Resolution to Provide Option to Tenure-Track Faculty to Delay Tenure Clock
by One Year in Response to COVID-19 Pandemic
Submitted to President O’Donnell and Provost Clyde on 23 March 2020

Whereas, the COVID-19 crisis has disrupted the academic schedule, causing faculty to expend energy transitioning to online completion of originally face-to-face courses,

Whereas, the COVID-19 crisis has disrupted scholarly progress, making some kinds of research impossible, cancelling conferences, and otherwise delaying research work,

Whereas the COVID-19 crisis has upended school and childcare plans for children, requiring many faculty to redirect their attention to full time care-giving and education for their children,

Whereas these disruptions weigh heavily on faculty whose tenure clock is ticking,

Whereas Section 2.7.2 of the Faculty Handbook gives faculty who give birth, whose spouse gives birth, or who adopts a child, the option of extending their tenure clock by one year,

Whereas several other academic institutions have given pre-tenure faculty the option of extending their tenure clock by one year because of the impact of COVID-19 on research productivity,

RESOLVED, that the Council for Faculty Affairs recommends that tenure track faculty be given the option of extending their tenure clock by one year because of the impact of COVID-19 on teaching and scholarly productivity, if they so choose. They may take this option by notifying their dean and the provost of their choice at any time up until the date that their application for tenure is due to the department. The provost shall approve such requests.

Since this is a one-time policy applying only to faculty who are employed at the College in the Spring of 2020, the Handbook should not be amended, but rather this memo should be placed on the Provost’s page, along with the other Promotion and Tenure forms.