



Date: February 23, 2018

Memorandum to: Katherine E. Fleming, Provost

From: Wen Ling
Chairperson, T-Faculty Senators Council
A/Y 2017-2018

Subject: T-Faculty Senators Council Resolution: NYU's Tenure Clock Stoppage and Workload Relief Policies

The T-Faculty Senators Council submits the attached resolution, passed at the February 22, 2018 Council meeting.

cc: Carol Morrow, Vice Provost
Peter Gonzalez, Assistant Provost, Academic Appointments
Julie Boden Adams, Associate General Counsel
Elizabeth Morrison, Vice Dean of Faculty, Stern School of Business

Nicholas Economides, T-FSC Vice Chairperson
Robert Lapiner, T-FSC Secretary
Allen Mincer, T-FSC Immediate Past Chair

Sharon Weinberg, T-FSC Ad Hoc Committee on Tenure Clock Stoppage and Workload Relief Policies Chair

Resolutions adopted by the T-FSC at its meeting on February 22, 2018 re:

NYU's Tenure Clock Stoppage and Workload Relief Policies

Resolved, that the recommendation contained in the report of the Tenure Clock Stoppage Task Force, a copy which report is attached, that NYU should allow its tenure-track faculty to stop the tenure clock for one year for each of two eligible events, rather than only one eligible event as stipulated in the current policy, is hereby adopted; and

Further resolved, that the recommendation contained in such report that NYU's current definition of what it means to be the primary caregiver in order to be eligible for tenure clock stoppage, which states that "an applicant must have primary responsibility for the care of a child/parent/spouse/same sex domestic partner for a substantial portion of the period," should be reviewed, along with the current method of certification used for compliance, with a view of toward possibly making both more stringent, is hereby adopted; and

Further resolved, that the recommendation contained in such report that NYU's current definition of primary caregiver, also used for eligibility for NYU's Workload Relief Policy, as well as the method of certification used for compliance, should be reviewed with a view toward making both more stringent, is hereby adopted; and

Further resolved, that in aligning NYU's tenure clock stoppage policy with those of other peer universities, NYU will better meet the needs of its tenure-track, show a greater commitment to work life balance, and strengthen its ability to recruit and retain the best faculty.

Memo To: Tenured and Tenure-Track Faculty Senators Council (T-FSC)
From: T-FSC Task Force on Tenure Clock Stoppage
Sharon L. Weinberg, Chair
Nancy Van Devanter
James Uleman
Aaron Tenenbein
Niyati Parekh
Re: Recommended Revisions to NYU's Current Tenure Clock Stoppage Policy
Date: February 9, 2018

The Executive Committee of the T-FSC established the Task Force on Tenure Clock Stoppage in September, 2017 on the recommendation of Nancy Van Devanter, chair of the Personnel Policies and Tenure Modifications (PPTM) Committee. Although the PPTM initially had been given the responsibility of reviewing NYU's current tenure clock stoppage policy, Professor Van Devanter and her committee believed that such review was better suited to a task force whose sole focus was to study the current policy and propose revisions as appropriate.

The specific policy issues to be studied were outlined by Carol Morrow in her January 30, 2017 memorandum to Allen Mincer, then Chairperson of the T-FSC (see Appendix A). As noted in Appendix A, the specific issues to be reviewed were "whether NYU policy with respect to 'eligible events' fairly meets the needs of the tenure-track faculty, advances the University's commitment to work/life balance, strengthens our ability to recruit and retain faculty, and is aligned with policies at other universities; and to consider whether NYU should provide tenure clock stoppage for a second 'eligible event'. This task will lead to considering automatic stoppage vs. stoppage upon review; distinguishing or dismissing differences among birth mothers, other mothers, and fathers; and considering the total number of stoppages appropriate for all personal reasons and 'eligible events.'" In considering these issues, the Task Force sought specifically to address whether NYU's current policy was in line with such policies at peer institutions and if not, to propose revisions to the policy as appropriate for our institution.

