Promotion & Tenure in the Age of COVID-19

Presented by Senior Vice Provost Dr. Jane Cassidy

- All participants are automatically muted
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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
Zoom Engagement

Hand Raising and Feedback

Mute

Chat
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
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
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
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?
Who considers the request and approves?

- Department Chair
- Dean
- Provost
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"
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?