



JOHN CARROLL UNIVERSITY

THE JESUIT UNIVERSITY IN CLEVELAND

June 27, 2005

Dr. Ernest M. De Zolt  
Chair, Faculty Forum  
John Carroll University

Dear Ernie,

As you know, we have frequently discussed during this past academic year (2004-05) the package of four proposals on Institutional Assistance for Family Responsibilities that you forwarded to me on January 19, 2004, that the faculty by a written ballot had previously approved with 89 votes approving, 23 disapproving and 6 abstaining and that Robert Kolesar in a December 6, 2004, letter to me with a copy to you had addressed on behalf of the Faculty Handbook Committee. I write now to communicate in writing what I have told you I was going to do.

I accept the recommended Policy on Extending the Probationary Period for Tenure except for the sections numbered 3, 4 and 5. With my approval of sections 1, 2 (with the insertion of the phrase: "one semester or two semester" and the elimination of the word "the" before the word "Extension"), 6 (with the insertion of the words "a one or two semester extension" in place of "an extension of one year" to make it consistent with the already mentioned change made in 2) and 7 the policy accepted now reads as follows.

### **POLICY ON EXTENDING THE PROBATIONARY PERIOD FOR TENURE**

**A faculty member may request that her/his probationary period for tenure be extended, according to the rules listed below. This policy recognizes the effects that child bearing/rearing issues, family care responsibilities, and serious medical illness may have on the energy that a faculty member can devote to her/his professional responsibilities and, thus, on the ability to work at the pace or level expected to achieve tenure.**

- 1. Requests are made by the faculty member to the AVP through the appropriate Dean.**
- 2. Requests for a one semester or two semester Extension of the Probationary Period for Tenure will normally be submitted to meet the following deadlines:**
  - a. If the normal tenure decision will be made in a Fall Semester, any request for extension must normally be made prior to the previous January 15.**
  - b. If the normal tenure decision will be made in a Spring Semester, any request for extension must normally be made prior to the previous May 15.**
  - c. In the event of exceptional circumstances, exceptions to these deadlines should be granted.**
- 3. If a faculty member has suffered a serious illness and been granted a leave for temporary disability as a result, a one or two semester extension will be granted automatically upon request.**
- 4. An extension of the probationary period for tenure should not penalize the faculty member in the tenure review process.**

The last three of the package of four recommendations I am not approving. Thus the recommended policies I am not approving are: 1) Policy of Reduction in Duties for the Birth of a Child, 2) Policy on reduction in Duties for the Adoption of a Child and 3) Policy on reduction in Duties for Family Care. My reasons for not accepting these three recommendations are financial, i.e., I do not believe it is wise to be increasing fringe benefits for some members of the faculty at a time when the University's approved budget does not include salary increases for any member of the faculty, administration and staff.

I am grateful to you for your patience on this, Ernie.

Sincerely,



Edward Glynn, S.J.  
President

c: Robert L. Niehoff, S.J.  
David M. La Guardia, Ph. D.  
Vice Presidents  
Deans