

Tenure Flexibility Policy

Information Session

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Presented by:

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Director of Faculty Services

Tenure Flexibility

Agenda

- What is tenure flexibility at UNLV?
- Before submitting an application
- When and how to apply?
- What is the process workflow?
- Questions?

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Tenure Flexibility: What is it?

UNLV recognizes that, for various reasons, pre-tenure faculty may need to adjust their probationary period. This adjustment may be to apply for tenure earlier or later than originally scheduled (NSHE Code: Title 2, Chapter 3 and UNLV Bylaws: Chapter 3, Section 16.7.2)

TYPES OF ARRANGEMENTS

- **Early Tenure Review**
  - Reduce the pre-tenure probationary period (up to 3 years)
- **Extension of Tenure Review**
  - Increase the pre-tenure probationary period (1 year)

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Tenure Flexibility: Example

Hire Date: 07/01/2025

Original Scheduled Tenure Review: 2029-2030

Type of Request	Reduction/Extension Length	New review cycle would be*:
Early	1-year reduction	2028-2029
Extension	1-year extension	2030-2031

If approved, the new review cycle would REPLACE the original review cycle.

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Tenure Flexibility: Before submitting an application

- Review the Flexibility of Pre-Tenure Probationary Period Policy.
- Discuss your options with your department chair/supervisor.
- Review your scheduled tenure review cycle as outlined in your contract.
- An approved tenure flexibility arrangement REPLACES your originally scheduled review cycle. Faculty must be reviewed during the newly approved cycle. Any subsequent changes require a separate request and approval.

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Tenure Flexibility: When and how to apply?

Early: submit application before the end of the Spring semester prior to intended review.

Extension: submit application before the first day of instruction of the Spring semester prior to intended review.

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How to apply

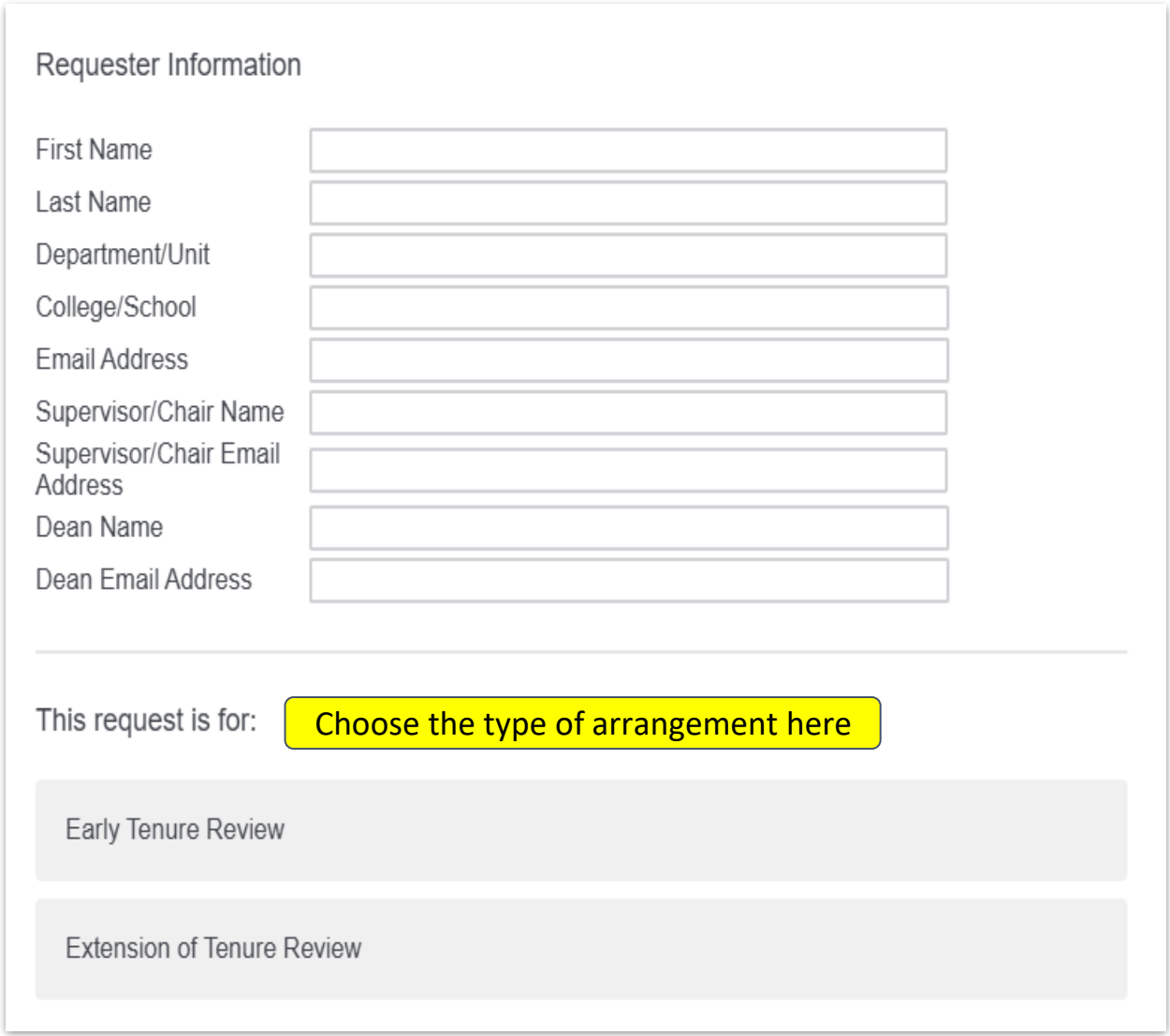
Submit a Tenure Flexibility Request Form

