

Amendment on Tenure-Clock Postponements and CFRR Procedures

Background: The current Faculty Handbook language on tenure-clock postponements might be in tension with the American with Disabilities Act. Specifically, it imposes a hard limit of four semesters for tenure postponement that might constitute what the law calls an “inflexible policy.” Further, the text seems to suggest that CFRR members might be asked to look at confidential medical records without the appropriate training. This amendment seeks to change the language to ensure legal compliance. Following this, the Faculty Senate intends to undertake a broader review of how this overall policy reflects our institutional values.

Motion: That the Brandeis Faculty Handbook section on tenure postponements (V.A.3.e) be amended to direct the Committee on Faculty Rights and Responsibilities to work with Human Resources when evaluating postponement requests, and to mention that the law might require leaves greater than four semesters.

Proposed Language:

V.A.3.e. Postponements:

A faculty member who has been granted medical or parental leave for a minimum of seven weeks may postpone for two semesters a scheduled reappointment or tenure decision. Additional guidelines for postponements based on medical or family circumstances must be approved by the Committee on Faculty Rights and Responsibilities **in cooperation with Human Resources**. The faculty member must notify the Provost’s Office and the appropriate Academic Dean of such postponements by May 1 of the calendar year in which the department is scheduled to begin its deliberations. Such postponements may not exceed a total of four semesters **unless otherwise required by law**.