

SECOND AMENDED MEMORANDUM

TO: UTEP ACADEMIC AFFAIRS PERSONNEL
FROM: JOHN WIEBE, PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS
SUBJECT: EXTENSIONS TO THE TENURE CLOCK IN RESPONSE TO THE COVID-19 PANDEMIC
DATE: MAY 11, 2022

Please allow this memorandum to serve as guidance for tenure-track faculty.

Background

Pursuant to the UT System Board of Regents' Rule 31008, and UTEP Handbook of Operating Procedures (HoOP), Academic Affairs Chapter 4, Academic Policies and Faculty Personnel Matters § 4.4.1.5, faculty members may request and receive a tenure clock extension for certain circumstances as outlined within that section. The request is limited to one academic year. A request for an additional academic year's extension may be requested; however, the maximum duration of the extension, whether consecutive or nonconsecutive, shall be two academic years.

In April 2020, the University of Texas System issued a statement regarding Extensions to the Tenure Clock in Response to the COVID-19 pandemic. That guidance applied to all tenure-track faculty employed as of August 31, 2020. In April 2021, the Chancellor approved these tenure clock extensions for tenure-track faculty who started between September 1, 2020 and May 31, 2021. **As of May 11, 2022, the Chancellor has now approved these tenure clock extensions for tenure-track faculty hired on or before May 31, 2022.**

One-Year Extension

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 tenure-track faculty may experience, the UT System authorizes a one-year extension to the tenure clock. This extension is in addition to any extension authorized under normal university policy.

To implement this extension, UTEP has chosen an opt-out policy, whereby an additional year will be automatically added to the tenure clock for all current tenure-track faculty hired on or before May 31, 2022. Tenure-track 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, and faculty members must notify the Chairs of their Department that they wish to opt out of the extension as soon as reasonably possible.

For purposes of this one-year additional extension in response to the COVID-19 pandemic, a faculty member's maximum duration of a tenure clock extension, whether consecutive or nonconsecutive, shall be three academic years.