Proposal for Revision of AAUP-UNH Collective Bargaining Agreement

From the AAUP-UNH Collective Bargaining Agreement

13.9.3
For circumstances that are not covered by official interim disability but for which the University affords faculty with paid leave time (e.g. family illness or the birth or adoption of a child) or extraordinary professional circumstances beyond the faculty member’s control, the University and the faculty member may agree to exclude one (1) year from the total full time years that count toward tenure. Faculty desiring to exclude one year must make a request to the Provost and Vice President for Academic Affairs within one year of the precipitating event, or by May 15 of the year preceding the original mandatory decision year, whichever comes first. The Provost and Vice President for Academic Affairs shall inform the faculty member, the AAUP, the dean, and the department chair of his/her response to the request and the reasons therefore. The approval of both the University and the AAUP is required if the year to be excluded coincides with the original mandatory decision year. Requests to exclude any years in excess of one (1) from the years counted toward tenure must be approved by both the University and the AAUP.

Proposed revision to 13.9.3:

For circumstances that are not covered by official interim disability but for which the University affords faculty with paid leave time (any FMLA event with a period of paid leave) or extraordinary professional circumstances beyond the faculty member’s control, the University and the faculty member shall exclude one (1) year from the total full time years that count toward tenure. The approval of both the University and the AAUP is required if the year to be excluded coincides with the original mandatory decision year. Requests to exclude any years in excess of one (1) from the years counted toward tenure must be approved by both the University and the AAUP.

Rationale:
The proposed revision would make the extension of the tenure clock an automatic benefit (rather than an application process) for any tenure-track faculty member who encounters and FMLA situation with paid leave.