



Office of the Senior Vice Provost
Susan Capalbo

Dear Academic Deans and Unit Heads/Directors:

Below is information regarding 2021 accommodations for academic faculty related to COVID-19. Please forward as you see appropriate.

Summary (details below):

- The deadline for requesting COVID-19 tenure clock extensions has been extended from May 1, 2021 to May 1, 2022.
- The choice to use eSET scores in annual reviews and dossiers has expanded to include spring 2021.
- The COVID-19 Work Group has been charged to look at recommending additional accommodations for academic faculty.

COVID-19 Tenure Clock Extensions

The University has extended the deadline to automatically approve a one-year extension of the probationary period for all eligible tenure-track faculty who request an extension (opt-in) by **May 1, 2022**. Eligible tenure-track faculty must be in their probationary period during AY 2021-22 with their mandatory tenure review to occur in AY 2022-2023 or later. (*If a faculty member's mandatory review occurs in AY 2021-2022, the deadline for the request remains May 1, 2021*)

PLEASE NOTE: a COVID-19 tenure clock extension is independent from and in addition to a tenure clock extension for an extenuating circumstance including leave taken for FMLA. Currently, faculty members are allowed to be granted one extension related to COVID-19.

Teaching Evaluations

The University will extend the faculty member's discretion to include or exclude eSET scores in their annual reviews and dossiers, without prejudice, for courses taught in spring 2020, summer 2020, fall 2020, winter 2021, and spring 2021. This applies to all courses delivered in these terms, including Ecampus courses.

PLEASE NOTE: As part of the COVID accommodations, each term faculty members must choose, on a course-by-course basis, whether to include or exclude eSET scores in their annual reviews and dossiers for promotion and tenure. The faculty member may make this determination after eSET scores are obtained and reviewed by the faculty member. Department/School heads should track which courses will not have eSETs used by surveying each faculty member (via Qualtrics or another method). This information should be kept on file within the unit for reference when the faculty member is reviewed for promotions and/or

tenure. For eSET scores that the faculty member has opted to exclude from their dossiers, please indicate in the dossier that the eSET scores are being excluded per COVID-19 university accommodation.

COVID-19 Work Group

The COVID-19 Work Group was recently charged by the Senior Vice Provost. This group is co-chaired by Roberta Marinelli, Dean of the College of Earth, Ocean, and Atmospheric Sciences, and Peter Betjemann, School Director of Writing, Literature, and Film. The group will work to uncover, measure, and communicate the impacts of the pandemic on academic faculty (including differential impacts associated with disciplinary fields, race, gender, and other factors) and mitigate impacts through development of guidance, mentorship, and related policies and practices that can be feasibly and readily implemented. Opportunities for faculty and administrative engagement with the group is forthcoming. Recommendations for further COVID accommodations will be made to the Provost by mid-to-late April.

Any further questions should be directed to [Sara Daly](#) or myself.

Susan Capalbo
Senior Vice Provost, Faculty Affairs

Office of the Senior Vice Provost
<https://facultyaffairs.oregonstate.edu>
541.737.0732
