

**Third-Year Tenure/Security of Employment Extension Requests for COVID-19-Related Disruptions
Frequently Asked Questions
Originally issued May 29, 2020**

- 1. Is UCOP approval of the third-year extension required for tenure-track/PSOE faculty only or is it also required for other academic appointees who are subject to the eight-year limit?**

UCOP approval is required for a third-year extension of the tenure/security of employment clock for tenure-track/potential for security of employment positions only. Pursuant to APM - 133-17-h, Chancellors have the authority to approve extensions for other titles that are subject to the eight-year limit.

- 2. Who is eligible for an extension of the tenure or security of employment clock for a third year due to COVID-19-related reasons?**

The COVID-19-related third-year extension of the tenure/security of employment clock is available to all faculty appointed into a tenure-track/PSOE position as of July 1, 2020.

- 3. Is there a deadline for submitting a request for extension to the clock due to COVID-19 reasons?**

At this time, there is no deadline for submitting such requests other than those already in policy.

- 4. Is there a cut-off date for using a third-year tenure extension granted due to COVID-19-related reasons?**

The tenure/security of employment clock may not be stopped after July 1 of the academic year in which a promotion review is to occur or in cases where there has been a review that has resulted in a decision not to continue the individual's appointment.

- 5. Will retroactive requests be considered?**

Yes, retroactive requests will be accepted and reviewed on a case-by-case basis.

- 6. What is a "promotion/tenure timeline" and why does UCOP need this information for these requests?**

The promotion/tenure timeline is a critical document that UCOP requires for any exceptional request relating to time off the clock. The timeline allows reviewers to easily trace the faculty member's advancement and aids reviewers in easily identifying previous time off the clock periods.

7. Why is the faculty member's CV required? Will a decision to approve the extension be contingent upon the content of the faculty member's CV?

UCOP requires CVs to be submitted with any exceptional request. Approval of the third-year extension will not be contingent upon the content of the faculty member's CV. The CV will be included in the file as supporting documentation. A CV from the faculty member's most recent review may be submitted in lieu of an up-to-date CV.