

April 28, 2021

**TO:** Members of the Board of Trustees

**FROM:** Carl W. Lejuez, Ph.D.  
Provost and Executive Vice President for Academic Affairs

**RE:** Notification of Proposed Changes to the *By-Laws of the University of Connecticut*

RECOMMENDATION:

That the Board of Trustees amend the *By-Laws of the University of Connecticut* Article XIV – The University Staff; section C, Academic Appointment and Tenure, and section K, Retirement

BACKGROUND:

The By-Laws of the University of Connecticut may be amended at any regular meeting of the Board by a recorded majority of all members of the Board, provided that notice of any proposed amendment, including a draft thereof, shall have been given at the previous regular meeting. This document represents such notice and the resolution calling for the described amendments should be acted upon at the next meeting of the Board.

The Covid-19 pandemic has caused significant disruption to normal University operations, slowing down the progress of research in many cases and creating additional workloads to rapidly transition in-person classes to an online mode of teaching. Last year a change to the bylaws was passed which allowed then currently-employed tenure track faculty who had not yet submitted their dossier to request an additional year before being considered for tenure. The proposed changes to XIV.C extend these changes by allowing them to apply to faculty who were began their employment with the University prior to March 1, 2021. It will also allow faculty who qualified for an FMLA-related additional year on their tenure clock during the Covid-19 pandemic to be able to add both the FMLA- and Covid-19-related extensions to their tenure clock.

Previously, any faculty member who was not at the rank of full professor and who had not served in this rank for at least five years, had to apply to the University Retirement Committee to request emeritus status. The proposed changes, with the support of the University Senate, would allow faculty who are at the rank of associate professor or equivalent in non-tenure track faculty ranks, and who had been at the University for at least five years, to automatically receive emeritus status. The changes also clarify the route through which emeritus status may be revoked, and update the name of the Retirement Committee to the Emeritus Committee.

For the information of the Board, also attached is the original language of Article XIV.C.4 and Article XIV.K, with indications of the proposed amendments.

**Proposed Changes to the *By-Laws of the University of Connecticut* (Deleted items in strikethrough; new language underlined)**

**Section XIV.C.4**

Given the disruptions presented by the COVID-19 pandemic and how they impact scholarly productivity, faculty holding tenure-track appointments are offered a one-year extension to the tenure clock. This extension shall apply to tenure-track faculty members who were employed by the University on March 1, 2020 and whose tenure case is scheduled to be reviewed in the 2020-2021 academic year or later. This extension shall also apply to tenure-track faculty members who began their employment between March 2, 2020 and March 1, 2021. The Provost's Office shall implement a procedure for eligible faculty to request the extension. ~~Faculty members shall receive only one tenure clock extension between March 1, 2020 and December 31, 2020, regardless of the reason(s) for which a faculty member may qualify for an extension."~~

**Section XIV.K.2**

- a. The faculty member holds the rank of Associate Professor or full Professor or equivalent titles for clinical, in-residence and extension [CIRE] faculty ~~(e.g. Senior Extension Educator)~~ at the University of Connecticut.
- b. The faculty member has served at the University of Connecticut for at least five years. ~~at this rank.~~

There shall be a standing University of Connecticut ~~Retirement~~ Emeritus Committee. Faculty members who do not meet both conditions described in Section 2a and Section 2b above may become emeriti by vote of the Board of Trustees or the Health Center Board of Directors following recommendation of the President and the ~~Retirement~~ Emeritus Committee. Other professional staff are also eligible for this designation following recommendation of the President and the ~~Retirement~~ Emeritus Committee.

**Section XIV.K.4**

4. Emeritus status is a privilege, not a right, and can be revoked at any time at the request of the President and/or Retirement Committee with approval of the Board of Trustees.