

## **Tenure Progress Reviews and Post-Tenure Reviews**

Processes for faculty evaluation at the university level are addressed in both the [Faculty Manual \[pdf\]](#), several academic affairs policies (e.g., [ACAF 1.05 Tenure Progress Review of Faculty \[pdf\]](#) and [ACAF 1.31 Extension of Faculty Tenure-track Probationary Period and Scheduled Post-Tenure Review \[pdf\]](#)) and guidance provided by the University Committee on Tenure and Promotion (see the provost's [Tenure and Promotion website](#)).

In particular, ACAF 1.31 authorizes the provost to approve extensions of the probationary period and a scheduled post-tenure review:

In order to provide additional time to demonstrate fully their professional qualifications for reappointment or tenure, faculty members holding a probationary term of appointment may be granted an extension of the maximum probationary period with no resulting change in employment obligations. Additionally, a similar extension may be granted to faculty prior to undergoing a scheduled post-tenure review, upon request.

To minimize the impact of the current campus disruption on faculty productivity, the Office of the Provost is implementing the following steps:

### Pre-Tenure Faculty

- Most pre-tenure faculty will automatically receive a one-year extension of the tenure probationary period. This includes all faculty who are preparing files for review in Fall 2020. Over the next few months, the Office of the Provost will work with the individual academic units to prepare formal notifications, accounting for variable tenure-start dates and previously approved extensions. This extension also applies to any pre-tenure faculty who has not yet submitted their tenure progress review file (typically during third year of employment). See ACAF 1.31 for more details on how extensions are applied for pre-tenure faculty who have not yet submitted their tenure progress review file.
- As articulated in ACAF 1.31 and other policy, no faculty member is required to wait until their decision year, even including this extension, to apply for tenure.

### Tenured Faculty

- Any faculty member scheduled for post-tenure review or an endowed chair review in academic year 2020-2021 will automatically receive a one-year extension for submitting the post-tenure-review. Notifications will be sent within the next few months.
- Any tenured faculty member undergoing post-tenure review before 2026-27 may request an extension if needed for the individual circumstances during their current post-tenure review period. Justifications for an extension must be related to the disruption from the COVID-19 pandemic.
- Any tenured faculty member currently preparing or completing a development plan related to an unsatisfactory post-tenure review will have a one-year extension to prepare and/or complete that development plan.

### **Course Evaluations for Spring 2020**

Student course evaluations are required by state law and will be conducted electronically for all courses that have 5 or more students in them. For annual performance review, tenure progress review, tenure and/or promotion applications, and post-tenure review purposes, instructors may choose to not include the Spring 2020 evaluations at part of their evaluation portfolio for the academic year 2019-2020.

Academic units that use some form of aggregated course evaluation scores for comparisons in any faculty evaluation process are encouraged to not include data from Spring 2020 in the aggregate comparison scores. If the academic unit chooses to include aggregate data for Spring 2020, faculty members of these units being evaluated may allow their own Spring 2020 data to be included in aggregate comparison scores or request that it not be included.

Peer evaluations are not required by state law but may be required by policy of the academic unit. Spring 2020 peer evaluations after Spring Break may only be done via remote technology. Academic units should consider waiving the requirement of peer evaluation in Spring 2020. Faculty members of these units being evaluated may request that peer evaluations of their own Spring 2020 courses that have been conducted be included in their annual performance review or that they not be included.

### **Course Evaluations for Promotion and Tenure Applications**

University Committee on Tenure and Promotion (UCTP) will honor (a) individual faculty decisions to not include the Spring 2020 student course evaluations and peer teaching evaluations as part of their tenure and promotion file and (b) unit and/or individual faculty decisions to not include Spring 2020 student course evaluations in their aggregate data in the tenure and promotion teaching summaries.

We encourage all academic units to also honor these individual faculty decisions at the unit level for professional faculty promotion files.