

STOPPING THE TENURE CLOCK

Given birth or adopted a child? Need to recuperate or care for a family member who is ill?
Are you experiencing difficult personal circumstances?

UMaine policies allow untenured faculty members to take the time needed to address these personal challenges without jeopardizing tenure eligibility.

*Just as I was coming up for tenure I received a diagnosis of a chronic illness. I was prepared to be given a one year contract and be terminated. Instead, my dean suggested we **Stop the Tenure Clock**. She was respectful, valuing, and gave my self-confidence the boost it needed to work on recovery and pull together.*

Kristina Nielson
Modern Languages
& Classics



That's right - you can temporarily stop your tenure clock and use the time to care for yourself or a loved one, or to address exceptional personal circumstances. One additional year can be added to your tenure clock for each qualifying situation, up to a maximum of two years.

And when you extend your probationary period by stopping the tenure clock, you won't need to complete any extra work. All the work you've completed from the start of your tenure period will be included when you submit your tenure application.

You may also qualify for certain types of leave, or want to take a break from teaching. These policies can be used in conjunction with stopping the tenure clock, although neither is required when requesting an extension of your probationary period. Use these links to learn more about faculty [Leave Policies](#), [Alternatives to Teaching](#), and other schedule options.

How to Stop the Tenure Clock

To extend your probationary period following the **birth or adoption of a child** you will need to inform your department chair or director and your peer committee in writing that you wish to stop your tenure clock to care for a new family member. Use the [Notification: Stopping the Tenure Clock for Purposes of Childrearing](#) form to utilize this benefit. Stopping the tenure clock to care for your children is guaranteed in the contract between the faculty union (AFUM) and the University of Maine System. [See Article 9B3a of the current [AFUM Agreement](#)].

To extend your probationary period in the case of "**exceptional life circumstances**" such as your illness or the illness of a spouse, you should submit the completed [Request to Stop the Tenure Clock for Exceptional Life Circumstances](#) form to your department chair or director. Your departmental administrator will forward your request to the Dean and to the Provost with a recommendation to approve or deny the extension. The Provost will notify you, in writing, of the final decision.

And be sure to contact campus Human Resources and the Office of Equal Opportunity as well when seeking to extend your probationary period based on exceptional life circumstances to see if other university policies and/or state or federal laws apply.

Questions? Review the applicable wording in the faculty contract using the link above, and then contact Human Resources at 207.581.1581, or via e-mail at hr-um@maine.edu.