

Revisions to the *UTK-UTIA Faculty Handbook* to bring it into alignment with Existing Board Policies

Introduction: Below are a few revisions to the UTK UTIA Faculty Handbook to bring it into alignment with UT Board of Trustees Policies. **The sections in red** are the result of changes approved by the board to BT0006 at their meeting in December 2020. **The sections in green** address discrepancies between BOT Policy and our current Faculty Handbook. These changes are an outgrowth of considering impact of COVID 19 on tenure-track faculty. These revisions will be presented by Vice Provost Diane Kelly at the Faculty Senate Executive Committee on February 15 and the full Faculty Senate Meeting on March 1, 2021. As board policies override the handbook,, these are presented as an information item.

Original Language

3.11.4.2 Extension of Probationary Period

For good cause related to procedural error, the university and a tenure-track faculty member may agree in writing to extend a six-year probationary period for a maximum of two additional years. The proposed extension must be approved in advance by the chief academic officer, the chancellor, the president (or designee), and the General Counsel (or designee).

Proposed Change

3.11.4.2 Extension of Probationary Period

For good cause **that is either related** to procedural error **or results from a significant disruption of University operations that has impeded the faculty member's opportunity to conduct required research or other scholarly activity, teaching, and/or service**, the university and a tenure-track faculty member may agree in writing to extend a six-year probationary period for a maximum of two additional years **(not including any extension granted due to the coronavirus crisis as authorized by the Board's March 27, 2020 action)**. The proposed extension must be approved in advance by the chief academic officer, the chancellor, ~~the president (or designee), and the General Counsel (or designee)~~, **and the vice president for academic affairs**.

Original Language

3.11.4.6 Enhanced Tenure-Track Review

For each tenure-track faculty member, the department and department head will conduct an enhanced review to assess and inform the faculty member of his or her progress toward the grant of tenure during the third or fourth year of the probationary period (with the year to be determined in the department head's sole discretion).

Proposed Change

3.11.4.6 Enhanced Tenure-Track Review

For each tenure-track faculty member, the department and department head will conduct an enhanced review to assess and inform the faculty member of his or her progress toward the grant of tenure during the third or fourth year of the probationary period, **which may be extended past the fourth year of the probationary period for any faculty member who has been granted an extension of the probationary period** (with the year to be determined **in** by the department head's ~~sole discretion~~ **after consultation with the faculty member and, if applicable, the faculty member's mentor**).