

Extension Clause to tenure Clock

When there has been an extension to the tenure clock, please include the following as the second paragraph in the letter to the potential referee, adjusting as necessary (removing “and promotion” if the application is for tenure only; he or she).

A candidate for tenure and promotion at the University of Waterloo may choose to be considered after having served 4 or 5 years as a probationary faculty member. In this particular case the candidate had an extended probationary term. Such an extension can be due to, for example, a period of non-working leave. (He/She) should be evaluated as if (he/she) had been at the university for the usual 4 or 5 year period; i.e., the expectations for teaching and scholarship do not change.

This wording was drafted with input from Peter Van Beek, chair of the FAUW Academic Freedom and Tenure Committee.

DTPC and FTPC chairs may also use such wording at committee meetings. A candidate may choose to disclose the reason for a leave or extension; such disclosure is up to the candidate.