The Task Force met with Elizabeth Morrison, Vice Dean of Faculty at the Stern School, on October 12, 2017 to review the benchmarking data she had collected on the current gender-neutral tenure clock stoppage policies at NYU's peer business institutions (See Appendix B). Of the 16 institutions surveyed, four allowed stoppage for two eligible events (UC Berkeley, MIT, Northwestern, UCLA), four allowed stoppage for three eligible events (Yale, Columbia, UPenn, and Stanford), and seven had no limits on the number of eligible events (Duke, U Chicago, Harvard, UVA, Cornell, Dartmouth, and the London School of Business). By allowing faculty to stop the tenure clock for up to one year for only one eligible event, NYU is a clear outlier with respect to this aspect of the policy. With respect to the other aspects of this policy (e.g., allowing stoppage upon review, and being inclusive with respect to mothers, other mothers, and fathers, and with respect to personal reasons, other than those related to the birth of child), NYU is not an outlier, as our policy is consistent in all material respects with these other institutions.

On November 2, 2017, the Task Force met with the Vice Deans for Faculty from each of the schools at NYU (New York campus) to review NYU's current policy in conjunction with these benchmarking data, to learn about the frequency of requests for tenure clock stoppage from each

of the schools as well as their personal experience with implementing the current policy within their own schools. Although the deans reported that typically only one or two faculty members per year requested tenure clock stoppage, there was consensus among them to recommend that NYU's tenure clock stoppage policy be more in line with those of these other universities, and, in particular, that NYU increase the number of eligible events that faculty may be allowed to stop the tenure clock from one to two. They also agreed that the policy should be evaluated periodically to determine whether the additional allowable eligible event is sufficient to meet the work/life balance needs of our faculty. Although the benchmarking data were gathered from universities that have business schools viewed to be Stern's peers, in all cases these tenure clock stoppage policies were university-level policies. As such, they applied uniformly to all schools within each of the universities sampled. Despite this, the deans decided that additional benchmarking data from each of their own school's peer institutions would be useful. Kirk Lawson, School of Medicine, volunteered to draft a core set of questions and several other participants agreed to reach out to colleagues in similar positions at peer institutions. The questionnaire that the deans agreed to send out is in Appendix C. Responses to this questionnaire were received back from four NYU schools, Medicine, FAS, Steinhardt and Law. Their benchmarking data are given, respectively in Appendices D, E, F, and G. The new information contained in these data agreed, in general, with the earlier benchmarking data reviewed by the full complement of deans. With respect to the number of eligible events allowed for stopping the tenure clock, by allowing only one eligible event for up to one year, NYU remains an outlier. After reviewing their own benchmarking data, the deans from Medicine, FAS, Steinhardt, and Law agreed that it continued to make sense to recommend one additional eligible event of one year for a maximum of two years.

At the meeting on November 2, 2017 with the deans, the Task Force called attention to the results of a recently-published report by the Institute for the Study of Labor (IZA, Bonn, Switzerland), "Equal but Inequitable: Who Benefits from Gender-Neutral Tenure Clock Stopping Policies?" (Antecol, Bedard, & Stearns; 2016), based on an analysis of data from assistant professors' academic career trajectories in 50 top economics departments in the United States from 1985-2004. Simply stated, the results of this report suggest that there are unintended negative consequences of such gender-neutral tenure clock stoppage policies, at least in departments of economics -- that females actually do worse under these policies than males in terms of gaining tenure. The actual figures presented were quite startling. After such gender-neutral policies were adopted at the institutions studied, on average, the probability of attaining tenure for women decreased by 22 percentage points, while for men it increased by 19 percentage points.

Although more studies of the impact of these policies are clearly needed from the last decade where these policies have evolved (as the study's endpoint is 2004), based on the information from this study, the deans agreed that the recommended revision in the tenure clock stoppage policy would need to be monitored closely to avoid the occurrence of this result or any other results that arose from applying the policy in a way that was not intended. They also agreed that a more stringent criterion for what it means to be a primary caregiver would need to be developed. According to NYU's current tenure clock stoppage policy, in order to be eligible to apply for tenure clock stoppage, "an applicant must have primary responsibility for the care of a child/parent/spouse/same sex domestic partner for a substantial portion of the period." This definition and the method of certification used for compliance should be reviewed and possibly revised and made more stringent.

On December 14, 2017, the Task Force met with Chief Diversity Officer (CDO) Lisa Coleman, to get her feedback on the recommendation to revise NYU's tenure clock stoppage policy to be in sync with those of its peer institutions, and on suggestions for how NYU might more closely monitor the policy with particular attention on evaluating the extent to which an applicant truly is the primary caregiver. CDO Coleman concurred with our recommendation to increase the number of eligible events to two, and to maintain a close monitoring of its implementation, especially as it relates to the definition of being a primary caregiver.

