



April 20, 2020

Dear Colleagues:

It is likely that the disruption caused by the COVID-19 pandemic and its downstream repercussions will significantly affect faculty research and creative activity across the University. For those on the tenure-track, this adds a distinctive level of concern and uncertainty as deadlines approach for renewal, promotion, and tenure.

Given these extraordinary challenges, the University has made the following changes to the promotion and tenure process and third-year review for faculty in their probationary period during the spring 2020 semester:

- **An automatic one-year extension of the tenure clock will be granted to all probationary faculty who are not currently under review for tenure during the 2019-2020 academic year.** Standards will not be set higher for those faculty granted a one-year extension.
- Tenure-track faculty whose research/creative activity has not been significantly impacted by COVID-19 disruptions may opt out of this extension and be considered for review at the normal time by notifying your dean in writing no later than March 1 of the academic year immediately preceding the year of the tenure review.
- Tenure-track faculty originally scheduled for a mandatory tenure review during the 2020-2021 academic year may opt out of the extension by notifying your dean prior to May 1, 2020.
- It is current University policy that “the total extension of the probationary period may not exceed two years, regardless of the combination of circumstances that resulted in the extension(s). These extensions include those that result from childbirth or parental leave.” Tenure-track faculty in their probationary period during spring 2020 will have an upper limit of three years in order to not penalize faculty that may have already received two extensions due to childbirth/parental and/or medical leaves.
- Tenure-track faculty who have not completed or started the mandatory **third-year review** may request a postponement of this review until the fourth year. This request will be automatically approved. This postponement does not change the

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length of the probationary period. The deadline for the request is September 1 of the academic year in which the review will take place. Tenure-track faculty are not eligible for a junior faculty research leave until they have successfully completed this review.

- Student course evaluations will be administered at the end of the spring 2020 semester as usual, but faculty, at their option, may exclude the spring 2020 teaching evaluation data from their third-year review and promotion and/or tenure dossiers.

The above changes to the promotion and tenure process and third review have been created in consultation with the Deans and the Faculty Senate and were endorsed unanimously by the Faculty Senate. Additional information on the use of spring 2020 course evaluations may be found [here](#).

Thank you for all that you continue to do in the areas of teaching, research/creative activity, and service during this challenging time. I know that the rapid change to remote teaching and the lack of access to the campus, students, and laboratories have interrupted your research. I hope the above changes will provide some relief to tenure-track faculty.

Sincerely,

A handwritten signature in cursive script that reads "Peter Moore".

Peter Moore
Provost and Vice President for
Academic Affairs *ad interim*

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