**AY20-5-F**

Date-Submitted: July 12, 2020

Title-of-Issue: Covid-19 era promotion and tenure policy: A suggestion and rationale for an amended policy.

Description: We have drafted the following policy for consideration. We believe this policy that would allow for temporary re-definitions of faculty workload is more effective at holding NTTT faculty harmless. The proposed policy reads as:

Due to the societal impact of the COVID-19 pandemic, faculty research programs may be affected in fundamental and unforeseen ways over extended periods of time. To ensure that NTTT faculty are afforded every opportunity to be successful in their efforts to secure tenure and promotion, NTTT faculty and their department chairs may either 1) extend the faculty member?s tenure clock by one year or 2) reconfigure the faculty member?s workload to increase, for instance, teaching workload during a specified period of time within the NTTT faculty member's probationary period.

Rationale: In light of the impact that the COVID-19 pandemic has had on the work lives of non-tenure tenure-track faculty, in particular, the tenured faculty of the Department of Educational Foundations and Leadership propose a revision to the recently approved tenure and promotion policy in response to the current challenges posed by the pandemic.

The original policy and the new revision rely on tenure clock extensions ? a proven policy solution to account for personal and family circumstances and life events. However, the COVID-19 pandemic presents a qualitatively different set of circumstances than the typical reasons for tenure clock extensions. The pandemic?s impact is felt beyond individual faculty, or even the university community. By definition, its impact is felt societally.

While an extension of one year is generous, it does not resolve the uncertainty related to the pandemic?s impact on faculty research and scholarship. Further, regardless of the pandemic?s life cycle, its impact on faculty research will likely affect research productivity for some faculty beyond the pandemic?s life cycle, and it will affect some faculty and their research programs more adversely than others. For these reasons, we believe that the policy described above would appropriately support our NTTT faculty during these difficult times.

We believe the option to extend the probationary period for a situation beyond the faculty member?s control is insufficient and that the all-encompassing impact of COVID-19 requires a policy that holds harmless NTTT faculty.

Name: Jay Scribner (on behalf of EFL tenured faculty)

Department: Educational Foundations and Leadership

Recommendation of Committee F

Committee F recommends rejection of AY20-5F

The committee does not believe that extra teaching can or does equate to scholarship and research. Each schools’ scholarship document can be revised if needed to address Covid issues/concerns.