



TO: University of North Carolina Board of Trustees

FROM: Robert A. Blouin, PharmD *RAZ* 4-21-2020
Provost, University of North Carolina at Chapel Hill

RE: Request for exception to the 24-month tenure clock extension limit

Due to the COVID-19 pandemic, there have been disruptions to normal University operations, including limitations on faculty members' ability to carry out research and scholarship activities. In response, the Office of the Executive Vice Chancellor and Provost has encouraged tenure-track faculty members experiencing delays in scholarship, research or creative activities which affect their promotion and tenure to utilize the existing tenure clock extension request process. The Trustee Policies and Regulations Governing Academic Tenure in The University of North Carolina at Chapel Hill currently limit tenure track faculty members to 24 months' total extension of the tenure clock. Some tenure track faculty members may have or soon will reach this limit but still need additional time on the tenure clock as a result of the unexpected and unprecedented changes to their work due to the pandemic.

We request that you approve a temporary amendment to the Trustee Policies and Regulations Governing Academic Tenure in The University of North Carolina at Chapel Hill to suspend the 24-month limit on total extensions for cases where the faculty member requests an extension for reasons related to the COVID-19 pandemic. The Office of the Executive Vice Chancellor and Provost would review these requests under the existing university process for tenure clock extensions.

Attached is a suggested policy amendment memorandum for your consideration.

MEMORANDUM

RE: Temporary Policy Amendment

Date: May 21, 2020

This memorandum sets forth a temporary amendment to the Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill. The temporary policy amendment described below is effective for a period of one (1) year beginning May 21, 2020 and ending May 20, 2021 unless further extended by the Board.

Section 2.c.6.ii. of the Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill is hereby temporarily amended as follows:

(iii) Special provisions for extending the maximum probationary period

For reasons of health, requirements of childbirth or child care, or similar compelling circumstances, a faculty member holding a probationary term of appointment at the rank of assistant professor or associate professor may request a written memorandum of amendment extending the term of the current appointment and thereby the maximum probationary period with no resulting change in normal employment obligations, in order to provide the faculty member additional time to demonstrate fully his or her professional qualifications for reappointment or permanent tenure. Extensions under this subsection (iii) may be granted in increments not to exceed 12 months, up to a maximum of 24 months (including any extensions that may have been granted under subsection (ii), above), **except that extensions beyond a maximum of 24 months may be approved by the Office of the Executive Vice Chancellor and Provost for reasons related to the COVID-19 pandemic.**