



Date: April 1, 2020

From: Gillian Small, University Provost and Senior Vice President for Academic Affairs

To: FDU Faculty

Re: One-Time Option to Stop Tenure Clock Academic Year 2020-2021

The rapid onset of the global COVID-19 pandemic in the 2019-2020 academic year has created unprecedented challenges for higher education. During the Spring semester 2020, we were compelled to suspend all in-person instruction, quickly move to virtual learning, terminate study abroad programs, and stop on-campus research activities. In view of the unique disruptions to FDU faculty's teaching, scholarship, and service activities brought on by COVID-19, all tenure-track faculty will have the following option for the 2020-2021 academic year:

Tenure-track faculty members may choose to take a one-year extension of their pre-tenure probationary period (the "Stop Period"). The faculty who choose the one-year extension will have the further option of including (or excluding) any or all of their teaching, scholarship, service, and other activities from faculty status reviews that take place during the Stop Period (i.e., a review of the 2019-2020 academic year) as criteria for tenure decision.

Faculty status reviews for all tenure-track faculty – whether or not they elect to take the one-year extension under this policy -- will proceed in accordance with routine processes in each academic year, except that (1) all reviews will take into account the disruption to the faculty's work caused by the COVID-19 pandemic and (2) as indicated above, faculty may elect to exclude any or all of their activities from reviews of the 2019-2020 academic year from consideration for tenure review.

The request for the one-year extension related to COVID-19, and a request to exclude the faculty member's activities from reviews of the 2019-2020 academic year in ultimate tenure decisions, must be submitted in writing to the Dean or Director of their College or School by August 28, 2020 (forms for this purpose will be provided by the Provost's office in advance).

Notwithstanding anything to the contrary in this policy, faculty who as of the 2019-2020 academic year are in their terminal year of appointment (e.g., have been notified of a decision not to renew their appointment for the 2020-2021 academic year) or have been notified that their appointment will not be renewed beyond the 2020-2021 academic year, shall not have the option of extending their appointment under this policy.

The one-year extension will only be offered this one time, in view of the extraordinary disruption caused by the COVID-19 pandemic. All tenure-track faculty (including those electing the one-year extension) will be subject to all policies set forth in the Faculty Handbook, including those regarding renewal (and non-renewal) and termination. The one-year extension will not count toward meeting the probationary period of 14 academic semesters leading to de-facto tenure under Section 4.2 of the Faculty Handbook.