

## **Optional One-Year Suspension of the Tenure-Clock**

Tenure-track faculty who feel that their achievements in teaching, service, or scholarship/creative activities have been disrupted by the COVID-19 pandemic may request a one-year suspension of the tenure-clock with COVID-19 as a justification. These requests will be automatically approved and will run for one calendar year beginning August 15. Faculty will receive written notification of approval, which will include new dates for midpoint and tenure/promotion reviews, as applicable.

For faculty whose mandatory promotion and/or tenure review is scheduled for academic year 2020-21, requests for the suspension must be submitted by July 15, 2020.

For all others, requests for a suspension can be initiated now through 2024. These requests should be submitted no later than July 15 of any given year, with the suspension period to begin that August. No suspension requests for COVID-19 may be submitted after July 15, 2024.

Both the Faculty Handbook and the FA CBA have a provision that allows a tenure-track faculty member to request a one-year suspension of the tenure clock. Faculty members who are approved for such a suspension shall not be disadvantaged in their tenure review because they have applied for and been granted a suspension of the probationary period. (References: Faculty Handbook: <https://www.siue.edu/provost/fhb/7-16-7.shtml>, FA Collective Bargaining Agreement, Section 15.04c-d.)

Please be reminded that electing to suspend the tenure-clock as a result of COVID-19 will NOT make you ineligible to use the suspension provision if a faculty member were also to encounter other policy/contract stipulated circumstances.

## **Student Evaluation of Teaching**

For Spring 2020 only, the University will not require faculty to administer SETs for face-to-face or hybrid courses that were transitioned to fully online. Of course, a faculty member may elect to administer SETs if they choose. Courses that were originally scheduled in the online format will administer SETs as normal.

In some cases, departments may need these data for accreditation reasons, and faculty should consult with their chair and dean for guidance on administering SETs.

In future annual and promotion evaluations, the absence of SETs for Spring 2020 will not be penalizing. Faculty who administered SETs in Spring 2020 may elect whether or not to use them in future evaluations. The choice not to include that data will not be penalizing.

## **Sabbaticals**

Sabbatical Reports: The submission and approval of post-sabbatical reports should continue as normal, following established procedures and deadlines.

Sabbatical Presentations: University policy and the Collective Bargaining Agreement mandate that faculty must make a professional presentation within the fall or spring semester following their sabbatical. In addition, some unit operating papers further stipulate that such a presentation should be made “in person.” Given the current imperative of social distancing, the University (in consultation with Faculty Senate and Faculty Association presidents) is moving to immediately cancel all sabbatical presentations for the remainder of the semester. Any faculty member who elects to share their project with the wider University community can certainly schedule something for Fall, but faculty will not be required to do so.