



Policy on extension of time for tenure and promotion evaluation in the case of women faculty members who have undergone maternity

The Council in its meeting held on 24th June, 2017 vide resolution no. VII, resolved that: (1) a provision be made in the existing evaluation policy for tenure and promotion in the case of a woman faculty member who undergoes maternity, by sanctioning a benefit of additional one year for consideration for evaluation for promotion or tenure; (2) This benefit be limited to only two maternities in a woman's career.

To implement the above policy, the procedure outlined below is followed and will require a work report to be submitted by the faculty member. *A woman faculty member is at liberty to opt for not availing the benefits outlined below, in order to enable her evaluation for tenure or promotion to be taken up in the normal course.*

1. Benefit of extension of duration of contract

1.1. Assistant Professors appointed prior to the Council Meeting of 19th September, 2015

1. If a woman assistant professor has not undergone maternity in her first 5-year contract period, her work will be reviewed before the end of 5 years and she is offered tenure or her contract is extended for a single additional period of 3 years (second contract).
2. If a woman assistant professor has undergone maternity in her first 5-year contract period, her contract will be extended for a period of 5 years (second contract).
 - In the case of a single maternity, her work will be reviewed before the end of 6 years. If she is successful in her tenure evaluation, tenure will be offered from the end of 6 years. Else, she will continue on contract until the end of her second 5-year contract.
 - In the case of two maternities, her work will be reviewed before the end of 7 years. If she is successful in her tenure evaluation, tenure will be offered from the end of 7 years. Else, she will continue on contract until the end of her second 5-year contract.
3. If a woman assistant professor has a 3-year second contract and undergoes her first maternity between 5 years and 6.5 years, her second contract will be extended to a duration of 5 years (making it a total of 10 years for her first contract and second contract together).

1.2. Assistant Professors appointed on or after the Council Meeting of 19th September, 2015

1. If a woman assistant professor has not undergone maternity in her first 5-year contract period, her contract is extended for a single additional period of 3 years (second contract).
2. If a woman assistant professor has undergone maternity in her first 5-year contract period, her contract will be extended for a period of 5 years (second contract).
3. If a woman assistant professor undergoes her first maternity between 5 years and 6.5 years, then her 3-year second contract will be extended to a duration of 5 years (making it a total of 10 years for her first contract and second contract together).

2. Benefit of extension of time for promotion evaluation

2.1. Assistant Professors appointed prior to the Council Meeting of 19th September, 2015

1. If a woman faculty member, whether tenured or on contract, has not undergone maternity until 6.5 years, she will have time up to 6.5 years of service to submit her work report for promotion evaluation. If she is promoted, the date of promotion will be the date on which she completes six years of service (called the *due date of promotion*).
2. If a woman faculty member, whether tenured or on contract, undergoes a single maternity before 6.5 years of service, she will have time up to 7.5 years to submit her work report for promotion evaluation.
 - If she submits her work report before 7.5 years and is promoted, the date of promotion will be the date on which she completes six years of service.
 - If she submits her work report between 7.5 and 8 years and gets promoted, the date of promotion will be the date of the Council Meeting approving her promotion.
 - If she is non-tenured, then if she is not successful in her promotion evaluation or fails to submit her work report within 8 years, the contract will lapse at the end of her second 5-year contract.
3. If a woman faculty member, whether tenured or on contract, undergoes two maternities before 7.5 years of service, she will have time up to 8.5 years to submit her work report for promotion evaluation.
 - If she submits her work report before 8.5 years and is promoted, the date of promotion will be the date on which she completes six years of service.
 - If she submits her work report between 8.5 and 9 years and gets promoted, the date of promotion will be the date of the Council Meeting approving her promotion.
 - If she is non-tenured, then if she is not successful in her promotion evaluation or fails to submit her work report within 9 years, the contract will lapse at the end of her second 5-year contract.

2.2. Assistant Professors appointed on or after the Council Meeting of 19th September, 2015

1. If a woman faculty member has not undergone maternity until 6.5 years, she will have time up to 6.5 years of service to submit her work report for promotion evaluation. If she submits her work report before 6.5 years and is promoted, the date of promotion will be the date on which she completes six years of service.
2. If a woman faculty member undergoes a single maternity before 6.5 years of service, she will have time up to 7.5 years to submit her work report for promotion evaluation.
 - If she submits her work report before 7.5 years and is promoted, the date of promotion will be the date on which she completes six years of service.
 - If she is not successful in her promotion evaluation or fails to submit her work report within 7.5 years, the contract will lapse at the end of her second 5-year contract.
3. If a woman faculty member undergoes two maternities before 7.5 years of service, she will have time up to 8.5 years to submit her work report for promotion evaluation.
 - If she submits her work report before 8.5 years and is promoted, the date of promotion will be the date on which she completes six years of service.
 - If she is not successful in her promotion evaluation or fails to submit her work report within 8.5 years, the contract will lapse at the end of her second 5-year contract.

3. Benefit of extension of time for evaluation of women Associate Professors

For each maternity, one year extension of time for assessment of promotion will be provided to a woman associate professor, when she is evaluated for the position of full professor. This benefit is limited to only two maternities in the entire career of a woman faculty member.