

September 3, 2020

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39

**Memorandum of Understanding: COVID-19 Impact on Reviews, Promotion, Tenure, and the Use of Start-Up and Discretionary Funds**

**Section 1. COVID-19 Impact on Reviews.** The Employer will direct supervisors, academic unit heads, Deans, and college- and unit-level Promotion and Tenure Review Committees that evaluation during the following reviews must acknowledge the impact, and in particular the gendered impact, of the COVID-19 pandemic and its aftermath on work and productivity:

- a. Periodic Review of Faculty (PROF)
- b. Promotion Review
- c. Midterm Review
- d. Tenure Review
- e. Post-Tenure Review
- f. Unit-Level Merit Review Processes

For each of the above reviews, bargaining unit members have the option to include in their review materials a description of the impact of the pandemic and remote work on their work during the review period.

For each of the above reviews, bargaining unit members may elect to not have eSET or other student or peer evaluations of teaching conducted during Spring Term 2020 and Academic Year (AY) 2020–2021 included in their review materials.

**Section 2. Tenure Clock Extension.** The Employer will automatically approve a one-year extension of probationary periods for all eligible tenure-track bargaining unit members who request an extension. All tenure-track bargaining unit members who are in their probationary period during the AY 2020–2021 are eligible. Bargaining unit members who already have been granted a tenure clock extension, including for disruptions related to COVID-19 in Spring Term 2020, are eligible for this additional one-year extension.

Bargaining unit members whose mandatory tenure review is scheduled for the AY 2020–2021 must request the tenure clock extension no later than November 1, 2020. Bargaining unit members whose mandatory tenure review occurs in AY 2021–2022 or later have until May 1, 2021 to request a COVID-19 extension.

If a bargaining unit member requests this extension and later decides they do not need the additional year in their probationary period, they may request to be reviewed for promotion and tenure during their originally planned timeline following the guidelines in the Faculty Handbook and Collective Bargaining Agreement.

September 3, 2020

1 **Section 3. Extended Deadline for Use of Start-Up and Discretionary Development Funds.** The  
2 deadline for use of all start-up and discretionary development funds awarded prior to the execution  
3 of this MOU will be extended by one year.

4

5

6 For United Academics:

For the Employer:

7

8

9

10

---

---