

Promotion & Tenure in the Age of COVID-19

Presented by Senior Vice Provost Dr. Jane Cassidy

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 - For questions pertaining to the entire group, please use the **raise hand** button or ask your question via the chat
 - Remember to unmute yourself when asking a question
 - Email Jane Cassidy at jcassid@lsu.edu for guidance on all other questions

PS 36T

- Slides 3-9 discuss the normal extension of the tenure clock process as outlined in PS 36T
- Slides 10-14 discuss the minor alterations to the extension of the tenure clock process due to COVID-19

PS 36T, pages 35-37

➤ Who is eligible?

- Tenure-track faculty member who has not been given a notice of non-reappointment
- Tenure-track faculty member for whom the mandatory tenure review has not begun
- Eligible for up to two one-year extensions

PS 36T, pages 35-37 (cont'd)

➤ Eligible under what circumstances?

- While on approved Leave Without Pay
- During temporary part-time assignment
- During time, at the request of the faculty member, when duties have been assigned that do not contribute to a case for advancement or tenure
- During a time when the faculty member's personal obligations or situation can reasonably be anticipated to impede progress toward tenure

PS 36T, pages 35-37 (cont'd)

➤ **When should a request be made?**

- By April 1 prior to the mandatory year (reason for request must have occurred prior to the mandatory tenure year)
- By April 1 prior to the year of reappointment review will delay the reappointment review by one year if approved
- On a prospective basis whenever possible

PS 36T, pages 35-37 (cont'd)

➤ Considerations prior to approval

- Is the justification something that clearly would impact progress toward tenure?
- Has appropriate progress in scholarship and teaching been made prior to the request?
- Is there time remaining after the extension to reasonably expect the faculty member to be successful in earning tenure and promotion on the new timeline?

PS 36T, pages 35-37 (cont'd)

➤ Who considers the request and approves?

- Department Chair
- Dean
- Provost

PS 36T, pages 35-37 (cont'd)

➤ Revocation

- Initiate request by April 1 prior to the original mandatory year
- If approved, tenure review will take place on the original tenure timeline as if the agreement had never been executed
- Faculty member will not be considered "going up early"

PS 36T, pages 35-37 (cont'd)

➤ **Communication during P&T process**

- Faculty committees oriented to the appropriate treatment of these cases
- External reviewers are provided information about these procedures and how evaluators are to consider extensions of the tenure clock

Extensions under COVID-19

➤ **Who is eligible?**

- Same group
- COVID-19 extension does not count as one of the two extensions provided for under PS 36T

➤ **Eligible under what circumstances?**

- This is the one and only time a faculty member may use COVID-19 as the justification for an extension

Extensions under COVID-19

- **When should a request be made?**
 - At the recommendation of the Faculty Senate this is an **opt out** process
 - All untenured faculty members have been granted a one-year extension of the tenure clock
 - This extension also delays the third-year review for faculty in their first two years of service
 - If you accept this extension, you do not need to do anything

Extensions under COVID-19

- **Considerations prior to approval**
 - None, it is automatic

- **Who considers the request and approves**
 - HRM will batch upload the extensions into Workday

Extensions under COVID-19

➤ Revocation

- If you know now, e-mail an opt-out request by May 1 to jcassid@lsu.edu
- In the future you may initiate the request by April 1 prior to your original mandatory year

➤ Communication during the P&T process

- Same

Q&A

- ✓ Will we get an extra year to use startup funds that were supposed to be used by our third year with the extension?
- ✓ My clock is different from others. How will this affect me?
- ✓ When will faculty currently in the process hear the results?