

## **Limited Extension to Maximum Length of Probationary Period First Read**

The approval path for any substantive changes to Section 2 of the Rules and Procedures of the Faculty is as follows: Two readings and approval by the Faculty Senate, Vote by the voting members of the faculty via electronic ballot, and final approval by the Board of Trustees.

### **Existing Language**

#### 2.2.5.8 Maximum Length of Probationary Period

The maximum length of the probationary period of a faculty member, with all extensions, is eight years.

### **Proposed Language**

#### 2.2.5.8 Maximum Length of Probationary Period

The maximum length of the probationary period of a faculty member, with all extensions, is eight years with the following exception:

Under extreme circumstance, such as a prolonged shutdown of University facilities, the Provost may consider extending the maximum length of the probationary period up to 12 months beyond the established eight year limit.

In recognition of the disruption COVID-19 may have on individual faculty and their ability to pursue their respective research programs all tenure track faculty, whose probationary period commenced no earlier than the 2013/2014 academic year and no later than the 2020/2021 academic year may appeal to the Provost to extend their maximum probationary period by up to one year for a total of nine years. To be eligible they must demonstrate that they exhausted all other qualifying extensions as defined in 2.2.5.7.

### **Rationale**

It is impossible to predict the extent nor duration of the impact of events, such as, a global pandemic, may have on the productivity of our faculty. As such, our policy response should be flexible and fair. For example, faculty who can demonstrate that their research programs have been substantially harmed by the response to COVID-19 should have access to an extension to their probationary clocks. For the majority of faculty, they do under the Extreme Personal Hardship provision outlined in section 2.2.5.7. If, however, a faculty member has already utilized two extensions (e.g. for the birth of a child and a subsequent medical issue) then they should not be automatically precluded from seeking a further extension due to the effects COVID-19 may have on their ability to carry out their research.