

Longwood University Faculty Senate  
**PROPOSAL/POLICY COVER SHEET**

This cover sheet is intended to provide information to members of the Faculty Senate about a new proposal/policy or about revisions to an existing proposal/policy. **If you are proposing a new policy, then attach the text of the policy to this form. If you are proposing a change to an existing policy, then attach the text of the current policy with any deleted language marked by a strikethrough and with new language marked by an underline. If you are deleting a policy, then attach the text of the policy to be deleted.**

**COMMITTEE(S)** that authored or sponsored this proposal:

**Office of Academic Affairs/Academic Chairs Council**

**TOPIC:**

**Addition to FPPM, Section III. W. Tenure [Extension of Tenure Clock for COVID-19]**

**BACKGROUND** (Provide a brief statement describing the origins of this proposal, the nature of the problem it addresses, and the work completed to devise the proposal):

Discussion arose about how to address major disruptions in abilities to conduct and disseminate research and perform regular service duties for tenure-track faculty as part of the tenure process. The discussion involved Academic Chairs Council and the Provost and Vice President for Academic Affairs. The policy has also been shared with the Senate Promotion and Tenure Policies and Procedures Committee.

**SUMMARY OF NEW POLICY OR PROPOSED CHANGES OR DELETIONS TO AN EXISTING POLICY** (Provide a brief list or statement describing the content of the policy or the proposed changes or deletions):

This language would appear at the end of Section III. W. Tenure of the 2020-2021 FPPM for a period of six years.

**POLICY ON EXTENDING THE TENURE CLOCK FOR COVID-19**

Faculty members employed as tenure-track faculty in 2019-20 and continuing as tenure-track faculty in 2020-21 have the option to extend the timeline of their decision for tenure and promotion to associate professor (hereafter, tenure decision date) by one year. This option is intended to ameliorate any negative effects on research and service caused by the COVID-19 pandemic. This provision does apply to faculty who have previously negotiated shortened tenure decision dates.

Eligible faculty wishing to choose this one-year extension to their tenure decision date must elect to do so in written format to the chair of their department promotion and tenure committee, their department chair, their college dean, and the Provost and Vice President for Academic Affairs (PVPAA). The written choice to extend the tenure decision date must

be received in Academic Affairs prior to August 1, 2020 (for those faculty whose tenure decision date is 2020-21) or December 15, 2020 (for all other eligible faculty). Academic Affairs will acknowledge receipt of the choice. This one-year extension to the tenure decision date will be reflected in future contracts. Once chosen, this option cannot be revoked.

Faculty choosing this one-year extension:

- will still undergo promotion and tenure review in each year they are on the tenure-track.
- will have no adverse effects or penalties at any level of the promotion and tenure decision process placed on them because of this choice.
- may also separately utilize the policy on stopping the tenure clock. That policy's restriction of only one extension via that policy remains in effect but has no bearing on this COVID-19 extension.

**RATIONALE FOR THE POLICY OR PROPOSED CHANGES** (Provide a brief statement as to why the new policy, the changes, or the deletion is needed):

Disruptions to the ability for tenure-track faculty to conduct and disseminate research as well as to perform regular service responsibilities can lead to concerns about meeting requirements for tenure. This policy will allow tenure-track faculty who feel they would benefit from an additional year to achieve necessary scholarship and service results to do so. The policy ensures continued review for such faculty while also guaranteeing that no positive or negative determination will be made by opting in to this extension.

**Routing information and signature lines:**

Date submitted to Senate Executive Committee for Consideration: Action(s) Taken:

Date first read at Faculty Senate:

Action(s) Taken:

Date final action taken by Faculty Senate:

Action(s) Taken:

Senate Chair: \_\_\_\_\_

Date submitted to the PVPAA (within 5 working days of Senate approval): Action(s) Taken:

PVPAA: \_\_\_\_\_

Date: \_\_\_\_\_

Date submitted to other administration:

Action(s) Taken:

Administrator: \_\_\_\_\_

Date (within 15 working days of PVPAA's signature): \_\_\_\_\_

Date submitted to the Board of Visitors:

Coversheet updated 9/2017