

## COVID Tenure Clock Extension FAQ

Some junior faculty are eligible for extensions to their tenure clock to accommodate for the disruptions caused by the COVID-19 pandemic. Below is a summary of eligibility.

- Faculty with assistant professor **appointments on April 2, 2020** (when the first extension was announced) automatically received a one-year extension. In addition, they can request a second one-year extension in consultation with their department chair.
- Faculty who started assistant professor **appointments between April 3, 2020 and June 3, 2021** (when the second extension was announced) are eligible to request a one-year extension in consultation with their department chair.
- Faculty who started their assistant professor **appointments on or after June 4, 2021** are not eligible for this tenure clock extension.

Correspondence regarding these tenure clock extensions, along with guidance for junior faculty members is included in the following pages.

Questions can be channeled through your department chair or the Academic Council Administrator ([homewoodac@jhu.edu](mailto:homewoodac@jhu.edu)).

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**From:** Provost Kumar and Vice Provost Douglas <jhucommunications@mail110.jh.edu>  
**Reply-To:** Provost Kumar and Vice Provost Douglas <jhucommunications@mail110.jh.edu>  
**Date:** Thursday, April 2, 2020 at 6:28 PM  
**To:**  
**Subject:** Temporary extension of the tenure clock in light of COVID-19

Dear Faculty:

We deeply appreciate all the ways you have adjusted to the new reality created by COVID-19. We know the changes that we have made here at the university and that you have made at home to stem the spread of the virus have disrupted your teaching and research as well as your everyday lives.

To accommodate this unprecedented set of circumstances, the academic boards of the Bloomberg School of Public Health, the School of Advanced International Studies, and the Carey Business School, and the Homewood Academic Council, endorsed the following recommendation of the deans of the five schools (Bloomberg School of Public Health, Carey Business School, Krieger School of Arts and Sciences, Whiting School of Engineering, and SAIS) in which the tenure-track faculty go up for tenure on a fixed timeline. A one-year extension of the tenure clock will automatically be provided for all tenure-track faculty members for whom the tenure process had not started before March 1, 2020. The executive committee of the Johns Hopkins Board of Trustees unanimously approved the measure on Wednesday. Faculty members may waive this extension if they wish.

A similar recommendation has been adopted by a majority of our Ivy Plus peers. The full policy statement, with details for each school, is below.

We hope this extension will enable our tenure-track faculty to focus on meeting the needs of their students, research, and families for the duration of this pandemic. We greatly value all of your contributions and will continue to work to support our faculty in other ways as we navigate the decisions ahead.

Sincerely,

Sunil Kumar  
Provost and Senior Vice President for Academic Affairs

Andrew Douglas

## Policy Statement on Tenure Decisions

The JHU schools in which tenure is granted with the tenure decision required within a set time (Bloomberg School of Public Health, Carey Business School, Krieger School of Arts and Sciences, Whiting School of Engineering, and the School of Advanced International Studies) will extend the “tenure clock” for a total of one year for all tenure-track faculty members currently on the faculty for whom the tenure process had not started before March 1, 2020.

1. This one-year extension applies automatically to all impacted tenure-track faculty members in these five schools; there is no need to opt in.
2. Faculty members may, however, request to be considered for tenure earlier than the time allowed by this one-year extension. Those seeking to be considered earlier should contact their department head/chair or dean’s office.
3. The extension of the tenure clock applies only to currently impacted tenure-line faculty members and does not apply to any faculty member who joins the faculty after June 30 2020.
4. This extension is in addition to any other extensions consistent with each school’s tenure policies such as family and/or medical leaves.
5. The start date for the tenure process is taken as the earliest date at which the dean’s office became/becomes involved in the promotion and/or tenure process.
  - a. In the Bloomberg School of Public Health, this is the date when the request for promotion is sent by the dean to the committee on appointments and promotions.
  - b. In the Carey Business School, this is when the dean requests permission from the academic board to secure letters of reference.
  - c. In the Krieger School of Arts and Sciences and the Whiting School of Engineering, this is when the department requests permission to secure external letters of reference.
  - d. In SAIS, this is when the academic board is notified by the vice dean for faculty affairs of a tenure review, and asked to submit names of potential external reviewers to the rank and tenure committee.

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**From:** JHU Homewood Academic Council  
**Sent:** Thursday, June 3, 2021 4:34 PM  
**To:** 'recipients@jhu.edu'  
**Subject:** COVID Guidance for Junior Faculty

Dear Colleagues,

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 this guidance will help faculty and departments navigate the years ahead so that we can continue our mission of developing world-class faculty.

Sincerely,

T. E. Schlesinger  
Benjamin T. Rome Dean  
Whiting School of Engineering

Christopher Celenza  
James B. Knapp Dean  
Krieger School of Arts and Sciences

François Furstenberg  
Co-Secretary  
Homewood Academic Council

Daniel Reich  
Co-Secretary  
Homewood Academic Council

## 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.

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### **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."