

Proposition: 17-19/20

Title: A memorial in support of a university-wide tenure clock extension

Date Submitted: May 13, 2020

Sponsor(s): C. Voisine (A & S), F. Arslan (Business), S. Beck (NMSU Library), C. Brown (A&S), E. Kuchler (HSS), D. Ortiz (A & S)

Proposed Committee: Long Range Planning

Assigned Committee: Long Range Planning

Prior Approvals:

Proposal Type (please check one):

Proposal:

Whereas, the Faculty Senate would like to acknowledge that the fairness, clarity and accessibility of the tenure process is very important;

Whereas, this situation is particularly critical for faculty working toward promotion and/or tenure in a mandatory and specified timeframe during the Covid-19 pandemic;

Whereas, the impact of the COvid-19 virus is catastrophic and unprecedented;

Whereas, the catastrophic nature of the pandemic limits publishing opportunities, conference schedules, and access to specialized equipment for at least the immediate future;

Whereas, the unexpected transition to online formats midsemester for Spring 2020 has a major impact on all faculty's teaching and evaluation of it, including those still in the probationary period;

Whereas, the pandemic limits opportunities for service and outreach, also necessary elements of a tenure and promotion package;

Whereas, the pandemic's impact on faculty's physical and emotional health, and care requirements will vary greatly and need not be disclosed to an employer;

Whereas, support staff are working from home and many faculty have limited access documents for external evaluations of their research due May 2020, which hampers a faculty member's ability to assemble a tenure packet;

Hereby, the Faculty Senate respectfully requests that the Provost issue a campus-wide tenure clock extension without prejudice of one year for faculty, with a chance to opt in, and that the clock waivers may occur at any time up until the beginning of the mandatory promotion year.

Rationale:

The Provost is within her rights to designate this blanket extension with an opt in option. The ARP notes:

- 9.35.2 notes “modifications in that date require the recommendation of the department head and dean and the approval of the executive vice-president and provost.” And
- 9.35.2.b.5 and 9.35.2.b.7 allow for **Catastrophic Events**: “Probationary faculty who have experienced a catastrophic event such as a fire or flood or who must aid family members in such situations may request in writing an extension of the tenure decision date. And **Other, as Negotiated**: Extensions for other reasons may be negotiated.”

The Covid-19 pandemic is a catastrophic event. Furthermore, it is important to establish this extension campus-wide to avoid inconsistencies in application of the above policy on a case-by-case basis, and what is deemed an extenuating circumstance.