An eligible untenured faculty member may elect to have the tenure clock delayed for one year for a birth or adoption of a child occurring within the probationary period. The request should must be made in writing to the Dean of Faculty near within one calendar year of the time of the birth or adoption event and in any case no later than August 1<sup>st</sup> May 15<sup>th</sup> prior to the semester in which the tenure review is scheduled to occur. Upon receipt of the written request, the Dean of the Faculty will automatically grant the extension.

## Personal hardship:

An eligible untenured faculty member may request to have the tenure clock delayed for one year when a personal hardship such as excessive responsibilities for elder or dependent care, personal illnessessiting archieving them or them or them or them of the submitted in writing to the Dean of the Faculty through the department chair and are granted at the discretion of the Dean of Faculty. The request should be made near the time of the critical event and in any case no later than August 1

Untenured faculty granted a lengthened probationary period for reasons of childbirth, adoption, or