

The policy of other Universities regarding tenure clock as it applies to the situation of the pandemic

1) **Columbia University** available at <https://provost.columbia.edu/news/covid-clock-stoppage-clarification>

“An automatic one-year extension was provided to all tenure-track faculty members who had been appointed between to January 1, 2020 and December 31, 2020. This extension was reflected on the Service Records distributed in Spring 2021. If these faculty wish to request a further extension to their tenure clock, this request must be submitted and approved before December 31, 2022.”

“Faculty appointed between January 1, 2021 and June 30, 2021 are only eligible for a one-year extension to their tenure clock due to the pandemic which they received and was reflected in the Service Records distributed in Spring 2021. They will not be eligible for a second-year extension of their tenure clock due to the pandemic.”

“All tenure-track faculty appointed between July 1, 2021 and December 31, 2021 will be eligible for a year of tenure clock stoppage due to the COVID-19 pandemic.”

2) **Northwestern U** “In March of 2020, in response to the unprecedented disruption to higher education caused by the worldwide outbreak of COVID-19, Northwestern University provided an automatic one-year extension to the probationary period (the “tenure clock”) of any current tenure-track faculty whose tenure review had not yet begun. Additionally, any faculty who were currently within their initial contract, and had not yet undergone the customary third-year review, had their review delayed by one year as well. In addition, in April of 2021, Northwestern granted an automatic one-year extension to the probationary period for any current tenure-eligible faculty who had not already received an extension to the probationary period [i.e., those faculty whose appointments began during the 2020-21 academic year]. Faculty retain the option to opt out of this extension and request to be reviewed for tenure according to their tenure clock as it existed prior to this extension, or earlier if they so choose. “ available at <https://www.northwestern.edu/provost/policies/faculty-promotion-and-tenure/covid19-extensions.html>

3) **Villanova** – pause not allowed for new hires

4) **Lehigh** – even before pandemic had a policy in place that allows for a 1 year pause without a specific reason:

“2.2.5.7.3 Elective Extension of Probationary Period for Any Reason in the Year Prior to the Final Probationary Year An untenured faculty member (assistant, associate, or full professor) may, in the year prior to his or her final probationary year, request from the provost a tenure-clock extension of one semester or one year for any reason, provided that he or she has not already been granted extensions constituting the maximum of probationary period as stated in R&P 2.2.5.8.”

**2.2.5.8 Maximum Length of Probationary Period** The maximum length of the probationary period of a faculty member, with all extensions, is eight years. Under extreme circumstance, such as a prolonged shutdown of University facilities, the Provost may consider extending the maximum length of the probationary period beyond the established eight year limit. The Faculty recognizes the significant disruption that COVID-19 may have had on faculty and their ability to pursue their respective research programs. Consequently, tenure track faculty may request 54 an extension, see R&P 2.2.5.7.2 (7), of their probationary period due to disruptions in their progress toward meeting applicable tenure standards due to COVID-19. The grant of an extension due to COVID-19 to a faculty member shall result in a corresponding extension to such faculty member's maximum probationary period."

Available at

<https://facultysenate.lehigh.edu/sites/facultysenate.lehigh.edu/files/5312021%20R%26P.pdf>

## **5) University of Centra Florida**

"Due to the unique circumstances of COVID-19 and the many challenges our faculty 60 are facing during this time, UCF is providing the opportunity for tenure-earning 61 faculty to apply to extend their tenure-earning period by one year. 62 Presently employed tenure-earning faculty hired between April 1, 2020 and 63 December 22, 2020, who will apply for tenure during or after the 2021-2022 64 academic year are eligible to apply for and extension. Those excluded from this 65 opportunity are faculty who have already been considered for tenure this academic 66 year (that is, those who submitted their dossier in Fall 2020), faculty members who 67 were hired prior to 4/1/2020, faculty members who were hired after 12/22/2020, 68 and faculty who have been notified of non-reappointment."

**6) Lafayette College** – pause applies to everyone including post 2020 hires based on the below catastrophe provision:

"A member of the Faculty shall be allowed the option, with the written consent of the Dean of the Faculty and subject to the qualifying conditions listed below (see Sections 4.1.6.4.1 through 4.1.6.4.5), of not counting as part of the probationary period each academic year, up to a maximum of two, during some portion of which there is a child less than one year old at home or during which a child is placed for adoption [the parental option]; or that academic year in which the maintenance of a full professional life is likely to be impossible as the result of some unexpected event, such as the death of a spouse or child, the unexpected responsibility of having to provide care for an ill parent, etc. [the catastrophe option]. See Section 6.1.11 for a description of the Parental Leave Policy. [88-12, Rev. 13-37]

4.1.6.4.1 "Full professional life" is defined as professional work involving teaching, scholarly growth, and service. [88-12, 98-34]

4.1.6.4.2 Normally, the consent of the Dean of the Faculty should be sought within six weeks of the event which triggers the request. [88-12, Rev. 2014]

4.1.6.4.3 The parental option may be exercised only once for each child. [88-12] Years of Full-Time Teaching at Lafayette Year 1 Year 2 Year 3 Review Pattern for Untenured

Professors No formal review Tenure review in fall semester Tenure effective or terminal year 23

4.1.6.4.4 **The catastrophe option may be exercised only once.** [88-12]

4.1.6.4.5 The faculty member's Department Head/Program Chair and the Promotion, Tenure, and Review Committee shall be informed of the Dean of the Faculty's consent. [88-12, Rev. 2014]

4.1.6.5 An untenured faculty member will not be reviewed (pre- or post-midterm conference, midterm review, or tenure review) during an academic year which does not count as part of the probationary period (that is, when the faculty member has spent at least one half of the year on leave or has exercised one of the options described in Section 4.1.6.4).