Stopping the tenure clock is not the only consideration given to full-time faculty who are primary caregivers. Such faculty also are eligible to apply for workload relief under NYU's Workload Relief Policy (Appendix H). According to at least one of the deans with whom the Task Force spoke, it is not uncommon for faculty who affirm they are primary caregivers, and who apply for workload relief, to also apply for tenure clock stoppage. Given the close relationship between these two policies, the Task Force believes, and CDO Lisa Coleman concurs, that it would be appropriate at this time also to conduct a review of the Workload Relief Policy, with particular attention paid to the assessment of what it means to be a primary caregiver, and again how the current definition and means of certification might be revised.

To facilitate such a review of NYU's Workload Relief Policy, the Task Force recommends that NYU's Office of Institutional Research begin by collecting benchmarking data from NYU's peer institutions regarding the policies they have in place that are akin to NYU's Workload Relief Policy. Among the questions the Task Force believes would be important to address are the following:

1. Which faculty employees are eligible?
2. Is the policy gender-neutral?
3. Must the person be the primary caregiver?
4. If so, how is primary caregiver defined and certified?
5. What is the nature of the relief with respect to the faculty member's reduction in duties, when it can be taken, and length of time?
6. How is the faculty member's compensation affected, if at all?
7. What is the policy if both parents are faculty employees at the university?
8. What is the approval process?
9. What is the limit on the number of times this may be used?
10. What is the link of this policy to your tenure clock stoppage policy? Is it automatic or does it require a separate request and set of approvals?

In summary, the Task Force on Tenure Clock Stoppage recommends that to be in better conformity with other peer universities, NYU should allow its tenure-track faculty to stop the tenure clock for one year for each of two eligible events, rather than only one eligible event as stipulated in the current policy. In so doing, from our discussions with the Deans of Faculty from the different schools at the New York campus and with CDO Lisa Coleman, and from our own analysis, we believe that in aligning the tenure clock stoppage policy with those of other universities, NYU will better meet the needs of its tenure-track faculty, show a greater commitment to work/life balance, and strengthen its ability to recruit and retain the best faculty.

APPENDICES



Appendix A: Memo from Carol Morrow

January 30, 2017

Memorandum to: Allen Mincer, Chairperson, T- Faculty Senators Council
Wen Ling, Chairperson-Elect, T- Faculty Senators Council

From: Carol Morrow

Subject: NYU Tenure Clock Stoppage Policy

I am writing to invite the T-FSC to review particular aspects of the University's policy on [Tenure Clock Stoppage for Personal Reasons](#).

NYU policy since 2007 provides, "Tenure clock stoppage may be granted automatically for a maximum of two semesters during the probationary period" for one or a combination of enumerated personal reasons. The policy also states, "Tenure clock stoppage for up to two semesters will be granted automatically in the case of a parent primarily responsible for the care of a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care, [hereafter "eligible event"] upon notification to the Chair of the Department or, in the case of Schools without departmental organization, the Dean." NYU policy provides automatic stoppage for one "eligible event;" since total stoppages for all reasons are limited to two semesters, stoppage is not available for a second "eligible event."

I am asking the T-FSC to assess whether NYU policy with respect to "eligible events" fairly meets the needs of the tenure-track faculty, advances the University's commitment to work/life balance, strengthens our ability to recruit and retain faculty, and is aligned with policies at other universities; and to consider whether NYU should provide tenure clock stoppage for a second "eligible event." This task will lead to considering automatic stoppage vs. stoppage upon review; distinguishing or dismissing differences among birth mothers, other mothers, and fathers; and considering the total number of stoppages appropriate for all personal reasons and "eligible events."

To assist your review, I am providing reprints of relevant policies at other universities. I am also attaching Yale University's 2016 *Report on Parental Policies* (which has a wider scope than our focus on tenure clock stoppage). I encourage you to consult with our colleague in the Stern School, Elizabeth Morrison, Vice Dean of Faculty, who brought these matters to my attention with respect to Stern faculty. Peter Gonzalez, Julie Boden Adams and I are also available to consult with the Senators who take on this assignment.

We would like your recommendations to be practicable and, of course, respectful of applicable employment law and non-discrimination law. Please let us hear from you by the end of the spring semester, so that the Provost can consider your findings and recommendations for possible implementation in 2017-18. Thank you for your advice on these matters.

