

Ad Hoc Academic Continuity Committee:
Recommendation Concerning Reappointment, Tenure and Promotion (RTP)
in the Event of Campus Disruption

1. The Ad Hoc Academic Continuity Committee has considered the impact on reappointment, tenure, and promotion candidates during the evaluation cycles during and subsequent to the disruption caused by the COVID-19 pandemic. With a focus on issues critical to the continued academic progress of our students and the success of our faculty, the committee is especially concerned about the candidates' creation of their portfolios and reviewers' assessments, internal and external, of those portfolios during this unprecedented disruption of normal operations at the university and around the world.

2. Given the foregoing, the Ad Hoc Academic Continuity Committee recommends the following concerning the review of candidates for reappointment, tenure and promotion in rank (RTP) during and subsequent to the campus disruption that was caused by the COVID-19 pandemic:
 - A. The criteria for reappointment, tenure and promotion in rank (i.e., Associate Professor, Professor) are established in the faculty handbooks of each academic unit and, as such, provide the basis for the assessment for all RTP reviews.

 - B. The COVID-19 pandemic has presented a unique set of challenges for RTP candidates. These challenges may manifest in candidates' portfolios in various ways including but not limited to (i) invitations to present at conferences or performances/exhibitions that were cancelled; (ii) changes in the timelines for publication or performances/exhibitions leading to gaps in the candidate's scholarly record; (iii) limited peer review of teaching; and (iv) changes by granting agencies in terms of new or existing funding.

 - C. To the extent that these challenges may have had an impact on RTP candidates and to the extent that the candidates mention such challenges in their portfolios, reviewers, both internal and external, must consider this information in accordance with the RTP criteria established by each academic unit's faculty handbook.

 - D. Academic administrators and faculty members who have been impacted by the COVID-19 pandemic should communicate regularly and openly about any challenges experienced by the candidate. These discussions could include the possibility of a faculty member making a request to automatically extend the probationary period (tolling) as recommended by this committee in a previous document [\[link\]](#).

- E. Concerning external reviewers, both the university's tenure and promotion polices require that candidates review and comment on the letters that will be sent to external reviewers. This discussion occurs before the letters are sent and can provide an additional opportunity for academic unit administrators and candidates to discuss what, if any, information about challenges a candidate may have encountered due to the COVID-19 pandemic should be included in the letter and/or the candidate's portfolio.
3. Given the unique challenges created by the COVID-19 pandemic and its potential impact on RTP candidates, the Ad Hoc Academic Continuity Committee recommends that this document be included in the RTP guidelines issued annually by the Office of the Provost for as long as it is relevant to these processes.