



12.01.99.W1/AA

Granting Extension of Tenure Probationary Period

Revised February 20, 2020

Revised August 12, 2014

Approved May 5, 2009

Next Scheduled Review: February 20, 2025

*Supplements System Policy: 12.01, Academic Freedom,
Responsibility and Tenure; 12.07, Fixed Term Academic
Professional Track Faculty*

Rule Statement

West Texas A&M University is governed by the Texas A&M University System (A&M System) Policy and Regulations.

Reason for Rule

The University rule on granting extension of the tenure probationary period governs the university in local matters not detailed in System Policy and Regulations.

Procedures and Responsibilities

1.1 Criteria for Extension of Tenure Probationary Period:

- 1.1.1 Any request for extension must be based on “extenuating circumstances.” (see definition below)
- 1.1.2 A faculty member must submit a written request for “extension of the tenure probationary period” to his/her direct supervisor. The request should state in detail the extenuating circumstances supporting the request and include all relevant documentation. When necessary, the university has the right to request additional documentation. If approved, the direct supervisor will forward the request to the dean for his/her approval and on to the vice president for academic affairs, or the chief academic officer’s designee for final approval. Any request for extension must be submitted sufficiently in advance of the deadline for tenure or reappointment considerations so as to allow adequate evaluation of the request.
- 1.1.3 The request for extension may be made during the probationary period but before submission of the tenure folder. The tenure folder is due to direct supervisors on September 24 of the sixth academic year for faculty with the rank of assistant professor or the fourth academic year for faculty with the rank of associate or full professor.

1.2 Length of Extension

1.2.1 Extensions may be granted for a period of time (usually one academic year), and require written concurrence by the faculty member, direct supervisor, dean, and the chief academic officer, or the chief academic officer's designee.

1.3 Continuation of Tenure Probationary Period

1.3.1 At the conclusion of the approved extension, the tenure probationary period automatically resumes according to the guidelines outlined in the Faculty Handbook, Appendix XI, Promotion and Tenure.

1.4 Termination of Tenure Probationary Period

1.4.1 After completion of an extension of the tenure probationary period, a tenure-track faculty member who is not approved for continuation of the tenure probationary period is given notice according to the procedures in the Faculty Handbook, Appendix XV, Evaluation and Continuance of Probationary Faculty.

Related Statutes, Policies, or Requirements

[System Policy 12.01, Academic Freedom, Responsibility and Tenure](#)
[System Policy 12.07, Fixed Term Academic Professional Track Faculty](#)

Definitions

For the purposes of this rule, "extenuating circumstances" are those that prevent the faculty member from engaging in professional activities required for tenure. Some examples of extenuating circumstances include but are not limited to FMLA-defined circumstances, active military duty or emergencies.

Contact Office

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Approval



President / CEO

02.24.20

Date