

Faculty Senate Routing Form
(action/proposal attached)

I. Item Title: Resolution Continuing the Optional Pause in Tenure Clock for Tenure Track Faculty Through 2022

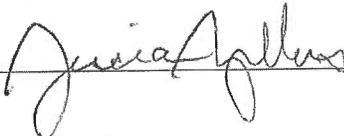
a) Brief Description: Resolution Continuing the Optional Pause in Tenure Clock for Tenure Track Faculty Through 2022

b) Initiated by: Enrique Gómez

II. Faculty Senate Action: approved not approved other date: 03/24/2021

Comments: _____

Vote: Voice Vote, Unanimous Voice Vote, Majority In Favor
 Electronic Vote: 27 Ayes 1 Nays 1 Abstentions

FS Secretary signature:  date: 03/25/2021

III. Provost: for information Recognition of Receipt
 for action..... approved not approved

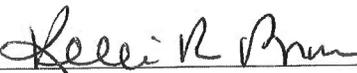
Comments: _____

Person responsible for Implementation: Dr. Schwab

Provost signature:  date 29/3/21

IV. Chancellor: for information Recognition of Receipt
 for action..... approved not approved

Comments: _____

Chancellor signature  date 3/29/21

Once finalized copies will be returned to the Provost Office's representative who will scan and distribute electronically to:

- Chancellor
- Provost
- Chair of Faculty Senate
- Secretary of the Faculty Senate

Associate Vice Chancellor for Academic Affairs (for catalog and handbook)
Associate Dean of Graduate School (for catalog)
Others (i.e. person responsible for implementation)

Resolution Continuing the Optional Pause in Tenure Clock for Tenure Track Faculty Through 2022

WHEREAS the State of North Carolina and University of North Carolina Covid-19 pandemic restrictions on modes of teaching, research and service prolonging the strain of early-career, tenure-track Faculty for more than one year, and

WHEREAS a study has concluded that the effect of COVID-19 disruptions over the past year have disproportionately affected female academics (Deryugina, Shurchkov and Stearns, 2021) because of school closures, working from home and stresses on families, which is rising concerns among Faculty members that demographic inequalities in our profession will be further amplified thusly and,

WHEREAS given the unprecedented circumstance, the Provost Office communicated to the Faculty on March 19th, 2020 the option for a pause on the tenure clock for faculty currently on the tenure track for one year going forward at the faculty member's discretion, and

WHEREAS the Faculty Senate approved a resolution at its March 25, 2020 in support of this optional tenure clock pause.

THEREFORE be it resolved that in light of the continuing COVID-19 crisis that tenure-track Faculty Members should continue to receive the option for a pause on their tenure review schedule (tenure clock) for an additional year extending to May of 2022 at their discretion.

Reference: Deryugina, T., Shurchkov, O., & Stearns, J. E. (2021). Covid-19 disruptions disproportionately affect female academics (No. w28360). National Bureau of Economic Research. Retrieved on March 17, 2021 at <http://www.nber.org/papers/w28360>