

COVID Guidance for KSAS and WSE Assistant Professors

The Academic Council and the deans of the Krieger School of Arts and Sciences and the Whiting School of Engineering take great pride in the extraordinary quality of our junior faculty on the Homewood Campus. We believe that one of the things Johns Hopkins does best is to hire the most talented scholars and to equip them with the tools, skills, resources, and mentoring to launch extraordinarily successful careers.

After extensive consultation with junior faculty, the Homewood Academic Council and the Krieger and Whiting Dean's Offices have developed the following guidance to help faculty and departments to respond to the varied challenges of the COVID-19 pandemic. The Academic Council and the Dean's Offices have different responsibilities; the former develops and oversees rules and standards for promotion while the latter allocate resources and provide the tools for faculty development. We hope the following guidance will help faculty and departments navigate the years ahead so that we can continue our mission of developing world-class faculty.

1. Assessment of Impact and Identification of Resources

As soon as practicable, department chairs/ heads should convene a meeting with every assistant professor in their department. The meeting should include the candidate's internal and external mentors and, if the candidate so chooses, an additional faculty member of their choice. The purpose of this meeting is to assess the impact of the COVID pandemic on their research programs and to propose mitigation plans.

The Krieger and Whiting Dean's Offices are committed to mobilizing the resources necessary to support junior faculty. There can, however, be no one-size-fits-all mitigation measure. Some resources that the Dean's Offices have identified as requestable include, but are not limited to, extra sabbatical time, bridge funding, research grants, support for graduate training, additional course relief, or added time on the tenure clock. The allocation of such resources should help faculty to get their research programs back on track as soon as possible.

2. Individual COVID Impact Statement

It is expected that faculty will find it helpful to provide the internal bodies with a statement describing the impact of the COVID pandemic on their research programs. These statements, which should be drafted in consultations with department chairs/heads and mentors, will allow the deans and the Academic Council to consider COVID disruptions in their overall evaluations. While the COVID impact statement will form part of a candidate's tenure dossier, it is an internal document that will not be sent to external reviewers. Any statement that candidates wish to share with external reviewers to explain the ways in which the pandemic delayed or reoriented their research should be included in the candidates' research statements.

3. Divisional COVID Statement

The Dean's Offices will document the timeline of the policies in place from March 2020 through September 2021 restricting faculty access to campus facilities and imposing other constraints on their ability to sustain research efforts. Separate Krieger and Whiting statements may be drafted if substantive differences warrant. These divisional COVID statements will be included in the solicitation of external evaluations by departments and ad hoc committees.

4. Additional Tenure Clock Extension

Should a second extension to assistant professors' tenure clocks be deemed necessary after discussion with mentors, department chairs, and deans, a candidate may request an additional year. This additional extension will be regarded the same as other such extensions, including the first COVID extension and extensions for parental or family leave. In particular, the Academic Council will neither regard cases that do not avail themselves of the extensions as "early" nor consider cases that take full advantage of the extensions as "late."