7) April 1 2022 "In April 2020, the **University of Texas** System issued a statement regarding Extensions to the Tenure Clock in Response to the COVID-19 Pandemic. That guidance applied to all tenure track faculty employed as of August 31, 2020. The Chancellor has now approved these tenure clock extensions for tenure-track faculty who started, or will start, between September 1, 2020 and May 31, 2021. One-Year Extension In the face of extraordinary circumstances related to the COVID-19 pandemic where actions of the university curtail the research, teaching, and service of faculty, to alleviate the stress that tenure-track faculty may experience, the UT System authorizes a one-year extension to the tenure clock. This extension is in addition to any extension authorized under normal university policy."

8) **Stony Brook** "Academic employees currently holding an academic rank (tenure track) title between May 6, 2020 and June 30, 2021 who have not yet achieved continuing appointment and who are not currently under review, will receive an automatic one year extension of their clock. Academic employees who have previously received the May 2020 automatic extension are not eligible."

Available at

[https://www.stonybrook.edu/commcms/provost/faculty/handbook/faculty\\_appointments/academic\\_review\\_covid\\_19.php](https://www.stonybrook.edu/commcms/provost/faculty/handbook/faculty_appointments/academic_review_covid_19.php)

## 9. **University of Wisconsin Maddison**

Provost Communication September 18. 2020 "In March 2020, we announced an expedited process for assistant professors to request an extension of their mandatory review date for tenure (tenure clock extension) for reasons associated with COVID-19. *UW-Madison is also now making this extension available to all assistant professors (tenure track, as well as CHS and clinical, where relevant) who started their appointments during summer 2020 or will be starting their appointments during the 2020-2021 academic school year.* Continuing assistant professors who did not request an extension this past spring may request the extension of their mandatory review date, as long as their review date is after 31 December, 2020. Assistant professors who have already received an extension due to COVID-19 are not eligible for an addition COVID-19 tenure clock extension."

## **10. George Mason U:**

"In spring of 2020, the Provost identified COVID-19 as a situation falling within the domain of extraordinary circumstances.

### **Tenure Clock Extension Due to Extraordinary Circumstances**

Extension of the tenure clock for a tenure-track faculty member may be approved for extraordinary circumstances that has substantially impeded progress toward tenure in a specific way.

All tenure-track individuals may seek to extend their tenure clock by one year by notifying their local academic unit head as soon as possible, but no later than May 1 of the year in which they intend to seek promotion and/or tenure.

All tenure-track faculty hired between August 2018 and June 30, 2021 may seek to extend their third-year contract renewal by one year by notifying their local academic unit head as soon as possible, but no later than August 25 of the academic year in which their RENEWAL decision would have been made.

This extension can be used only once and counts as one of the maximum three that is allowed during the tenure-line process."

<https://provost.gmu.edu/faculty-matters/tenure-line-faculty-renewal-promotion-tenure/covid-19-impacts>

## **11. Middle Tennessee State U:**

### **"I. Purpose**

This policy permits a stoppage of the tenure clock for one (1) additional year beyond the stoppage permitted in Policy 204 Tenure, Section V.B.4. due to the COVID-19 pandemic, which may have interrupted a faculty member's research progress.

### **II. Amendment**

Faculty members in a tenure-track appointment may request a stoppage of the tenure clock for one (1) additional year beyond the stoppage permitted in Policy 204 Tenure, Section V.B.4. due to the COVID-19 pandemic, which may have interrupted their progress in research/scholarship/creative activity.

Policy 204-A does not replace Policy 204 Tenure which remains in effect but is intended to supplement it. In the event of a discrepancy or inconsistency between Policy 204 Tenure and Policy 204-A, the provisions of this policy shall govern."

<https://www.mtsu.edu/policies/academic-affairs-institution-and-faculty/204-A.php>

## **TO CONSIDER BEFORE CRAFTING LANGUAGE:**

*Acknowledging that tenure clock extensions may be warranted for COVID-19 is very much appreciated. We wanted to draw your attention to research that the general best practice is to make policies “opt out” rather than “opt in”. This is captured in the excerpt below from p6 of a report from UC Hastings <https://worklifelaw.org/> which was used by the Penn Med School:*

*[https://www.med.upenn.edu/focus/user\\_documents/Effective-Policies-and-Programs-for-Retention-and-Advancement-of-Women-in-Academia.pdf](https://www.med.upenn.edu/focus/user_documents/Effective-Policies-and-Programs-for-Retention-and-Advancement-of-Women-in-Academia.pdf). We've learned that “opt out” normalizes the policy and minimizes the unintended negative impacts on people (like women) to negotiate with chairs and upper administration if they choose to take the policy.*

*“Stop-the-clock and other policies such as family leave that rely on faculty to “opt in” to the policies rather than opt out of them often leave faculty members in the uncomfortable position of negotiating with chairs about whether they will take leave. A 2002 national survey of over 4,000 faculty members revealed that 33% of faculty who were parents—mothers and fathers—did not ask for parental leave, and just less than 20% did not ask to stop the tenure clock, even though they thought they would have benefited from doing so. 15 Designing policies as opt-out rather than opt-in sends the message that the institution expects faculty to use the policies that are made available to them. As noted above, opt out policies also avoid situations in which faculty feel uncomfortable asking their chairs for permission to use the policies.”*