NAVAL POSTGRADUATE SCHOOL
Monterey, CA

NPS(100)
7/9/2020

MEMORANDUM

From: Acting Provost and Academic Dean
To: NPS Faculty and Staff

Subj: TENURE CLOCK EXTENSIONS

COVID-19 has changed our lives and work environments in the last few months. Over 250 universities within the United States have recognized the impact this has had on faculty and have granted tenure clock extensions. At NPS we recognize this impact and announced our plan to grant extensions in early May. This memo provides details for the record.

NPS is extending the clocks for tenure (for tenure track) and promotion (for research assistant professors) for one year. This is an **opt-out policy**, meaning it will be done automatically for everyone unless someone chooses to opt out.

- It will go into effect for all applicable faculty starting with the 2021/2022 promotion and tenure cycle. Note: the cycle starting this summer/fall will not be affected.
- It will apply to all applicable faculty who were on board at NPS on or before 30 June 2020. At this time it is unclear how COVID-19 will impact hires after 30 June 2020. As such, NPS will consider granting opt-out extensions to these faculty not later than 1 May 2021.
- If a faculty member wishes to opt out of this policy, they must do so by December 31, 2020. Please send a memo stating this intent, routed through your Chair and Dean to facultyadministration@nps.edu if you choose to opt out.
- Consistent with normal times, faculty can apply for extensions or early decisions. Those processes and policies are still in effect. Forms can be found at https://nps.edu/group/faculty-administration/resources-for-deans-chairs

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Robert F. Dell