



TO: R. A. Cosier, F. W. Emshausen, L. P. B. Katehi, V. L. Lechtenberg,
H. A. Morrison, J. L. Peters, A. H. Rebar, M. M. Rowe, C. O. Rutledge,
D. A. Savaiano and E. R. Mobley

FROM: Connie L. Lapinskas

DATE: March 6, 2002

RE: Faculty Probationary Periods

In December, Dr. Mason shared with you a proposal (copy attached) to expand the scope of justifiable conditions for considering deviations from the University tenure policy. The proposal addressed excluding initial partial years of employment from the probationary periods of new tenure-track faculty. At the January meeting of the Senate Faculty Affairs Committee, Dr. Mason asked for the Committee's support of this modification to the university's tenure policy practice. The Committee voted unanimously to support the modification.

The process established in the document states that requests for exclusions for new faculty require the Provost's approval and should be requested in advance of the contract effective date. As Dr. Mason indicated in earlier discussions, this approval will be pro forma when the hire date is January 1 or later. If the hire date is prior to January 1, further justification will be required.

This provision also applies to faculty whose employment began after August in any academic or fiscal year prior to May 1, 2002 and who are not in their penultimate year. In January, contract information was distributed to your Business Manager for faculty who are currently in tenure-track status. This data should assist you in reviewing the probationary periods of faculty who may qualify for consideration of this modified policy. Please submit any requests for Provost approval prior to May 1, 2002 as stipulated in the proposal document. Requests can be sent to my attention.

Please contact your Business Manager or let me know if you have any questions concerning this.

Attachment

cc: C. T. Jones
S. F. Mason
D. L. Turner
Business Managers

REQUEST TO EXPAND THE SCOPE OF JUSTIFIABLE CONDITIONS FOR GRANTING DEVIATIONS FROM THE UNIVERSITY TENURE POLICY

While the term "year" appears throughout the University's tenure policy (Executive Memorandum B-48), nowhere in this document is it defined. Purdue's practice, however, is to count any portion of the initial academic or fiscal year in which a person is employed as a year toward the probationary period.

The University's tenure policy states, "The accumulation of time toward tenure is expected to be on an uninterrupted basis as a full-time faculty member or as a part-time faculty member as defined in b. above at one campus of Purdue University, but justifiable conditions or interruptions may be considered as a basis for deviation from this policy."

Guidelines were established in 1991 for determining justifiable conditions for granting deviations for probationary faculty who have begun their employment at Purdue. However, these guidelines do not address justifiable conditions for granting deviations for those whose initial appointments start at times other than the beginning of a fiscal or an academic year.

In its strategic plan, the West Lafayette campus has made a commitment to hire 300 new faculty over the next five years. Many of the major research universities with whom Purdue competes for new faculty do not count initial partial-year appointments toward the probationary period. To ensure that Purdue is not at a competitive disadvantage in trying to hire its top candidates and that those hired who are tenure-track and begin their employment after August in any given fiscal or academic year have access to a full probationary period, I seek the concurrence of the University Senate Faculty Affairs Committee to expand the scope of justifiable conditions for considering deviations from the tenure policy to include the following:

Upon request of the department head and dean and approval of the Provost, new probationary faculty whose appointments begin after August of any given fiscal or academic year may have the initial partial year of their employment excluded from the probationary period. All exclusions must be requested and approved prior to the effective date of the new faculty member's contract. This provision also shall apply to currently employed probationary faculty yet to reach their penultimate year whose employment began after August in any academic or fiscal year prior to May 1, 2002. Requests for excluding their initial partial year of employment must be submitted by the department head and dean and approved by the Provost no later than May 1, 2002.