



Faculty Senate Transmittal and Administrative Action Routing Form

To: Office of the President
From: Faculty Senate Chair, Becky Corran *RAC*
RE: **Proposition: 17-19/20**
Date: May 15, 2020

Please find enclosed Faculty Senate Legislation [No. 17-19/20](#) entitled, "[A Memorial in support of a university-wide tenure clock extension](#)", approved by the Faculty Senate on [May 7, 2020](#).

Please Route for Approval:

Faculty Senate Request	<input checked="" type="checkbox"/> Your review and approval. Based on Policy 1.70 B. 2. b., your action is due within 40 working days from receipt of this transmittal, or June 25, 2020 . <input type="checkbox"/> A previous veto of legislation affecting academic policy has been overridden by 2/3 vote of the Faculty Senate; pursuant to the timeline provided in Policy 1.70 B. 2. c., your action to rescind that veto is requested within five business days of receipt. <input type="checkbox"/> Please indicate your availability to meet with Faculty Senate leadership to discuss. <input type="checkbox"/> No action required; for informational purpose.
President Action	<input type="checkbox"/> I acknowledge receipt of the above. <input type="checkbox"/> I will respond further at a later date. <input type="checkbox"/> I approve this legislation, and will process according to NMSU Rules & Policies. <input type="checkbox"/> I approve this legislation on a provisional basis. It will become effective immediately, and I will place it on the Agenda for a future meeting of the Board of Regents. <input type="checkbox"/> I veto this legislation. <input checked="" type="checkbox"/> Other: PLEASE SEE ATTACHED PROVOST'S MEMO ON PAGE 4 <div style="display: flex; justify-content: space-between;"> <div>_____</div> <div>Date: _____</div> </div> <p>John D. Floros, NMSU President</p> <div style="display: flex; justify-content: space-between;"> <div>_____</div> <div>Date: <u>11/10/20</u></div> </div> <p>Carol Parker, NMSU Provost</p>

Please return form to:
Gloria Podruchny
Faculty Senate Recording Secretary
MSC 3445 President's Office
Email: glopodru@nmsu.edu / Phone: (575)646-2593

Chancellor Review: Required Optional

Dan E. Arvizu, Chancellor Date

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.



Office of the Provost

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provost@nmsu.edu

November 10, 2020

MEMORANDUM

From: Carol Parker, Provost and Senior Vice President for Academic Affairs
To: NMSU System Faculty and Faculty Administrators
cc: Administrative Council; Faculty Senate Leadership Committee
Re: COVID-19 Pandemic Qualifying as a 'Catastrophe' for Purposes of ARP 9.35.2.B.5.

The impact of the COVID-19 pandemic on probationary faculty in 2020 qualifies as a catastrophic event for purposes of NMSU's ARP 9.35.2.B.5., Extension of Probationary Period. Upon receipt of a request for a one-year extension of a probationary period, the department head and dean shall approve the request without the necessity of a negotiation with the faculty member, as otherwise would be expected by ARP 9.35.2.B.5., and without the necessity of getting additional approval by the Provost's Office.

Extensions granted based on COVID-19 shall be affirmed in writing and a copy of the documentation provided to the Provost's Office and the Human Resource Services Office to ensure that the changes to the tenure review date is reflected in the HR Banner system.