

Faculty Manual Supplement – Spring 2020

Extension of Probationary Period for Tenure & Promotion

Chapter 6 of the 2019-2020 Faculty Manual sets forth policies regarding Tenure and Reappointment. Section 6.5.1 (Item 5) of the 2019-2020 Faculty Manual specifies that “the probationary period may be extended or suspended by action of the Provost in consultation with the Dean/University Librarian and the President.”

The University’s response to the COVID-19 pandemic has affected the performance of routine teaching, scholarly/creative, and service activities, and has limited the availability of research support and faculty development programs. These changes may disproportionately affect faculty members in the probationary period. As such, the Provost has issued the following policy supplement to the Faculty Manual:

Faculty members who hold the rank of Assistant Professor as of academic year 2019-2020 will be granted a one-year extension to the probationary period. Faculty members may choose to forgo the additional probationary year. Individuals should advise the Provost of their intent to apply for tenure and promotion as specified in the Provost’s annual notification of eligibility for tenure and/or promotion application.

Faculty members who accept the extension of the probationary period will not be subject to additional tenure criteria or enhanced performance expectations. Candidates for tenure and promotion will be subject to the Department and/or College/Library Performance Expectations Elaborations documents and/or Performance Expectations in effect at the time of hire. Evaluation criteria adopted by the Department, College, and/or the University subsequent to appointment can be used to evaluate the candidate only if the candidate expressly requests that those criteria be applied at the time the file is submitted to the Office of the Dean/University Librarian.

The Provost’s Office will contact faculty members who are affected by this policy change by April 1 of the first year in which the faculty member is eligible to apply for tenure and promotion. This notification will serve as a reminder that the faculty member is eligible to apply for tenure and promotion but may also elect to take advantage of the extension and apply in the subsequent year.

Individuals who are eligible to apply for tenure and promotion to associate professor in Fall 2020 should indicate their intent to accept or forgo the probationary period extension at the time they notify the Provost of their intent to apply for tenure. This notification should be made via email by May 15, 2020 and copied to Monica Streicher (Administrative Coordinator, Provost’s Office) and the candidate’s academic dean.