

TENURE CLOCK EXTENSION FOR CHILDBIRTH OR ADOPTION

As explained in the collective bargaining agreement (CBA) between the University of Nebraska at Omaha and the UNO Chapter of the American Association of University Professors (AAUP), a tenure-track faculty member who becomes a parent while seeking a continuous appointment automatically qualifies for a one-year extension of the tenure clock. Per the agreement:

“A Unit Member who has not obtained a ‘continuous appointment’ and becomes the parent of a child by birth or adoption will automatically qualify for a one-year extension of the maximum period of fulltime service prior to the acquisition of continuous appointment. The Unit Member’s service will be extended by one year for each child, including twins, and other multiple births or adoptions. Notifications of such extensions should be made by the Unit Member’s department in writing to the Dean of the Unit Member as soon as possible after the childbirth and/or adoption, but in no case later than September fifteenth of the year in which a recommendation on the Unit Member’s reappointment or promotion to tenure must be made. Extensions on the grounds of childbirth and/or adoption do not preclude additional appointments. Unit members whose tenure date is postponed under this section may apply for continuous appointment at their original consideration date without penalty” (2017-19 CBA, Section 3.9.3.5.a., p. 24).

In addition, Executive Memorandum No. 18 of the University of Nebraska (link below) is the “Policy on Interruption of the Tenure-Track Clock in Cases of Maternity, Disability or Family/Medical Leave.”

<https://nebraska.edu/-/media/unca/docs/offices-and-policies/policies/executive-memorandum/policy-on-interruption-of-the-tenure-track-clock.pdf>