March 10, 2022

TO: The University of North Carolina at Chapel Hill Board of Trustees
FROM: J. Christopher Clemens, Provost
RE: Request for extension of the extension for COVID tenure clock relief

On May 21, 2021, the Board of Trustees approved a temporary amendment allowing additional tenure clock relief for COVID-19 related disruptions to faculty duties. The temporary amendment is set to expire on May 22, 2022. This memo requests the Board approve a one-year extension of the extension of the amendment (until May 21, 2023). This extension would allow faculty members to apply for a single COVID-related tenure clock extension between May 22, 2022 and May 23, 2023, if they have not already received a prior COVID related tenure clock extension. The reasoning for the request is the same as before, i.e., the pandemic continues to affect many aspects of faculty members’ ability to carry out research and scholarship activities.

The Trustee Policies and Regulations Governing Academic Tenure at 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 because of the unexpected and unprecedented changes to their work due to the pandemic.

I am requesting that you approve a temporary amendment to the temporary amendment suspending the 24 month limit on total extensions for cases where the faculty member requests and extension for reasons related to the pandemic. The Provost office would review these requests under the existing university process for tenure clock extensions. Faculty members are permitted only a single extension for COVID-related reasons; however, they may still be granted extensions for other reasons (e.g., medical, birth of a child, etc.)
Temporary Policy Amendment Memorandum

Date:

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 22, 2022 and ending May 23, 2023 unless further extended or otherwise altered 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 a single extension 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.
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