



WICHITA STATE  
UNIVERSITY

COLLEGE OF ENGINEERING

Department of Industrial,  
Systems and Manufacturing  
Engineering

Deepak Gupta, PhD  
Associate Chair and Graduate Program Coordinator  
TEL: 316-978-7758  
[Deepak.Gupta@wichita.edu](mailto:Deepak.Gupta@wichita.edu)

## MEMORANDUM

**TO:** Dr. Jeffrey Jarman, Faculty Senate President

**FROM:** Faculty Affairs Committee

**DATE:** April 9, 2020

**SUBJECT:** Extension of tenure clock for faculty

We write to request that the faculty senate consider the timely adoption of an automatic one-year extension of the probationary period to all applicable tenure-track and time-limited faculty. The coronavirus (COVID-19) pandemic has created unprecedented circumstances that have drastically altered the research, teaching, and extension programs of faculty at Wichita State University. In recent weeks, the University has shifted all courses online, asked faculty, staff, and students to leave campus and work remotely, and implemented public health measures that curtail or even temporarily suspend research programs. The faculty responded by immediately embracing the challenge of implementing these difficult but necessary changes. They have worked tirelessly to create new learning environments for students, update safety protocols for laboratories and other facilities, and help the students, postdocs, and/or staff in their labs navigate these intellectually and emotionally taxing changes.

The immediate impacts on ongoing research, in concert with both the short- and long-term consequences of the COVID-19 pandemic for funding agencies, university infrastructure, and faculty working conditions, will have tremendous and as yet unknown impacts on faculty scholarship. As such, we believe that the evaluation and promotion processes for faculty must adapt accordingly. We strongly urge the immediate adoption of an automatic one-year extension of the probationary and mandatory review period for all applicable tenure-track faculty. We believe that the faculty who want to proceed with mandatory tenure and promotion review as scheduled should be allowed to opt-out of this extension. Everyone's situation is different and we believe that flexibility of the opt-out option allows us to avoid the unnecessary changes of the long-time established tenure and promotion processes including external reviewers, faculty productivity, tenure and promotion calendar, and language of Tenure and Promotion policies.

This automatic extension is in line with the forward thinking policies already implemented by the number of research universities including Kansas State University. We encourage you to adopt and implement this policy quickly because the lack of clarity regarding how the pandemic will affect the tenure and promotion process is causing widespread anxiety among WSU's untenured faculty. We believe the rapid implementation of a one-year extension is critical to supporting the well-being of faculty, thereby allowing them to focus their full attention on the essential work of navigating the university through these challenging times.



WICHITA STATE  
UNIVERSITY

COLLEGE OF ENGINEERING

*Department of Industrial,  
Systems and Manufacturing  
Engineering*

Deepak Gupta, PhD  
Associate Chair and Graduate Program Coordinator  
TEL: 316-978-7758

[Deepak.Gupta@wichita.edu](mailto:Deepak.Gupta@wichita.edu)

We recognize the challenges that your office is facing as it guides us through these challenging times and thank you for your time and consideration on this important matter.

Best Regards,

Faculty Affairs Committee

Dr. Ngoyi Bukonda  
Dr. Deepak Gupta  
Dr. Kerry Jones  
Dr. Kyoung Lee  
Dr. Soon Chun Lee  
Dr. Susan Matveyeva  
Dr. Lori Santos  
Dr. Laura Zellers