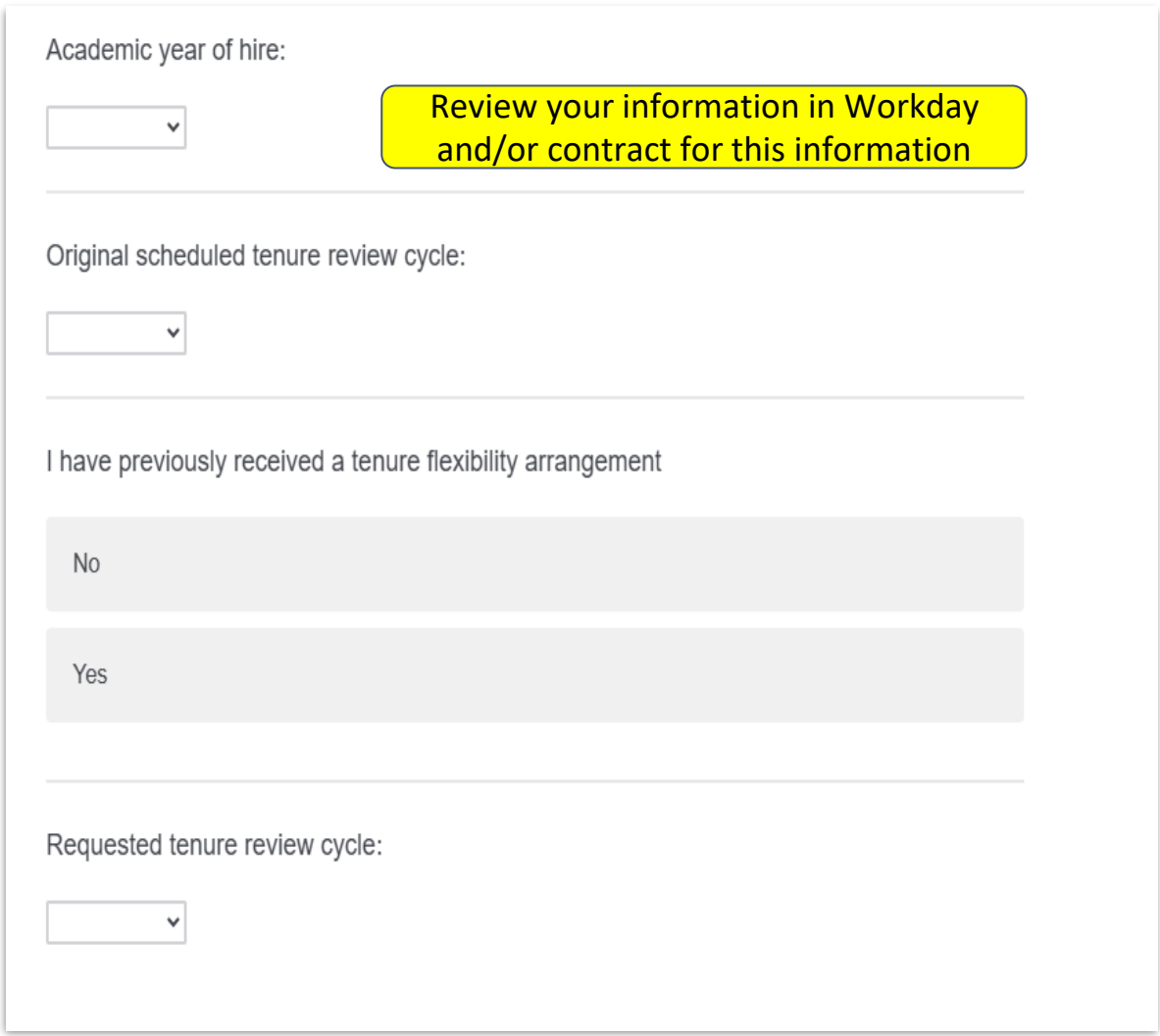
Please note:

1. *When the application is submitted, your department chair/supervisor will receive a notification.*
2. *Submitting an application does not guarantee approval.*

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Tenure Flexibility: Application Preview (1)





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Tenure Flexibility: Application Preview (2)

Early Tenure Review

Provide a reason for the request:

1. Held a tenure-track appointment for at least one year at another institution prior to employment at UNLV, and would like to have that time considered in my probationary period.
   a. Details about former appointment:
      i. Name of Institution
      ii. Dates of Employment
2. I am requesting early tenure for another reason
   a. Provide details.

