

COVID-19 Portfolio clock optional extension FAQ

1. Why did I get an email from DM about this? I don't have a review next year, I just finished one!

All tenured and tenure-track faculty who have a required review in the future have the option of delaying it by one year, even if it is several years in the future. You must reply to the workflow by June 15, whatever you decide.

2. What are my choices?

- a. No change; keep all current pre-tenure, tenure and/or promotion, and post-tenure review dates (as applicable to me)
- b. Due to COVID-19, change pre-tenure only; keep promotion and/or tenure review dates the same
- c. Due to COVID-19, change pre-tenure and promotion and/or tenure review dates
- d. Due to COVID-19, change my post-tenure review date

2. When is the deadline to decide?

You must submit the current workflow by June 15, regardless of what you decide. If you decide not to take the extension, that decision is final as of 6/15/2020. If you decide you will take the extension, you can rescind that decision and submit according to your original timeline by emailing Faculty Affairs and digitalmeasures@kennesaw.edu by the second Friday of March of the year that you want to submit.

3. If I say now that I want to defer, can I change my mind later and go up this August anyway?

The decision you submit as of 6/15/2020 is binding for Fall, 2020.

4. Can I delay my pre-tenure review but still go up early for tenure?

One of your options is to delay your pre-tenure review but stay on the original timeline for tenure. That would mean you have your pre-tenure review in the fall of your fourth year, and you are first eligible for tenure review in the fall of your fifth year. Your final year of eligibility for a tenure review would be the fall of your sixth year (required that year if you haven't already had it).

5. Can I still go up for promotion but then delay PTR?

If you are tenured, your next required review is a Post-Tenure Review. That is the one that you have the option to delay by one year. A stand-alone promotion review is not a required review, so this extension does not apply to that (although a successful promotion review will reset the PTR clock and the extension will be moot). If you are not tenured, this extension does not apply to any PTR that you might have in the future.

6. If I go up this fall, will they be flexible and take Coronavirus disruption into account?

You should not count on that. Although the reviewers will know that all instruction went online and the university did not send out student surveys of teaching effectiveness this semester, the standards applied for accomplishments will not be lowered. The concession that the University is offering to accommodate the delays incurred by the pandemic is this

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extension of time. If you think you will not meet the standards because of the pandemic, you should accept the extension.

7. If I delay tenure/promotion to associate this year, can I still go up for full professor in 5 years or do I have to wait an extra year?

This extension does not affect the timeline after the tenure review. If you are required to be in rank for x years before promotion, that will not change. That timeline will begin once you are in that rank.

8. Is the post-tenure review process joined with the process for rank promotion?

Post-tenure review is not joined with Promotion process. They are independent but could overlap depending on when a faculty member decides to go up for promotion.

9. Would this extension effectively extend the time until an Associate could go up for Full or would that stay unchanged?

It would stay unchanged. As long as they are at the rank of Associate professor, any further promotion is elective (assuming they have served the required minimum number of years in rank).

10. Can a faculty member choose an extension (for now) and at a later time, change their decision to go for P and T that follows the original eligible period?

If they are going up for an action in 2020 and they want to extend, they need to tell us now. As always, someone can withdraw. For faculty going up after Fall of 2020, they have until March of the year they are going up to rescind their decision to postpone.

11. Is this the only time that folks will be able to make this choice? (I have heard that GSU is giving faculty until 2021 to decide.) Will they be able to change their minds either way, later? (Assuming that they're not going up for p&t in this upcoming cycle.)

Yes, they have to decide now. They can rescind anytime before March of the year they go up.

12. Why do I keep getting email reminders after it's done?

There is a last step where it comes back to your workflow so that you know it's been acknowledged. At that point, you can click "Archive" in the Action menu, or do nothing, and it will archive on its own after the deadline. (But you may keep getting reminders if you do nothing.)

13. As a tenure track faculty member, would this extension apply to the two-year maximum leave allowance or would it be in addition to (allowing for up to three years)?

Current policy states, "Board of Regents Policy 8.3.7.4, no leaves of absence will be granted beyond two years for any non-tenured, tenure track faculty member." The COVID extension option is in addition to the two years allowing eligible tenure track faculty up to three years of leave.