Cc: Katherine E. Fleming, Provost
Peter Gonzalez, Assistant Provost, Academic Appointments
Julie Boden Adams, Associate General Counsel
Elizabeth Morrison, Vice Dean of Faculty, Stern School of Business

Appendix B: BENCHMARKING DATA ON TENURE CLOCK STOPPAGE (FROM STERN)

School	Length of Tenure Clock	Max stops (yrs)	University policy	
NYU (Stern)	8	1	Y	
UC Berkeley	8	2	Y	
MIT (Sloan)	8	2	Y	
Northwestern (Kellogg)	6	2	Y	
UCLA	8	2	Y	
Harvard (HBS)	9	3	Y	Can add time to clock if it would make substantive difference
Yale (SOM)	9	3	Y	
Columbia	7	3	Y	Twice for parental, can also extend once for a LOA
Penn (Wharton)	6	3	Y	
Stanford	7	3	Y	
Duke (Fuqua)	7	No limit	Y	
Univ. of Chicago (Booth)	9	No limit	Y	
U. of Virginia (Darden)	6	No limit	Y	Can wait until terminal year if it would make substantive difference
Cornell	8	No limit	Y	
Dartmouth	7	No limit	Y	
London Business School	7	No limit	n/a	Men can extend only for one year regardless of number of babies

Appendix C: QUESTIONNAIRE DRAFTED BY VICE DEAN KIRK LAWSON, SCHOOL OF MEDICINE

At NYU, we have a one-year single event Tenure Clock Stoppage for the birth/adoption of a child which we offer to either parent who is the primary caregiver. In an effort to learn about the practice at other research institutions, could you please provide us with answers to the following five questions:

- Do you have a tenure clock stoppage policy?
- How many times can a faculty member take advantage of that policy over the life of their career within your institution?
- What is the length of the clock stoppage and is there any flexibility in the duration?
- What is your definition for eligibility?
- Is the procedure automatic if eligibility is met or is there an approval process even if eligibility is met? If there is an approval process, could you please briefly describe it.

Appendix D: BENCHMARKING DATA ON TENURE CLOCK STOPPAGE POLICIES (FROM MEDICINE)

NOTE from Vice Dean Kirk Lawson: We did reach out to the AAMC to find out what other peer institutions are doing.

As you may know, 15 years ago in order to proactively provide more of a window to achieve tenure NYU SOM extended the probationary period from 7 to 10 years. We allow for 1 extension of 1 year, creating a total 11-year period.

Our survey showed that the majority of Medical schools have a 7-year clock. Many allow 2 and a few even 3 stoppages, allowing for a total window of 9 or 10 years.

Based on our findings, we are comfortable with 1 extension of 1 year for a maximum of two years.

Appendix E: BENCHMARKING DATA ON TENURE CLOCK STOPPAGE (FROM FAS)

NOTE from Vice Dean Jonathan Lipman: Attached is a short survey of six peer institutions on tenure clock stoppage policies in their Schools of Arts and Science.

I am on board with the recommendation of two eligible events of up to one year each, for a total of two years.

