

Provost's Modifications of Tenure Track Faculty and Librarian Faculty Promotion Protocols: AY 2022-2023 Cycle

January 18, 2022

In recognition of the continuing impact of the COVID-19 pandemic, and in an effort to mitigate some of its impact, the Promotion and Tenure (P&T) protocol modifications that are currently in place for the AY 2021-2022 P&T cycle will be extended to tenure-track and librarian faculty who are scheduled for P&T review during the next academic year (AY 2022-2023).

Additionally, we are further adjusting the [temporary modifications to the P&T policy announced in 2021](#) to permit all Assistant Professors who have successfully completed their third-year contract review to request a second one-year extension for their P&T review in addition to any one-year extension that was granted prior to their third-year contract review. Requests should be submitted to the department chair for approval **on or before April 20** in the Spring semester prior to their scheduled P&T review. The requests will be forwarded to the Dean and Provost for approval and final action.

The updated promotion protocols for the AY 2022-2023 P&T cycle include a revised statement on the impact of COVID-19 that must be included in all letters of guidance to external reviewers. This statement recognizes that the pandemic's impact, which began in March 2020, is continuing through the spring 2022 semester.

Statement on the Impact of COVID-19

Beginning in March 2020 and continuing through the Spring 2022 semester, faculty across the University have experienced an unprecedented disruption to their teaching, research, and service activities due to the COVID-19 pandemic.

In the midst of the Spring 2020 semester, as a result of the national health crisis, all faculty were required, within a matter of days, to move their courses and mentoring activities online. On-campus research facilities, including laboratories, studios, and libraries, were closed. National and international travel to workshops, conferences, libraries, archives, and research sites was suspended. In-person performances, exhibitions, human subjects research, and community engaged teaching and scholarship were severely impacted by health and safety protocols imposed both on and off campus.

In addition to these disruptions to on-campus activities, most faculty were required to work remotely from their homes without access to their on-campus offices and many were simultaneously meeting the demands of greatly expanded caregiving responsibilities, including eldercare and childcare, due to closures of daycare facilities and K-12 schooling. Research disruptions, significant shifts in teaching modalities, limited childcare, and remote work have persisted into the Spring 2022 semester.

Protocols for Faculty Promotion and Tenure Reviews: AY 2022-2023 Cycle

In light of these circumstances, the following protocol will be put in place for AY 2022-2023 faculty promotion and tenure reviews. These modifications will be communicated to each level of P&T review through both the Provost's annual P&T instructions and through the Deans' instructions for the development of letters to external reviewers and through the Provost's charge to the University Faculty Review Committee (UFRC).

1. Every level of review, including outside reviewers, must take this unprecedented event and its impact on the usual progression of our faculty towards promotion and tenure into consideration when evaluating both the work performed during this period of disruption and their potential as a scholar after promotion and/or tenure when on and off campus activities are no longer disrupted by the pandemic.
2. Each level of review must provide a Statement of Affirmation that their review and all previous levels of review, has taken into full consideration the impact of the COVID-19 pandemic on the candidate's progression. If it is determined that any prior level of review has failed to do so in a way that may have resulted in negative consequences to the candidate, they shall so inform the Provost.
3. All letters providing guidance to external reviewers must include the statement on the impact of COVID-19 provided above. In addition, in drafting the letter to external reviewers Deans, Chairs, and Departmental Promotion and Tenure Committees should consider also including a narrative that describes the impacts that are specific to the field of study of the candidate, the department and/or program.
4. All candidates for P&T review are encouraged to reflect in their self-assessment the impacts of the pandemic on their research, teaching, and service including, for example, the need to redesign courses and mentoring activities for a remote format and necessary changes to research and service activities and focus.