

Minutes\*

**Senate Committee on Faculty Affairs  
Thursday, November 19, 1992  
3:15 p.m., 626 Campus Club**

Present: Carl Adams (chair), Carol Carrier, Mary Dempsey, Ann Erickson, Ann Fallon, Roger Feldman, Morris Kleiner, Steve Laursen, Richard McGehee, George Seltzer, Bernard Selzler, W. Donald Spring, Michael Wade, Judith Younger

Guests: Becky Swanson Kroll (former chair, Equal Employment Opportunity for Women Committee)

Professor Adams convened the meeting at 3:15 p.m. and turned to the first item on the agenda, the Chair's Report. He told SCFA:

1. The Workload Task Force Report was adopted by the Faculty Senate on November 17, and has been forwarded to central administration;
2. The December 3 SCFA meeting has been cancelled and rescheduled for December 17, so that Senior Vice President Infante may join the meeting; and
3. Central administration will be asking SCFA and the Faculty Senate to consider some amendments to the Faculty Compensation Policy approved by the Faculty Senate May 21, 1992. The amendments should be ready for SCFA's review at the December 17 meeting. Committee members requested the amendments be distributed prior to the meeting.

**Minutes**

The October 29, 1992, SCFA minutes were approved.

**Stopping the Tenure Clock**

Professor Adams reviewed SCFA's previous discussions regarding stopping the tenure clock for new parents. The request to have the tenure clock stopped was initiated by the Equal Employment Opportunity for Women Committee (EEOWC) and stemmed from an agreement between the National Science Foundation and its top-funded universities, including the University of Minnesota, to attract more women and minorities in the science and engineering fields. One of the specific recommendations of the agreement was to "stop the tenure clock" for new parents. Under current regulations the only way a new parent can stop the clock is to drop to two-thirds time which often creates a hardship on a family as well as causing the University to lose the service of its faculty. The proposal prepared by the EEOWC would allow a probationary faculty member who becomes a new parent to extend the probationary period for up to two years (one year for a maximum of two children) while retaining a full-time appointment.

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To preserve the option of moving the proposal forward, Professor Adams said, the Faculty Consultative Committee approved the amendments contingent upon SCFA's review. The Judicial Committee, he said, also is scheduled to review the amendments within a few days.

Professor Adams then introduced Dr. Becky Swanson Kroll, former chair of the EEOWC, to respond to questions about the proposal. A question was raised about the addition of the sentence: "This provision would apply to same-sex as well as heterosexual couples and to single parents as well as couples." Dr. Kroll told members the Provost's Council encouraged the language for clarification purposes.

Professor Spring expressed concern about the June 30 deadline for submitting requests to stop the tenure clock. The Morris campus by that time, he said, is well into the tenure process and letters to outside reviewers will have already been sent. He recommended the date be moved up to April 15. Some argued that moving the date up would shorten the window of opportunity for application and favored staying with the June 30 date.

Another person cited the possibility of an individual using the policy to stop the clock if there was concern that tenure would be denied. Professor Dempsey told committee members that one of the reasons for selecting a date in the year prior to tenure was to prevent such possibilities.

At this point, the committee:

**approved a motion to select June 30 as the deadline for obtaining approval to stop the tenure clock.**

Discussion then turned to the language referring to "parent." It was argued that the proposed language could be interpreted in such a way that a child would not necessarily have to be the faculty member's child but instead could be a child brought into the faculty member's home. One individual suggested defining "parent" as "any parties with legal responsibility" with no reference to gender. It was agreed that amended language will be drafted.

A number of SCFA members argued that the language in the policy invites controversy and suggested SCFA forward a motion to the Faculty Consultative Committee and the Faculty Senate amending the Tenure Code without adopting a separate policy.

**A motion was then moved and approved to endorse the amendments to the Tenure Code allowing new parents to request the tenure clock be stopped.**

SCFA moved that the remainder of the meeting be closed for discussion of personnel matters.

The meeting was adjourned at 5:10 p.m.

-- Martha Kvanbeck