

LEAVES AND STOP-THE-CLOCK

DETERMINATION OF ORIGINAL UP-OR-OUT DATE UPON HIRE

Original appointment as on tenure track assistant professor, associate professor, or professor

- 1) July 1 hire date: July 1 + 8 years = up-or-out date

Example: July 1, 2007 hire date = June 30, 2015 up-or-out date

Tenure review must be completed by May 31, 2014

If tenure review successful, tenure begins July 1, 2014

If no tenure review or if negative tenure review, must receive letter of nonrenewal no later than May 31, 2014

- 2) January 1 hire date: January 1 + 8 ½ years = up-or-out date (extra half year does not grant tenure; all up-or-out dates end in June)

Example: January 1, 2008 hire date = June 30, 2016 up-or-out date

Tenure review must be completed by May 31, 2015

If tenure review successful, tenure begins July 1, 2015

If no tenure review or if negative tenure review, must receive letter of nonrenewal by May 31, 2015

UP-OR-OUT DATES CAN BE AFFECTED BY DISCOUNTED PERIODS OF TIME:

A. Nonprofessorial Appointments and/or Leaves

One semester/one year of a nonprofessorial appointment or one semester/one year of academic leave (Junior Faculty Development Leave and/or Chamberlain Leave) or one semester of a nonprofessorial appointment/one semester of leave moves the up-or-out-date ahead by a year.

B. Primary Care-Giver Parent

NONPROFESSORIAL APPOINTMENTS

- If you start appointment in a nonprofessorial rank (e.g., Instructor) in July, up-or-out date will be moved ahead one year, whether the appointment is for one semester or one year.

Examples: July 1, 2007-December 31, 2007 - Instructor
January 1, 2008- Assistant Professor
Up-or-out date will be changed from June 30, 2015 to June 30, 2016

July 1, 2007-June 30, 2008 - Instructor
July 1, 2008 - Assistant Professor
Up-or-out date will be changed from June 30, 2015 to June 30, 2016

- If you start appointment in a nonprofessorial rank in January and begin a professorial appointment in July, up-or-out date does not change because you already had an extra semester on the clock (8 ½ years). If you start appointment in a nonprofessorial rank in January and retain it for the following year, up-or-out date will change by a year.

Examples: January 1-June 30, 2007 - Instructor
July 2007 - Assistant Professor
Up-or-out date remains June 30, 2015

January 1 - June 30, 2007 - Instructor
July 1-December 31, 2007- Instructor
Up-or-out date will be changed from June 30, 2015 to June 30, 2016

ACADEMIC LEAVES OF ABSENCE (JUNIOR FACULTY DEVELOPMENT LEAVES AND/OR CHAMBERLAIN LEAVES)

- If you start appointment in a professorial rank on July 1, then either one semester or one year of leave will move the up-or-out date ahead by a year

Example: July 1, 2007 hire date as Assistant Professor = June 30, 2015 up-or-out date
One semester/one year of leave (Junior Faculty Development Leave and/or Chamberlain) changes up-or-date to June 30, 2016

- If you start appointment in a professorial rank on January 1, one semester of leave will not affect the clock. One year of leave will move the up-or-out date ahead by a year.

Example: January 1, 2008 hire date = June 30, 2016 up-or-out date
One semester of leave keeps June 30, 2016 up-or-out date
One year of leave moves the up-or-out date to June 30, 2017

- If you start appointment in a nonprofessorial rank on July 1 and become assistant professor on January 1, either a one semester or one year leave will not change the up-or-out date again.

Example: July 1-December 31, 2007 Instructor
January 1, 2008- Assistant Professor
Up-or-out date: June 30, 2016
One semester or one year leave does not change the up-or-out date of June 30, 2016

- If you start appointment in a nonprofessorial rank on January 1 and become assistant professor on July 1, a one semester or one year leave will change the up-or-out date.

Example: January 1-June 30, 2008 Instructor
July 1, 2008- Assistant Professor
Up-or-out date: June 30, 2016
One semester or one year leave will change up-or-out date to June 30, 2017

- If you start appointment in a nonprofessorial rank on January 1 and become assistant professor on January 1, a one semester or one year leave will not change the up-or-out date.

Example: January 1-December 31, 2008 Instructor
January 1, 2009- Assistant Professor
Up-or-out date: June 30, 2017
One semester or one year leave will not change up-or-out date of June 30, 2017

IMPACT OF BEING THE PRIMARY CARE GIVER OF A CHILD ON THE UP-OR-OUT DATE

- Parental Workload Relief
- Discounting of One Year Based on Clause in the University Statutes which allows one year to be discounted from tenure clock if faculty member is the primary caregiver of a child less than one year of age, even if the faculty member is working full-time and does not take a Parental Workload Relief or any other kind of leave

NOTE: Faculty member can have up to three years discounted from the clock if 1) they 1) use parental workload relief for two children and either have a nonprofessorial appointment or a Junior Faculty Development Leave and/or Chamberlain Leave, or if 2) if they invoke the statutory clause for two children and either have a nonprofessorial appointment or a Junior Faculty Development Leave.

- Part-time Career Appointment

NOTE: The up-or-out date will change repeatedly based on the length of the part-time career appointment.

A. Parental Workload Relief:

<u>Examples:</u> Assistant Professor starts July 1, 2007	Up-or-out date June 2015
One semester Parental Workload Relief and one semester discounted under Statutes or one-year Parental Workload Relief (Kid 1)	Up-or-out date changed to June 2016
One semester/one year Junior Faculty Development Leave or one semester Junior Faculty Development Leave and/or Chamberlain	Up-or-out date changed to June 2017
One semester Parental Workload Relief and one semester discounted under Statutes or one-year Parental Workload Relief (Kid 2)	Up-or-out date changed to June 2018

B. One Year Discounted Based on Statutory Clause

<u>Example:</u> Assistant Professor starts July 1, 2007	Up-or-out date June 2015
Statutory Clause invoked for Kid 1	Up-or-out date changed to June 2016
One semester/one year Junior Faculty Development Leave or one semester Junior Faculty Development Leave and/or Chamberlain	Up-or-out date changed to June 2017
Statutory Clause invoked for Kid 2	Up-or-out date changed to June 2018

C. Part-Time Career Appointment

Faculty member serves as primary care giver for a child less than 9 years old

Faculty member performs half of their normal responsibilities, receives half of their normal salary, but retains full benefits

The clock moves at half speed: each year counts as only one semester

Example: Appointed Assistant Professor July 1, 2007 = up-or-out-date June 2015

July 1, 2007-June 30, 2010 3 years counted on clock normally

Starts part-time career appointment: July 1, 2010

2010-11	3.5 years on clock	up-or-out date changed to June 2016
2011-12	4 years on clock	up-or-out date remains June 2016
2012-13	4.5 years on clock	up-or-out date changed to June 2017
2013-14	5 years on clock	up-or-out date remains June 2017

Resumes normal appointment:

2014-15	6 years on clock	up-or-out date June 2017
2015-16	7 years on clock	up-or-out date June 2017
2016-17	8 years on clock	up-or-out date June 2017

REFERENCES:

“Officers of Instruction - Appointments with Stated Term,” *Faculty Handbook*
<http://www.columbia.edu/cu/vpaa/fhb/main.html>.

“Policies and Procedures for Determining the Statutory Limit on Full-time Service of Nontenured Faculty,” <http://www.columbia.edu/cu/vpaa/docs/nonten.html>

“Parental Policies for Officers of Instruction,”
<http://www.columbia.edu/cu/vpaa/docs/parent.html>.

For further information since each person’s situation is distinct, please feel free to contact:

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