



Re: COVID-19 Tenure-Clock Extensions

October 20, 2021

Dear Quad-based Faculty,

The COVID-19 pandemic has had far-reaching impact on tenure-track faculty in ways that are intensely individualized but also unpredictable with respect to magnitude and timeline. We are providing two 1-year COVID-19 tenure clock extensions, consistent with other Harvard schools, to mitigate this impact on faculty careers.

As always, decisions about timing for promotion evaluation should be mutual between quad faculty and their department chairs and/or other mentors.

- **For all tenure-track assistant and associate professors with active quad appointments before September 1, 2021: dates for professorial evaluation will be extended by two years.**
 - *This means that the tenure clock will be extended to 13 years for faculty hired as assistant professors and 7 years for faculty hired as associate professors and that the 2 years may be applied at any time during the tenure clock period.*
 - *Thus, assistant professors promoted to associate professor in 6 years or less convert to the associate professor time limit, i.e., 7 years from the date of their promotion. Assistant professors promoted to associate professor after more than 6 years will have a maximum of 7 years as associate to be adjusted so that they do not exceed the 13-year total tenure clock period.*
- **For all tenure-track assistant and associate professors beginning active quad appointments between September 1, 2021 and August 31, 2022: dates for professorial evaluation will be extended by one year.**
 - *This means that the tenure clock will be extended to 12 years for faculty hired as assistant professors and 6 years for faculty hired as associate professors and that the year may be applied at any time during the tenure clock period.*
 - *Thus, assistant professors promoted to associate professor in 6 years or less convert to the associate professor time limit, i.e., 6 years from the date of their promotion. Assistant professors promoted to associate professor after more than 6 years will have a maximum of 6 years as associate to be adjusted so that they do not exceed the 12-year total tenure clock period.*
- **Similar to the standard tenure-clock process, there is no requirement that a candidate serve the full period prior to promotion or tenure review.**

If you have questions, please reach out to us at OFA_Promotions@hms.harvard.edu.

With best regards,

The Office for Faculty Affairs