

Promotion and Tenure Information in COVID Times

This information addresses extending the tenure clock for all tenure-track Assistant Professors by one year amid difficult times with great uncertainty. It also addresses midpoint reviews, associate professor promotions, and the promotion process for continuing and contract faculty in light of the disruption the pandemic has caused in everyone's scholarship, service and teaching.

- All pre-tenure faculty receive an automatic one-year extension of the tenure clock, including faculty who just started or are starting in the 2020-21 academic year.
- All such faculty are allowed to opt out at any time before the year of the promotion review, and apply for their promotion and tenure on time without the extension. Faculty should consult their mentors, chairs/heads and the T&P committee about this decision.
- If a faculty member does opt out, the case will be considered on time and not 'early'; the university generally requires a much "higher bar" for early cases, but would not require that in these cases.
- Faculty who do take advantage of the extension will be expected to satisfy normal tenure criteria, not any additional or higher criteria related to the longer time period.
- We recommend each case be evaluated individually when considering whether to conduct the midpoint pre-tenure review on time or to push it out one year. If the faculty member's career is at a point where the midpoint feedback would be helpful, then proceed with the midpoint review on time. Since all TT faculty now receive an annual review on progress toward tenure every year, the timing of the midpoint is less crucial, although we recognize the midpoint reviews tend to be more thorough than the annual reviews. In general, the more feedback a candidate receives before tenure, the better.
- We urge department chairs and heads to consider the impact of the pandemic on the progress of mid-career faculty as well. Associate professors need mentoring now as well, especially regarding when to go up for full professor. Again, delaying for a year due to COVID-19 should not be viewed negatively, nor result in a "higher bar" for promotion.
- Contingent and contract faculty (formerly known as NTTF) are not on an Up or Out "clock" like tenure track faculty. Thus, there is no concept of a "clock extension." However, please consider these general principles to apply to all faculty promotions. For example, if a contract faculty member is eligible to go up for promotion this year but elects to delay one year due to COVID-19, this should not be viewed negatively, nor result in a "higher bar" for promotion.
- We urge candidates and promotion committees to be explicit in their dossiers and reviews about the direct impact of COVID-19 on their performance.
- Chairs/heads should always think about equity and fairness, and this is more important now than ever. Please see the letter from CoGEN about [Considerations for Faculty Evaluation in 2020-2021](#).
- Please keep in mind the 10% salary raises associated with promotions and the effect of delaying a year on faculty members' salaries, and the implications for salary equity in the department.