
Senate Recommendation to the Provost

Originating Body: Faculty Senate
Date Submitted: 23 APR 2021

Originator: Randall E. Cone, President, FS
Requested Effective Date: Immediately

Recommendation:

Attached: Passed motion attached

Date Approved by the Faculty Senate: 13 APR 2021



President, Faculty Senate

23 APR 2021

Date

Action Taken by Provost

Date: 6/20/21

_____ **Recommendation Accepted**

_____ **Recommendation Not Accepted**

XX **Recommendation returned to the Originating Body for further review (see attached)**

Disposition for Approved Recommendation:

_____ President

_____ VP Student Affairs

_____ Faculty Senate President

_____ VP Finance

_____ Consortium Chair

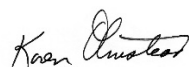
XX_____ School Deans

_____ Webmaster

_____ Graduate Council

_____ Catalogue Editor

_____ Provost Council



6/30/21

Provost

Date

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Endorsement and Recommendation of the Faculty Welfare Committee (FWC) Report on “Recommendations on accommodations for faculty applying for tenure and promotion due to the impact of the COVID-19 pandemic”

SENATOR PROPOSING MOTION: Adam Wood

SENATOR SECONDING MOTION: Kathleen Shannon

MOTION: To endorse and recommend the report of the FWC on “Recommendations on accommodations for faculty applying for tenure and promotion due to the impact of the COVID-19 pandemic”. (*Contents of the FWC report are found at the end of this document).

JUSTIFICATION: N/A

ANTICIPATED IMPACT: N/A

Is this a recommendation to the Provost? Yes X No

Is this a recommendation to someone else? No Yes

DATE: Number of Senators Present: 17 Votes in Favor: Motion Passes or Fails: Passes

*Contents of FWC Report:

“Memorandum

March 23, 2021

From: Faculty Welfare Committee

To: Faculty Senate

Re: Recommendations on accommodations for faculty applying for tenure and promotion due to the impact of the COVID-19 pandemic

The FWC recommends that faculty whose professional activity has been negatively affected by the pandemic be granted accommodations which could include the following:

- The ability to postpone tenure and promotion from Assistant to Associate Professor by one year. This should only apply to faculty who apply for tenure and promotion within the same year. If the future financial situation allows, we also recommend that faculty who postpone their application for promotion be considered for back pay in order to make up for the loss due to the delayed promotion.
While we encourage making reasonable accommodations for faculty applying for promotion

from Associate Professor to Professor (or faculty who apply for promotion from Assistant to Associate Professor more than one year after being awarded tenure), we do not recommend a specific postponement period in this case because promotion to Professor (or to Associate Professor for tenured Assistant Professors) can happen at any time after the minimum period.

- The Boyer model of scholarship should be more faithfully applied. This is particularly important in cases where non-tenured faculty spent more time on preparation for teaching as a consequence of transferring instruction to online formats as a consequence of Covid-19, or on managing hybrid or F2F courses in an ever-changing and challenging pandemic environment and, consequently, scholarship and creative works were detrimentally affected. In such cases, the scholarship of teaching should be considered as an alternative to more traditional research endeavors.
- Consider adjusting the workload percentages taken up by the three areas of evaluation (teaching, professional activity and service) in order to minimize the impact on overall faculty performance. According to the faculty handbook, teaching makes up 65-77%, professional activity 15-25% and service 5-15% of the workload for tenure-track faculty. Given the negative impact on professional activity, for some, and the high demands on teaching due to the pandemic, we encourage departments to consider counting teaching for 77% and professional activity for 15%, where helpful and appropriate. The guiding principle for any such adjustments ought to be “do no harm to the faculty member applying.”

We acknowledge that departments and tenure/promotion committees are responsible for applying their own guidelines. However, we would encourage everybody involved in the tenure/promotion process to take these recommendations into consideration and to consider mitigating any faculty hardships related to the Covid-19 pandemic. These recommendations should only be applied to applications genuinely affected by the pandemic and not to applications where problems were apparent before the pandemic.