



March 26, 2020

Ad hoc amendment of Montana State University tenure review procedures for currently employed probationary faculty

Responsible Party: Provost and Office of Academic Affairs
Effective Date: March 26, 2020
Scope of Applicability: Applies to faculty with probationary (pre-tenured) tenure status in the Spring of 2020, except those reviewed for tenure in AY 2020.

In consideration of faculty whose normal responsibility and distribution of effort were shifted in the spring semester of 2020, the normal timing of university reviews of probationary faculty shall be amended to allow flexibility as follows:

1. All faculty with probationary tenure status in the Spring of 2020, except those reviewed for tenure in AY 2020, will be allowed to extend the tenure review period and the date of their next-scheduled mandatory review by one calendar year.
2. Faculty wishing to exercise this option must notify their primary review administrator, who in turn shall notify their Dean and the Provost.
3. Faculty shall provide notification if they intend to exercise this option in the academic year prior to their scheduled review, at least one month before the deadline established for submission of dossiers.
4. Candidates who exercise this option for their retention review will have their tenure review extended by one year; they may however, opt for an “early” tenure review, according to the existing provisions of the faculty handbook.
5. The extension of the tenure clock by the exercise of this option is independent of any other accommodations made in conjunction with existing Family Medical Leave or Faculty modified Duties policies.
6. The calendar dates associated with the various stages of the review cycle in each academic year will not be adjusted as part of this policy.
7. This policy applies only to reviews of probationary faculty; it does not apply to reviews for the promotion of tenured associate professors to the rank of full professor or to post tenure review.

Most Sincerely,

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