

## **Side letter-Change in faculty Pre-tenure period length**

### **Section 1.1. Recognition**

Lincoln recognizes LUC-AAUP as the “EXCLUSIVE REPRESENTATIVE” for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment of a unit (“Unit”) composed of the following full-time employees of Lincoln: all Faculty Members (including department chairpersons) who hold the rank of Lecturer, Senior Lecturer, Instructor, Assistant Professor, Associate Professor or Professor, all Librarians, the Director of Nursing/Allied Health Program provided s/he presides over a Pennsylvania certified Nursing Program and has at least a 25% teaching load, and all visiting faculty positions.

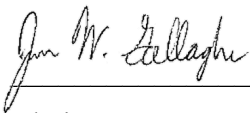
### **Section 11.2. Academic Tenure Process**

Assistant Professors - The parties hereto agree that tenure review shall take place no later than the sixth year of full-time teaching service at the University. Assistant Professors shall undergo pretenure review in accordance with Section 10.2. In their fifth year of full-time teaching at the University, the Faculty Member may apply for tenure with promotion in accordance to the Promotion and Tenure Guidelines located in Exhibit “D”. The timeline for application for tenure, promotion or sabbatical is in Exhibit “E”. If tenure is denied in year five, the Faculty Member retains his/her eligibility and may reapply for tenure with promotion in their sixth year of full-time teaching. However, the Faculty member may not apply for tenure with promotion more than twice before receiving such. If an untenured Faculty Member receives an unqualified appointment letter for his/her seventh year of full-time teaching at the University (i.e. s/he was denied tenure at the end of year six and does NOT receive a terminal contract in year seven), the Faculty Member shall be considered tenured. In accordance to Section 8.06b of the Faculty By-Laws "No member of the Faculty shall be admitted to tenure unless he or she has made formal application to the Promotions, Tenure, and Severance Committee as specified in the Promotion and Tenure Guidelines." Thus, in order to be granted tenure, non-tenured Faculty members must apply for Tenure with Promotion in their sixth year of teaching at the University. Associate Professors and Professors - The parties hereto agree that tenure review shall take place no later than the third year of full-time teaching service at the University. An Associate Professor or Professor may apply for tenure in their second year of full-time teaching at the University in accordance with the Promotion and Tenure Guidelines located in Exhibit “D”. If tenure is denied at the end of year two, the Faculty Member

retains his/her eligibility to apply for tenure in year three. If an untenured Associate or Full Professor receives an unqualified appointment letter for his/her fourth year of full-time teaching at the University (i.e. s/he was denied tenure at the end of year three and does NOT receive a terminal contract in year four), the Faculty Member shall be considered tenured. Failure to apply for tenure by the sixth year (for Assistant Professors) or by the third year (for Associate/Full Professors) leads to a terminal contract for the seventh and fourth year, respectively.

### **Proposed changes**

Due to the severity of the COVID-19 pandemic, there have been disruptions to normal operations nationwide which has severely impacted faculty members' ability to carry out research and scholarship activities. Therefore, it has been agreed that all pre-tenured faculty will be given a 1-year extension of their tenure clocks for the 2020-2021 academic year. Faculty who do not wish to take advantage of this extension need to inform the Dean of the Faculty no later than May 15<sup>th</sup> 2021. This extension is solely a response to the negative impacts that COVID-19 may have on a faculty member's research, teaching, and service and should not be viewed in any other light. Therefore, all timelines stated in section 11.2 of the Faculty CBA will be increased by a year for current pre-tenured faculty unless a faculty member opts out of this offer. This extension will not prevent faculty members from applying for tenure early starting in year 5 (Exhibit E).

  
5/5/21  
Chair, LUC-AAUP

  
5/5/21  
Provost and VPAA, Lincoln University

  
5/5/21  
Contract Administrator, LUC-AAUP

