

## COVID Extensions – Description and FAQs

We all recognize that the COVID-19 pandemic has disrupted so many aspects of our professional and personal lives. The UR Provost has required all schools to implement a one-year “COVID extension” for faculty under a “tenure clock.” Here is how this will be implemented for faculty members in the School of Medicine & Dentistry.

### *Who is eligible for an automatic COVID extension?*

As of July 1, 2021, SMD faculty with academic appointments in any of the following categories will be eligible for an automatic one-year COVID extension:

- a) Untenured Associate Professors with the activity components of Research and Teaching, without or with Clinical (which were denoted at the time of promotion to Associate Professor);
- b) Second-term Assistant Professors with those same “anticipated” activity components (which were denoted at the time of reappointment as Assistant Professor); or
- c) First-term Assistant Professors on funded-research career paths headed toward the Research activity component.

### *How will I know if I am eligible for an automatic COVID extension?*

Eligible faculty members will receive an email by mid-July noting that they have been so identified.

### *If I receive an automatic COVID extension but am ready to be put forward for tenure or promotion sooner than the new end of my term, perhaps on my original timeframe, is that possible?*

Yes, faculty members may be recommended by their chair for tenure or promotion whenever they are deemed ready to be put forward.

### *I’m eligible, but I don’t want an automatic COVID extension, so how do I opt out?*

The email to eligible faculty members will include a link to a one-item survey where they can register their opt-out request. The email also will include a deadline for submitting requests to opt out.

### *If I am eligible and I do not opt out, what happens next?*

Those who do not opt out will have one year added to their current appointment term. Nothing further is needed from the faculty member; the extension processing will be coordinated between your department and the Office of Academic Affairs.

### *I already had, or will have, my appointment term extended because I added a child to my family. Am I still eligible for the COVID extension?*

Yes, the COVID extension is in addition to any other extensions allowed under the [SMD Regulations of the Faculty](#) and/or the [UR Faculty Handbook](#).

### 7.1.21

*I am eligible for an extension under the above criteria, but I already was given an extension due to the pandemic. What happens to me now?*

For the small number of faculty members who already have been given a 1-year COVID extension, we will do nothing more. For those already given a 6-month COVID extension, if they are eligible as above and do not opt out, we will add another 6-month extension to make a total 1-year extension.

*I was already given an extension due to the pandemic (before the above eligibility criteria were delineated), and it turns out that I am not eligible under the above criteria. What happens to me now?*

We will *not* reverse any extensions already granted. In other words, for those already given COVID extensions but not eligible as per above, we will do nothing further.

*I am not eligible for an automatic extension under the above criteria, but I would like an extension — is this possible?*

As recommended by the University, we will consider such requests for an extension on a case-by-case basis. In general, we will favorably consider requests due to COVID-related delays in career progress affecting faculty members with academic appointments who are on the “Assistant Professor clock” — that is, academic Assistant Professors who, because of the effects of the COVID pandemic, would benefit from an additional year before their accomplishments are considered for promotion to Associate Professor. Such faculty members should submit their request to their department chair, who will relay the request to the Office of Academic Affairs.

*Why not just give an automatic one-year COVID extension to all faculty members?*

Many of our faculty members have expressed concerns that a year-long extension could inadvertently and needlessly delay their being put forward for tenure or promotion (despite the above-noted possibility of being put forward for tenure or promotion before the end of one’s extended term). Also, faculty members with professional, research, or other types of appointments (that is, any types of appointments other than academic appointments) are not under any “maximum years in rank” clock. We therefore decided to limit the automatic extension to those under a tenure clock, as required by the University Provost.

*I have questions that aren’t answered in these FAQs. Whom do I ask?*

We recommend that you first speak with your supervisor or other applicable leader in your department (which may be your department chair, center director, vice or associate chair, or division chief). If any questions remain, please feel free to contact Jeff Lyness (Senior Associate Dean for Academic Affairs) directly.