

March 22, 2021 Announcement *Corrected April 28, 2021*

PROVOST'S MODIFICATIONS OF TENURE TRACK FACULTY AND LIBRARIAN FACULTY PROMOTION PROTOCOLS: AY2021-2022 CYCLE

As we are all aware, the COVID-19 has negatively affected many aspects of our professional and personal lives, and the university is working hard to support all members of the community as we navigate through, and out of, these difficult times. I am writing to inform you of some of the protocols that the Provost's office has developed to mitigate the impacts of the pandemic on faculty advancement, specifically the modifications to P&T protocols for tenure-track faculty members who are scheduled for review during the next academic year (AY2021-2022).

In addition to the protocols for P&T review that are described below, we remind all tenure track assistant professors, associate professors hired without tenure, and Librarian I *and Librarian II* faculty of the policy modifications issued on [10/6/2020](#) that provide for extensions of promotion and tenure timelines through AY2024. These faculty can submit requests for extensions to their department chair or the Director of the Library on or before April 20th in the spring semester prior to their scheduled promotion review.

Please note that this continues to be an evolving situation and we know additional measures may be warranted and communicated.

Statement on The Impact of Covid-19

Beginning in the March 2020 semester and continuing through the Spring 2021 semester, faculty across the University 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 persisted into the Spring 2021 semester.

Protocols for Faculty Promotion and Tenure Reviews: AY2021-2022 Cycle

In light of these circumstances, the following protocol will be put in place for AY2021-2022 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 UFRC. In view of the extraordinary circumstances, the Provost's annual P&T instructions for the AY2021-2022

promotion and tenure cycle will be released early on May 1st 2021 rather than the usual release date of August 4th.

- 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 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 DP&T 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 of courses and mentoring activities for a remote format and changes in research and service activities and focus.

While these modifications are those for the AY21-22 P&T cycle it is anticipated that such modifications will remain in place for all future P&T cycles in which candidates for promotion and tenure have been impacted by the pandemic. These modifications will be communicated as each annual P&T cycle begins.