

Dear Colleagues,

Many of you have raised concerns about the impact of COVID-19 on tenure-track faculty within their tenure probationary period, and how this has impacted your academic activities, which may warrant a change in your tenure review process and timing.

We fully understand how disruptive this time has been for you, your families, trainees, research teams, and your overall academic productivity. We, therefore, wish to point out that our policies do allow us to be flexible and supportive of COVID-related requests for additional time: [https://www.provost.umich.edu/faculty/tenure\\_review/policies.html](https://www.provost.umich.edu/faculty/tenure_review/policies.html).

In partnership with the Executive Committee and Office of Faculty Affairs and Faculty Development, we are establishing a request and approval process for granting an extension of the tenure probationary period for COVID-related disruptions. The process is explained on the Office of Faculty Affairs website at: <https://faculty.medicine.umich.edu/office-faculty-affairs/instructional-track/tenure-clock>. Criteria for an extension include:

- Increased clinical duties due to the COVID-19 pandemic negatively impacted the faculty member's scholarly productivity.
- The faculty member's research productivity was greatly reduced because of laboratory or research unit closure, or shelter-in-home requirements for the research team due to the COVID-19 pandemic.
- The faculty member had to provide dependent care during the COVID-19 pandemic.
- The faculty member or immediate family member required care due to COVID-19 infection.

Please note that this COVID-related tenure clock extension is both distinct from, and in addition to, the existing process for granting tenure-clock extensions from the normative time of 8 years to 10 years.

For those exceptional cases where the full 10-year tenure clock is needed, faculty granted extensions for COVID-related disruptions will be required to sign a 5.09 waiver, as is standard practice when tenure review could exceed the University's 10-year clock. We understand that our provost will be willing to grant exceptions for these COVID-related disruptions.

Please let us know if you have any questions or concerns.

Sincerely,

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