

**Limited Extension to Maximum Length of Probationary Period**  
**Second Reading May 1, 2020**

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 beyond the established eight year limit.

The Faculty recognizes the significant disruption that COVID-19 may have had on faculty and their ability to pursue their respective research programs. Consequently, tenure track faculty may request an extension, see R&P 2.2.5.7.2 (7), of their probationary period due to disruptions in their progress toward meeting applicable tenure standards due to COVID-19. The grant of an extension due to COVID-19 to a faculty member shall result in a corresponding extension to such faculty member's maximum probationary period.

**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.

By excluding the period granted to faculty affected by COVID-19, we preserve the ability for all tenure track faculty to have access to the maximum number of allowable extensions regardless of whether they took an extension due to COVID-19.