

Usage of Tenure Clock Extension and Medical and Parental Leave by Tenure Track Assistant Professors in 2013-14

Since 2009, on average 10 extensions per year have been approved for a new child in the family. In June 2008, NC State began automatically approving extending the tenure clock in all cases where the faculty member has a new child in the family. Usage of tenure clock extensions to accommodate having a new child in the family increased substantially within two years after the new tenure clock regulation went into effect and have remained relatively stable since then. In the five years preceding, 2004-2009, 2 extensions per year for new children were approved per year on average.

Table 1. Number of tenure clock extensions approved, 2003-2014, by year.

| year | Number of Extensions Approved | | | | |
|---------|-------------------------------|-------------|----------------------|--------------------|-------------|
| | New child | | Other Family/Medical | Non-Family/Medical | All Reasons |
| | Number | Female/Male | | | |
| 2003-04 | 0 | | 1 | 6 | 7 |
| 2004-05 | 3 | 2 f/1 m | 1 | 10 | 14 |
| 2005-06 | 1 | 1 f/0 m | 2 | 6 | 9 |
| 2006-07 | 2 | 2 f/0 m | 5 | 6 | 13 |
| 2007-08 | 3 | 0 f/3 m | 3 | 14 | 20 |
| 2008-09 | 3 | 1 f/2 m | 1 | 10 | 14 |
| 2009-10 | 11 | 5 f/6 m | 4 | 12 | 27 |
| 2010-11 | 6 | 3 f/3 m | 1 | 7 | 14 |
| 2011-12 | 11 | 6 f/5 m | 0 | 4 | 15 |
| 2012-13 | 9 | 5 f/4 m | 3 | 4 | 16 |
| 2013-14 | 11 | 4 f/7 m | 5 | 1 | 17 |

To get an idea of how many pre-tenure assistant professors at NC State experienced family circumstances that would trigger automatically approved tenure clock extensions during the 2012-13 academic year and to understand the culture at NC State for faculty with families, we administered a small electronic survey in August 2014 to NCSU faculty who had been tenure track assistant professors on Sept 30, 2013. The survey asked “Did any of the following apply to you during the 2013-14 academic year? ‘A personal serious health condition, care for a child, spouse, domestic partner, or parent with a serious health condition, birth or care for a newborn, care for an adopted or foster child, and care for a family member injured while on active duty for the Armed Services?’” Those who answered yes were then asked whether they notified the university that they wanted to extend the tenure clock and how much leave they took. If they were eligible but did not obtain an extension or did not take any leave, they were asked why not.

Thirty four pre-tenure faculty responded that they had experienced a health or family situation that would qualify for tenure clock extension. Thirteen of these, 38%, responded that they obtained approval for a tenure clock extension. These thirteen respondents represent 81% of the 16 faculty who received tenure clock extension approvals for family or medical reasons in 2013-14 (Table 1). Twenty one respondents were eligible for a tenure clock extension but did not request one; their reasons are summarized in Table 2.

Table 2. Reasons by eligible faculty for not requesting approval for a tenure clock extension

| Reason | Number of Respondents |
|---|-----------------------|
| No need; On track for tenure without an extension | 9 |
| Was not aware of the possibility | 5 |
| Don't want to delay for financial reasons | 2 |
| Don't want to delay for other reasons | 2 |
| Plan to do it in the future | 1 |
| No answer | 2 |

We still have work to do in getting the word out about the availability of the automatic tenure clock extension. Five assistant professors responded that they did not know that there was an option to obtain an extension. On the other hand, we take as a very positive sign that

this year, in contrast to the 2012-13 survey, no faculty expressed fear or a negative view of extending the tenure clock or reported that they had been advised against it.

Table 3. Amount of Leave Taken by Tenure Track Assistant Professors for a New Child in the Family or Eligible Medical Condition

| Amount of FMLA Leave Taken | Number of Respondents |
|----------------------------|-----------------------|
| Took no leave | 17 |
| Less than 60 calendar days | 10 |
| 60 calendar days or more | 7 |

Seventeen faculty who had a new child in the family or an eligible family/medical condition took no leave at all. Ten faculty who had a new child in the family or who had experienced a serious medical condition reported that they took less than two months (60 calendar days) of leave. Seven faculty reported taking 60 calendar days or more, which is an increase from the four who reported taking 60 days or more in last year's survey. The most common reasons for not taking leave were either that the birth was timed to take place over the summer (6 respondents) or that there were too many work responsibilities that could not be left unattended (4 respondents). Two respondents, both male, did say that they were afraid of possible negative impressions or repercussions if they took leave at this particular time. One respondent indicated that he plans to take leave in the 2014-15 academic year and one said that his spouse took leave. One respondent indicated that he did not take formal leave but that he was relieved from teaching for a semester. He wrote that his department "was flexible in granting appropriate flexibility for his new child." Four respondents did not provide reasons.