School	Do you have a tenure clock stoppage policy?	How many times can a faculty member take advantage of that policy over the life of their career?	What is the length of the clock stoppage and is there any flexibility in the duration?	What is your definition for eligibility?	Is the procedure automatic if eligibility is met or is there an approval process even if eligibility is met?	What is the length of your standard tenure clock?	Link to handbook if applicable
Trinity College of Arts and Science - Duke University	Yes	3 year total, with the exception of having a child which is unlimited.	one or two semesters at a time -yes flexible.	new child, serious health issues for oneself or one they are the primary caregiver for, death of a parent, child, partner (one semester relief), catastrophic residential property loss.	Automatic	8 years: two 4-yr terms, tenure review in yr 7 unless the clock has been extended.	https://provost.duke.edu/sites/all/files/FHB_Chap_4.pdf
Columbia Faculty of Arts and Science	Yes	There is no stated limit, but they can only take the leave once per child	It is either a half a year or a full year clock stoppage	FMLA guidelines: 1. the birth, adoption, or foster placement of a child; 2. a medical disability; 3. a serious illness of a spouse, child, or parent; or 4. a qualifying exigency, as defined by the federal Department of Labor, arising from a spouse, child, or parent serving on or being called to active military duty.	There is still an approval process that the faculty must adhere to. They are to submit a request to their department with specific information. Once approval is received from their department chair it must then be approved by the Executive Vice President of the Arts and Sciences, and finally it must be approved by the Provost.	A standard tenure clock is 8 years, but tenure review should be conducted no later than the 7 th year	http://www.columbia.edu/cu/vpaa/handbook/instruction.html#leavesofabsence
Cornell University - College of Arts and Science	Yes (Tenure clock is extended for two semesters)	No limit	The standard is two semesters.	For a parent of a newborn or during an adopted or foster child's first year in the household, when duties as primary or coequal care-giving parent call tenure-track faculty members away from their work, Cornell will provide, on notification an automatic extension of the tenure clock for two semesters. Similarly, in situations beyond those of primary or coequal care-giving parent where parenting duties interfere substantially with progress in the academic program, tenure-clock extensions may be requested.	Automatic if eligibility is met	6 years--New assistant professors are hired for three years, if that goes well they are reappointed for three years. Their tenure review occurs during their fifth year, if that goes well they are granted tenure and promoted to associate professor at the end of their sixth year.	https://blogs.cornell.edu/deanoffaculty/files/2015/12/Chapter-2-Igmo5k0.pdf
Faculty of Arts and Science - Harvard University	Yes	Ordinarily, a maximum of two one-year appointment extensions and two one-year review postponements, regardless of the reason, are possible over the course of tenure-track faculty appointments. Tenure-track faculty may make a request for a third appointment extension and review postponement in the event of a birth or adoption of a third child.	one year--flexible	new child, serious health issues for oneself or one they are the primary caregiver for; eligible for the provisions of Family Medical Leave Act of 1993 (FMLA) if they have held at least half-time appointment in the FAS for three consecutive months or more.	Requests for leaves related to family, medical, or personal situations are submitted directly to the assistant dean for the appropriate division and are subject to the approval of the Dean.	8 years, review in penultimate	https://academic.appointments.fas.harvard.edu/g-other-leaves-family-maternity-parental-medical-and-personal-leaves
UCLA - College of Letters and Science	Yes	Maximum of two years	Two years--We have a one year off the clock option faculty can take for paternal or family care needs. Up to two can be requested pretenure. These are approved by the Vice Chancellor of Academic Affairs	new child, serious health issues for oneself or one they are the primary caregiver for, death of a parent, child, partner (one semester relief), catastrophic residential property loss.	Approval Process	8 years: twenty-four (24) complete quarters; or sixteen (16) complete semesters; or a combination of these two with one semester equal to one and one-half quarters.	http://www.ucop.edu/academic-personnel-programs/programs-and-initiatives/faculty-resources-advancement/faculty-handbook.html
Brown University	Yes	not specified	Maximum of two years	care of a newborn or newly adopted young child, or for extraordinary circumstances.	Approval Process	8 years	https://www.brown.edu/about/administration/dean-of-faculty/handbook-academic-administration/chapter-10-reappointments-promotions-and-tenure-reviews

Appendix F: BENCHMARKING DATA ON TENURE CLOCK STOPPAGE (FROM STEINHARDT)

NOTE from Vice Dean Pamela Morris: We researched the policies from the top schools of education (those ranked higher (better) than NYU) in the USNEWS grad schools of education rankings. The table attached summarized what we found. It also includes a link to the actual policies we researched in case that is helpful, since some are more complicated than it appears from this table.

In short, all institutions have policies. Most are 1 year in length, but many can be extended for 2 years. In some cases, the policies mention an extension but in others the policies mention the availability of both consecutive and nonconsecutive leaves, implying that they allow for more than one leave.

Given my review of Ed Schools, the recommendation of 1 extension of 1 year for a maximum of two years makes good sense to me.

