UVA SCHOOL OF ARCHITECTURE
TENURE CLOCK EXTENSION for TT FACULTY

ISSUED: APRIL 9, 2020 (V.1)

In response to COVID-19, the University of Virginia has established an across-the-board one year extension to the tenure clock for tenure-track faculty who meet certain eligibility criteria (outlined below). Faculty may opt out of this automatic extension. The University has adopted this provision for extension of the tenure clock pursuant to the Provost’s Promotion and Tenure Policy — (PROV-017). For Academic General Faculty (NTT): please refer to the information presented below (labelled “Academic General Faculty”) and to the Employment of Academic General Faculty Members Policy — (PROV-004).

JUSTIFICATION FOR THIS TEMPORARY PROVISION

As a result of rapid and extreme operational changes in response to COVID-19, University faculty has had to re-invent their courses to be taught online and have struggled to preserve research programs, with labs closed, conference canceled, and research assistants operating remotely. The consequences of this pandemic are continuing to unfold and will be experienced differently across the University. This is a challenge for all faculty and staff, but particularly for our tenure-track faculty in their probationary period.

Such tenure-seeking faculty have an ambitious set of expectations that they must meet within a short period, including demonstrated excellence in teaching, research/scholarship, clinical responsibilities; the development of a national reputation; and performance of University and professional service. While individual extensions of the tenure clock are permitted under University policy, given the current circumstances, the University is extending the tenure clock across the board to support the success of our tenure-track faculty by compensating for the time lost due to the current crisis.

ELIGIBILITY

The review extensions discussed in this document apply to tenure-track faculty at UVA who meet this eligibility criteria:

- Tenure-track faculty scheduled to be reviewed in the 2020-21 academic year or later;
- Tenure-track faculty whose contracts specify a start date of employment of no later than April 1, 2020.

This review extension does not apply to any faculty member who has undergone a pre-tenure or tenure review with an unsuccessful result; any faculty member who chose to not be reviewed on the date that they were required to undergo such review; or any faculty member who currently is undergoing a pre-tenure or tenure review in the 2019-2020 review cycle.

Any tenure-track faculty member hired after April 1, 2020, or any eligible tenure-track faculty member, as defined under the criteria defined in this memo, who requires an additional tenure clock extension due to Covid-19 beyond the one provided by this memo, must request such extension as described in PROV-017, Promotion and Tenure.
EXTENSIONS
Tenure-track faculty who meet the eligibility criteria automatically have their probationary period extended by one year. This means:

• Tenure-track faculty who must undergo a pre-tenure reappointment review (required before their tenure review) have the reappointment review automatically postponed by one year. For example, a faculty member due for a third-year review will now undergo that review in their fourth year (and their tenure review will correspondingly shift from year six to year seven).
• Tenure-track faculty who already have undergone their reappointment reviews will have their tenure reviews automatically postponed by one year. For example, a faculty member that is due for a sixth-year tenure review will now undergo that review in their seventh year.

RELATED SABBATICAL LEAVE
Some schools grant sabbatical leaves in association with the probationary period (e.g., post reappointment semester leave, seventh-year leave, etc.). The impact of the probationary period extension on the awarding of sabbatical leaves will be determined by each school.

OPT OUT PROCEDURES
Faculty may opt out of these automatic extensions prior to the start of the academic year of their normal clock review cycle or prior to the start of the 2023-2024 academic year, whichever comes first. After consulting with their department chairs or supervisors, faculty should inform their dean in writing of their decision to use their normal clock for their review. The dean of each school will inform the faculty of the precise date by which they need to be informed so that the normal review process in the school is not disrupted. Any faculty member who wishes to be considered for pre-tenure or tenure review according to their current clock is allowed to do so without penalty. Departments and schools will not impose higher expectations for faculty choosing to use their current clock, nor penalize faculty who choose to take the extra year.

A faculty member’s decision to be reviewed under their normal clock is final. Faculty who choose to be reviewed under their normal clock and who subsequently receive an unsuccessful result may not be reviewed again in the following year.

Faculty remain eligible for one post-review year of employment should their tenure review be unsuccessful, whether they choose to take the one-year extension or opt out.

Faculty who have not opted-out of the extension by May 1, 2023, and then subsequently choose to use their original clock, will be considered as being reviewed early.

ACADEMIC GENERAL FACULTY (NTT)
School of Architecture Academic General (NTT) faculty who may have questions about their efforts to prepare for promotion or renewal should reach out to Dean Ila Berman (iberman@virginia.edu) and/or Associate Dean of Academics, Anselmo Canfora (agc9a@virginia.edu). Based on the University policy, each School retains flexibility to respond to such these requests with provost approval, as described in the University-wide policy: Employment of Academic General Faculty Members (Tenure-Ineligible) — (PROV-004)
RELATED INFORMATION

- PROV-029: FACULTY APPOINTMENT TYPES AND TITLES
- PROV-017: PROMOTION AND TENURE

ADDITIONAL QUESTIONS
School of Architecture faculty should direct any additional questions about this policy to Dean Ila Berman (iberman@virginia.edu) and/or Associate Dean Anselmo Canfora (agc9a@virginia.edu). Faculty may also write to vpfa@virginia.edu to reach the Provost’s Office.

This policy was Approved by M. Elizabeth Magill, Executive Vice President and Provost, on 4/9/2020, as a blanket extension of tenure-track probationary periods under provost policy PROV-017, Promotion and Tenure.