

Modified Tenure Timeline Due to a Qualifying Life Event Policy

1. Introduction and Purpose

Wenzhou-Kean University is committed to promoting equity and inclusion. The following policy identifies opportunities for individual faculty members to pursue tenure through a modified tenure review timeline. The purpose of this policy is to address tenure track faculty who request extending their current tenure track probationary period by up to one year due to a qualifying life event as hereinafter defined. Any faculty member that meets the requirements for a qualifying life event, as determined by the Office of Human Resources (HR), is eligible for the modified tenure track probationary period.

2. Scope and Eligibility

2.1 Covered Individuals

This policy applies to all full-time tenure-track faculty members at Wenzhou-Kean University.

2.2 Qualifying Life Events

A faculty member who experiences a qualifying life event may have their tenure review timeline modified by up to one year in accordance with this section, provided they meet the requirements of the qualifying life event as determined by HR and in accordance with applicable laws.

Qualifying Life Events which markedly delay the tenure review process are:

- **Parental-related events:** The birth or adoption of a child of the applicant, or the foster placement of a child with the applicant to allow the applicant to serve as a legal guardian to care for the child.

- **Health-related conditions:**

A serious health condition causing the applicant to be unable to perform the functions of their position;

A serious health condition affecting the spouse, child, or parent of the applicant allowing the applicant to provide care.

- **Military-related care:** A serious injury or illness incurred in the line of duty affecting a covered member of military service who is the spouse, child, parent or next of kin of the applicant thus allowing the applicant to provide care.

- **Violence or loss-related events:**

An act of domestic violence or a sexually violent offense committed against the

applicant or the applicant's spouse, child, or parent;

The death of a parent, child, or spouse;

A catastrophic residential property loss.

3. Terms and Conditions

Once the applicants are placed on a modified tenure review timeline, they will be subject to the modified timeline through time of the University's decision to grant or deny tenure. The applicant's decision to modify the tenure review timeline is irrevocable.

An applicant participating in a modified tenure timeline shall be held to the same standards for tenure and reappointment. The applicant shall not be discriminated against or retaliated against for following a modified tenure review schedule.

To the extent that any provision of the modified tenure review timeline is inconsistent with the currently effective Wenzhou-Kean University tenure policy, the tenure policy shall prevail.

Employment contracts will be adjusted accordingly by the Office of Human Resources on a case-by-case basis after the approval of a modified tenure review timeline, without prejudice to the Labor Contract Law of the People's Republic of China.

Please contact Wenzhou-Kean University Office of Human Resources for information regarding the application procedure.

Note: Please be advised that the request for a modified tenure review timeline can only be granted **once** for each applicant during the tenure cycle, regardless of how many times different qualifying life events occur. If the applicants are a couple, each of them shall be eligible to request a modified tenure review timeline for the identical qualifying life event(s), but only up to one one-year extension will be granted per person.