BENCHMARKING DATA ON TENURE CLOCK STOPPAGE POLICIES (FROM STEINHARDT)					
US News Rank	University	Tenure Clock Stoppage Policy	Length of Clock Stoppage	Stoppage Automatic	Number of Times Available
1	Harvard University	Yes	1 year	Yes	maximum duration of any extension is 2 academic years
2	Stanford University	Yes	1 year	No, upon request	7 year tenure clock and shall not exceed 10 year tenure clock
3	University of California -Los Angeles	Yes	2 years	No, upon request	no more than total of 2 years
3	University of Pennsylvania	Yes	(seems to depend which policy is)	No	for child leave see HR policy and/or Faculty Parental Policy
3	University of Wisconsin - Madison	Yes	1 year	Yes	possible extension for additional year
6	<i>John Hopkins University</i>	<i>Was not able to School of Education Faculty Policies online</i>			
7	Teachers College, Columbia University	Yes	1 year	Yes	possible extension for up to 2 years
7	Vanderbilt University (Peabody)	Yes	1 year	Yes	maximum duration of any extension is 2 academic years
9	University of Washington	Yes	1 year	Yes	<i>possible extension for additional year</i>
10	Northwestern University	Yes	1 year	Yes	maximum duration of any extension is 2 academic years
11	Arizona State University	Yes	1 year	No, upon request	Not specified
11	University of Texas - Austin	Yes	1 year	No, upon request	maximum duration of any extension is 2 academic years

Appendix G: BENCHMARKING DATA ON TENURE CLOCK STOPPAGE (FROM LAW SCHOOL)

NOTE from Vice Dean Lisa Waldman: The Law School did circulate the provided tenure clock stoppage questions to a number of our peer schools. After following up several times since we did the initial outreach, we have still only heard back from Stanford, Columbia, and Penn. All three Law Schools have confirmed that they rely on their respective university-level faculty handbook, which I believe, from the meeting earlier this year, NYU has already obtained from a number of institutions. Nevertheless, we have provided a brief summary of our findings, below.

I am comfortable with the recommendation of 1 extension of 1 year for a maximum of two years.

Summary

All three schools provide more than a one-year tenure clock stoppage. These schools seem to all allow a one-year delay *per child* and not in total.

Penn:

Penn has provided the attached excerpt from their Faculty Handbook (Policy II.E.3. Policy on Extensions of the Probationary Periods that Apply to Granting of Tenure or Promotion to Associate Professor). It is one year allowed for each child.

Columbia:

The following excerpt from Columbia's Faculty Handbook, by which the Law School abides, provides the answers to the questions.

Under Section §71c(2) of the University Statutes, the Provost may stop the tenure clock of nontenured faculty if they assume the primary responsibility for the care of a child less than a year old, even if they do not take a leave of absence for that purpose or participate in the University's workload relief program. (See "Leaves of Absence," below.) An officer is considered the "primary parent" if she or he is a single parent or, where there are two parents, if the other is working full-time or is enrolled as a full-time student. Faculty may employ a day-care provider and still qualify for this exclusion. When both parents work at the University, only one may be considered primary at any given time.

Faculty may have the tenure clock stopped in this manner for up to one year of appointment for each of two children. To be eligible for an exclusion under these provisions, officers of instruction must be the primary parent for a minimum of three months. If they take a child care leave or participate in the parental workload relief program, the maximum time that can be excluded from the tenure count for any combination of those options and these statutory provisions is **one year for each child**.

All leaves must be approved by the Provost's Office.

Stanford:

The tenure clock is seven years. The parent (whichever parent) can take a **one year tenure clock stoppage up to three times** (thus for three children) for a total potential extension of the tenure clock to be up to 10 years. The faculty member has to fill out a form, which (per their description) never seems to be rejected.

Appendix H: WORKLOAD RELIEF POLICY (excerpted from the NYU Faculty Handbook)

In order to provide relief to faculty members faced with the additional demands of being the primary care-giver to a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care, New York University's workload relief policy grants one (1) semester of workload relief from classroom teaching and administrative committee work or two (2) semesters of half relief from such duties based on the individual's normal yearly workload at full salary. Workload relief is not considered a leave as faculty members are expected to make themselves available to the extent reasonable and practicable for their customary responsibilities of research, student consultation and advising.

Individuals eligible for workload relief benefits include all full-time (code 102) faculty. To qualify for workload relief, the faculty member must be the parent primarily responsible for the care of a newborn child, newly adopted child, new foster care or guardianship placement, or newly-established legal custodial care. In all circumstances, only one (1) parent may be considered primarily responsible for the care of the child. If both parents could be eligible under this policy because they are both code 102 faculty, each such eligible faculty member could qualify sequentially for a half semester if the designation of primary responsible parent changed, but the total amount of workload relief would not increase.

Tenure clock stoppage will be granted for a cumulative maximum of two semesters during the probationary period to a faculty member who is the primary caregiver of a child whether or not the faculty member avails herself or himself of workload relief. The one (1) full semester of relief or two half semesters of relief will count as credit toward a faculty member's sabbatical leave.