

## **Executive Memorandum No. 18**

### **Policy on Interruption of the Tenure-Track Clock in Cases of Maternity, Disability or Family/Medical Leave**

Section 4.10 of the *Bylaws of the Board of Regents of the University of Nebraska* provides that the "total period of full-time service on a faculty Appointment for a Specific Term prior to acquisition of a Continuous Appointment shall not exceed seven years, including all previous tenure-related full-time service with the rank of instructor or higher in all accredited institutions of higher education..."

It will not be considered to be a violation of Section 4.10 of the Regents' *Bylaws* if in cases of absence because of maternity, disability or family and medical leave, the seven year limitation on the period of full-time service prior to acquisition of a Continuous Appointment is extended to allow a faculty member additional full-time service to make up for full-time service lost because of maternity, disability or family/medical leave. When a faculty member on a Specific Term Appointment experiences an interruption in full-time service because of maternity, disability, or family/medical leave, and circumstances warrant that the faculty member's period of full-time service be extended to accommodate for time lost because of the leave, the faculty member's appointment in the year the leave began shall be converted to annual Special Appointment and such annual Special Appointment shall be disregarded in calculating the total period of full-time service for the purpose of Section 4.1 of the Regent's laws.

**Reference:** February 18, 1999