



Memorandum

To: Presidents and Provosts of U. T. Academic Institutions

From: Archie Holmes, Executive Vice Chancellor for Academic Affairs, U. T. System *Archie Holmes*

RE: Update to Systemwide Position Statement on Extensions of the Tenure Clock

Date: May 11, 2022

On April 27, 2020 Executive Vice Chancellor Steve Leslie sent out a University of Texas System Systemwide Position Statement on Extensions of the Tenure Clock in response to the COVID-19 pandemic. This guidance applied to all pre-tenure faculty who were employed at your institution as of August 31, 2020. I provided an updated memo on March 23, 2021 where the tenure clock extension was applied also to pre-tenure faculty who started between September 1, 2020 and May 31, 2021.

Given that the COVID-19 pandemic continues to have an impact on the teaching, research, and scholarly activities of pre-tenure faculty, I am writing to let you know that the Chancellor has approved another tenure clock extension. **The new extension covers all pre-tenure faculty hired on or before May 31, 2022.**

The University of Texas System Systemwide Position Statement on Extensions of the Tenure Clock

Background

UT System Board of Regents' Rules and Regulations 31007, Sec. 5.1(b)(4) delegates the authority to the provost (chief academic officer) to make the decision to grant a one-year extension of the tenure clock. RR 31007 addresses extension requests that are due to a faculty member's personal circumstances. In those cases, RR 31007 allows for two one-year extensions.

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 pre-tenure faculty may experience, the UT System authorizes a one-year extension of the tenure clock at all eight academic institutions.

Each institution may choose one of the following two ways of implementing this policy. An institution may choose an opt-in approach, whereby a faculty member must request the authorized one-year extension. Alternatively, the institution may choose an opt-out policy, whereby an additional year will be added to the tenure clock for all current tenure-track faculty. In the case of the opt-out policy, pre-tenure faculty who believe they are sufficiently advanced in their careers may opt out of the additional one-year extension and maintain their original tenure review schedule. This decision is strictly at the discretion of the faculty member.

Cc: James B. Milliken, Chancellor