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Tenure Flexibility: Application Preview (3)

Extension of Tenure Review

Provide a reason for the request (5 options):

1. Began a tenure-track employment at UNLV in the middle of an academic year and request that your first year of tenure-track employment not count as part of the probationary period.
2. Experienced a qualifying event (e.g., pregnancy, childbirth, family care, or personal health issue) that led to a personal or family medical leave (either paid or unpaid)
   a. Provide time of leave

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Tenure Flexibility: Application Preview (4)

Extension of Tenure Review

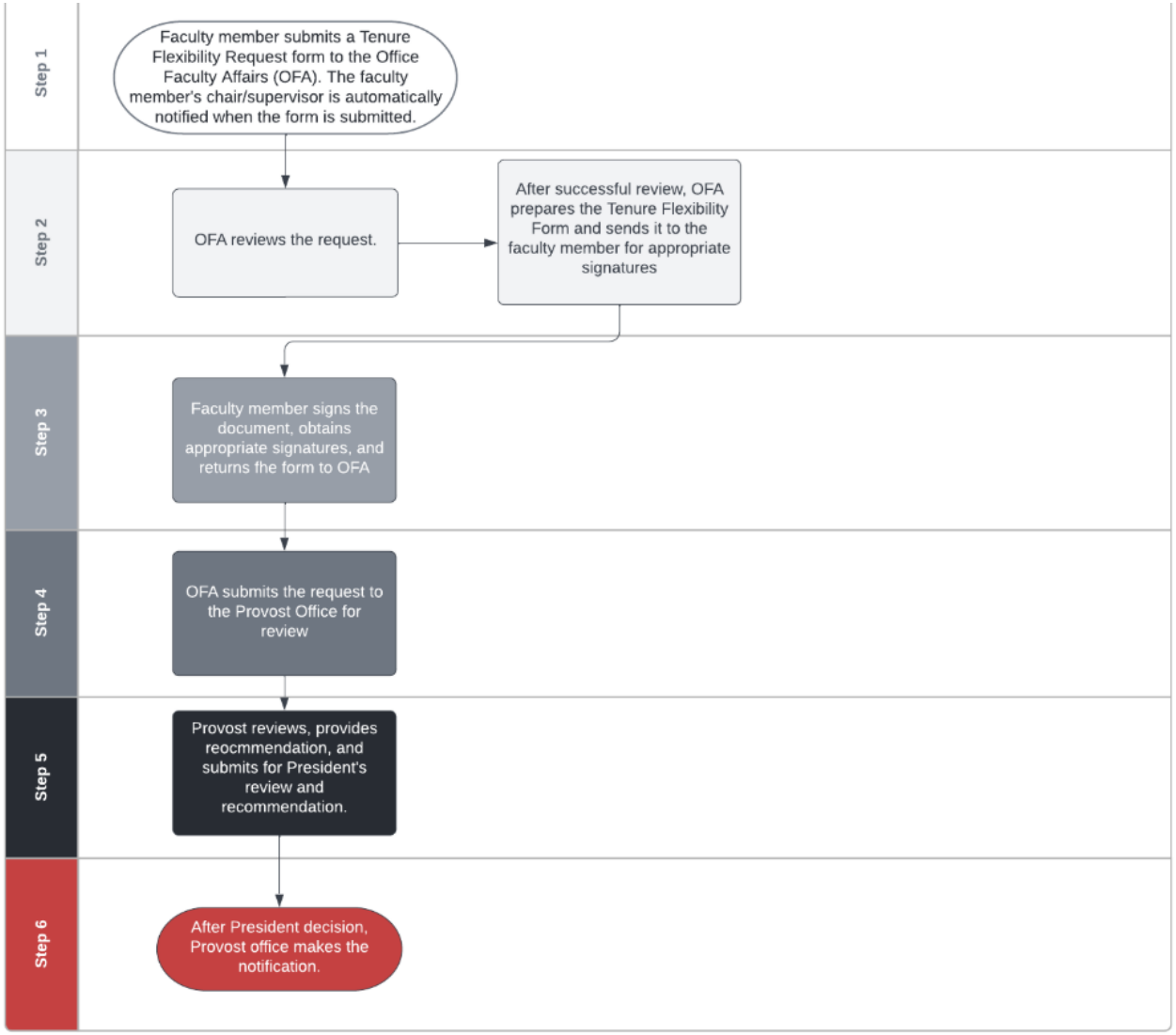
Provide a reason for the request (continued):

3. Other professional rationale (e.g., laboratory was not ready on time)
4. Disruption of research related to the rescinding of federal grant funding (provide granting agency notice)
5. Other reason not related to health or professional circumstances (provide details).

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Tenure Flexibility: What is the process workflow?



Step 1: Faculty member submits application

Step 2: Contract details verification

Step 3: Review and approval via DocuSign (faculty member, chair, dean)

Step 4: Request submitted to Provost's Office for review

Step 5: Provost provides recommendation, submits for Presidential approval

Step 6: Final decision communicated to faculty member, chair, and dean.

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Tenure Flexibility Information Session: Questions?

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THANK YOU

CONTACT US

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