4.4.4 Tenure by Length of Service

Formerly Known As Policy Number:
4.4.D

(1) Any appointment, promotion or reappointment for a term of years which extends the individual?s total length of full-time service at Stanford University at the rank of Assistant Professor, Associate Professor, or Professor or at more than one of such ranks beyond seven years shall confer tenure. This holds unless the period beyond seven years occurs after a review for tenure has been initiated, in which case the time beyond seven years shall not confer tenure. In the calculation of years of service toward tenure, any part-time appointment shall be prorated on the basis of the fraction of a full-time appointment represented, but any such appointment which extends total service at these ranks beyond ten years shall confer tenure. Such periods of service need not be continuous. Periods of leave without University service shall be deducted in computing length of service under this provision, unless it is expressly agreed in writing by the President?s Office before the leave begins that the period of leave may be counted toward the acquisition of tenure. Exceptions:

a. Service under an academic appointment made for the duration of either an administrative appointment or a specific project shall not count toward the acquisition of tenure by length of service.

b. A faculty member who becomes a parent, by birth or adoption, while serving under an appointment which accrues time toward tenure by length of service may, subject to any necessary reappointment, request that the time after which tenure would be conferred by length of service be extended by one year. Faculty who request this extension are expected to have substantial and sustained childcare responsibilities. Requests should be received by the Provost within one year of the arrival of the child. In addition, requests should be received prior to the beginning of the faculty member?s final year of tenure accruing service. For adoptive parents to be eligible for this extension, it is expected that the child will be no older than five years of age at the time of the adoption.

(2) Only service at the ranks of Assistant Professor, Associate Professor, and Professor shall count toward acquisition of tenure by length of service. Persons holding acting appointments do not accrue time toward tenure by length of service.

(3) For appointments beginning after August 31, 1996, the total length of untenured full-time service without tenure at Stanford University at the tenure line ranks of Assistant Professor, Associate Professor, or Professor (or at more than one of such ranks) may not exceed ten years, regardless of the number of leaves without salary, extensions for new parenthood, or time spent in either an administrative appointment or on a specific project.

(4) Academic service at other institutions shall not be counted toward acquisition of tenure at Stanford under Section 1(a) of the Statement of Policy on Appointment and Tenure.