

**From:** UGA Administrative Memos <[adminmem@UGA.EDU](mailto:adminmem@UGA.EDU)>

**Sent:** Monday, April 6, 2020 7:35 AM

**To:** [ADMNDIRECTORS-L@LISTSERV.UGA.EDU](mailto:ADMNDIRECTORS-L@LISTSERV.UGA.EDU)

**Subject:** Optional one-year extension to faculty promotion and tenure review

**TO:** Vice Presidents, Deans, Department Heads, and Directors

**FROM:** S. Jack Hu, Senior Vice President for Academic Affairs and Provost

**RE:** Optional one-year extension to faculty promotion and tenure review

Due to the COVID-19 pandemic, UGA faculty are experiencing exceptional challenges in all aspects of their work: teaching, research, and service. The need for social distancing has interrupted instruction, interfered with laboratory and human-subjects research, and impeded research-related and service-related travel. The crisis may also delay scholarly publication and external funding reviews. In addition, faculty are managing many novel professional and personal demands due to the relocation of their work spaces.

Under these circumstances, normal progress toward promotion and tenure may be interrupted or slowed. Consequently, President Morehead has exercised his authority to give all tenure-track faculty, and non-tenure track faculty whose current rank has a time limit, an opportunity to extend their review period by one year. Faculty who are currently in their first or second year in rank who request this extension will undergo their third-year review (if applicable to their career track) in their fourth year, unless they specifically request a review in their third year. Detailed procedures for requesting this extension will be distributed in the coming weeks.

Use of this one-year extension will be at the faculty member's discretion, and it will not count toward the two-year extension available for events that qualify under the Family Medical Leave Act. Any faculty member who wants to apply for promotion and tenure according to their standard eligibility schedule may still do so. Third year reviews and preliminary consideration reviews underway this spring may continue as expected because they are based largely on work completed before the COVID-19 crisis began.

This extension does not alter the University's standards for promotion and tenure. Review procedures in the coming academic year will proceed according to the usual schedule.

**CC:** President Jere W. Morehead

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*Administrative Memos are coordinated through the Office of the Senior Vice President for Academic Affairs and Provost. For more information, contact Sam Fahmy at [sfahmy@uga.edu](mailto:sfahmy@uga.edu).*