



OFFICE OF ACADEMIC AFFAIRS

August 24, 2020

To: UNM Faculty

Re: Tenure clock extension and Fall 2020 course evaluations

I recognize that the coronavirus has significantly disrupted academic and personal life for new faculty members, including instructional preparation for a Fall 2020 semester, the challenge of establishing research laboratories and recruiting graduate students, the remote and hybrid instructional plan for K-12 schools in New Mexico, limited childcare arrangements, 14-day mandatory quarantine requirements, and restrictions on travel.

The current public health conditions make it difficult for new faculty to effectively launch their program of research (e.g., recruit human participants, recruit student employees to work in their laboratories, set-up their laboratories, etc.); therefore, an automatic extension of the tenure timeline will help allay faculty members' concerns and provide support for their success at UNM.

Thus, UNM Administration, UA UNM, AF&T and the Faculty Senate Operations Committee have worked together to provide newly-appointed UNM tenure-track faculty an *automatic one-year extension* to the probationary period for newly-appointed UNM tenure-track faculty (main, HSC, and branch), similar to the extension previously offered (Spring 2020) for the then current probationary tenure-track faculty. The extension affects the length of the probationary period.

The goal is to provide the University's newly-appointed tenure-track faculty, AY 2020-21, with the following options:

- extend the probationary period by one-year, which will also extend the timeline for their tenure and promotion review to associate professor by one year,
- maintain the current schedule for mid-probationary review, while retaining the one-year extension of the timeline for their tenure/promotion to associate professor review, or
- opt-out of the one-year extension and continue the probationary timeline as planned.

In addition, Fall 2020 student evaluations of teaching will not be used for annual performance, mid-probationary, and tenure and promotion milestone reviews, and can be omitted from the associated reports and dossiers. Fall 2020 EvalKit course evaluations will be issued, but they will not be used as an evaluative tool by departments, colleges, or the provost. Instead, the course evaluations will be implemented for the purposes of a faculty member's personal growth and development.



James Paul Holloway
Provost and Executive Vice President for Academic Affairs