



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, California 94607-5200

May 27, 2020

ACADEMIC COUNCIL CHAIR KUM-KUM BHAVNANI  
EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

The COVID-19 pandemic has caused significant disruptions to the University, particularly to the teaching, research, and service responsibilities of UC faculty members. I understand that this pandemic has compromised faculty productivity in research and created major challenges for the delivery of the curriculum and I foresee that these interruptions may affect the academic careers of our faculty for more than a single year. In recognition of these challenges, I write to offer my full support for our faculty during this time of crisis, as well as in the future as we navigate the uncertainties of the pandemic. In particular, I want to support our early-career faculty who are facing these challenges as they build careers in anticipation of tenure.

Academic personnel policy allows academic appointees to request to “stop the clock” when circumstances beyond their control significantly disrupt University duties. In my view, the disruptions caused by COVID-19 are legitimate and significant reasons for requesting to stop the clock and I would encourage any faculty member who has experienced COVID-19-related disruptions to seek an extension of the clock.

Under University policy, Chancellors (or their designees) may grant up to two one-year “stop the clock” tenure/security of employment extensions during the probationary period. Exceptional requests for a third one-year extension require my review and approval. In support of faculty during this challenging time, should a third one-year extension be necessary for COVID-19-related reasons, I will review such requests favorably. To this end, the UCOP Academic Personnel and Programs Office has developed an expedited process to aid campuses in submitting third year tenure/security of employment extension requests for my approval.

I thank you for your partnership and support for our faculty during this unprecedented time.

Sincerely,

Michael T. Brown, Ph.D.  
Provost and  
Executive Vice President, Academic Affairs

cc: Vice Chair Gauvain  
Vice Provosts/Chancellors of Academic Affairs/Personnel  
Vice Provost Carlson  
Associate Vice Provost Peterson  
Assistant Vice Provosts/Vice Chancellors/Directors - Academic Personnel

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Chief Diversity Officers  
Executive Director Baxter  
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