

Dear Pre-tenure Faculty,

Thank you for your patience while The Rank and Tenure Committee discussed and evaluated all options to help support pre-tenure faculty who are coming up for tenure and promotion in the coming years. In these uncertain times, we want to make sure we have thought through a humane process of conducting the evaluation of faculty while still honoring the values and excellence that distinguish our system from others. The achievement of tenure or promotion is not about one specific semester, but we acknowledge that the pandemic has the potential effect of disrupting current and future opportunities of teaching, scholarship, and service for years to come. The committee wants to provide maximum flexibility given that the situation continues to change.

The Rank and Tenure Committee would like to offer the following options to all pre-tenure faculty:

1. Should a faculty member feel that the COVID-19 pandemic has delayed progress toward the criteria of teaching, scholarship, and service, that faculty member may stop their tenure clock for one year by following the guidelines in the Faculty Handbook, Section IV, Part VI, Section 3.
2. Faculty members will not be penalized for unforeseen changes in their duties regarding teaching, scholarship and service for the duration of the COVID-19 crisis.
3. Should the pandemic situation continue or reoccur in Fall 2020 or later, the Rank and Tenure Committee will reassess deadlines and clock stoppages on an annual basis.
4. Faculty applying for tenure and promotion in the next five years do not need to include the Course Feedback Forms from Spring 2020 in their application files. Those who wish to use Spring 2020 course feedback as evidence of excellence in teaching may still do so.

The Rank and Tenure Committee understands that a broad interpretation of the criteria will need to be applied as the effects of our current crisis become clearer. For their own edification, faculty are encouraged to take time to reflect upon and document these exceptional circumstances and their responses to them in the annual eFAR.

Should you have any specific questions or concerns, you may contact any member of the committee.

Sincerely,  
Rank and Tenure Committee  
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Bogomil Gerganov  
Suzanne Crawford O'Brien  
Gina Gillie (Chair)  
Rona Kaufman  
Kate Luther  
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