 2.3.3.

A faculty member may request a suspension of their probationary period when:

1. the faculty member accepts a part-time faculty position;
2. the faculty member accepts an administrative position; or
3. the faculty member is granted a leave of absence or modified duties assignment, including parental leave.

The Provost shall decide whether or not to grant a suspension of the faculty member's probationary period and shall give the faculty member written notice of the decision.⁴

⁴ See Section III.E.3. of UT Policy BT0006.