



DEPARTMENT OF THE ARMY
UNITED STATES MILITARY ACADEMY
West Point, New York 10996

MADN

22 April 2020

MEMORANDUM FOR Faculty, United States Military Academy, West Point, New York 10996

SUBJECT: Tenure Seeking Period Impact of Public Health Emergency

1. Reference:

a. USMA Reg 150-3 Procedures for Awarding Academic Titles and Tenure, 23 Jan 2020.

b. Declaration of a Public Health Emergency for the United States Military Academy and the West Point Military Reservation, 26 March 2020.

2. In recognition that a "full professional life" as defined in USMA Reg 150-3, paragraph 6.c.3.b.1 is not possible for all tenure-seeking faculty during the national health emergency caused by the COVID-19 pandemic, and with the advice and consent of the Academic Board, the following actions are authorized.

a. Tenure-seeking faculty may request that AY20 not be counted as a tenure-seeking year due to the impacts of the Public Health Emergency. This would extend by one year the maximum time before the faculty member seeks academic promotion and tenure, but the year would still count towards the minimum number of years of service prior to a due-course promotion application.

b. The faculty member retains the maximum of two years they may request not be counted for either the parental or catastrophic options as described in USMA Reg 150-3.

c. The request from the faculty member will be endorsed by the Head of the Department of Instruction for which the faculty is appointed and addressed to the Vice Dean of Academic Affairs. This memorandum serves as the authorization.

d. The approved request must be included in the academic promotion packet submitted to the Faculty Credentials and Promotions Committee for consideration.

4. The POC for this action is COL Hartke, Chair, Faculty Credentials and Promotions Committee.

CINDY R. JEBB, PhD
BG, US Army
Dean of the Academic Board