

Tenure Clock Extension Policies and Examples

Emory University’s Board of Trustees and ECAS have offered all faculty who joined Emory before or in January 2021 an extra year on their tenure clock in light of the current challenges associated with the COVID-19 pandemic. Our goal is to offer flexibility to faculty whose research and teaching may be compromised during this unprecedented time. The tenure clock extension can be taken before the pre-tenure review, or the faculty member can keep to their current schedule for the pre-tenure review and take the extension before the tenure review. The charts below show examples of how the extension can be applied.

Please contact dean_of_faculty@emory.edu with any questions.

Note: Tenure clocks start at the beginning of the Fall semester. For appointments that begin in the Spring semester or during the Summer, the tenure clock starts that Fall.

Example – Start date of June 1, 2019. Tenure clock starts Fall 2019.

Note: The COVID-19 tenure clock extension in no way limits faculty from being granted further extensions for other reasons consistent with current policy. For example, a faculty can utilize a parental tenure clock extension in addition to the COVID clock extension and can decide when each is applied (before the pre-tenure review or before the tenure review). Please see <https://provost.emory.edu/faculty/handbook/promotion.html> for more information.

Tenure Clock – No Extension Taken (Starting ECAS Appointment AY 2019-2020)	
Academic Years on Tenure Clock	Review Process
2019-2020	Faculty Activity and Merit Evaluation
2020-2021	Annual Progress Review & Faculty Activity and Merit Evaluation
2021-2022	Annual Progress Review & Faculty Activity and Merit Evaluation OR *Early Pre-Tenure Review & Faculty Activity and Merit Evaluation
2022-2023	Pre-Tenure Review & Faculty Activity and Merit Evaluation OR If Early Pre-Tenure Review was completed, then Annual Progress Review & Faculty Activity and Merit Evaluation
2023-2024	Annual Progress Review & Faculty Activity and Merit Evaluation
2024-2025	Tenure Review & Faculty Activity and Merit Evaluation

*In consultation with the Chair of their Department, an Assistant Professor may elect to have their major Pre-Tenure Assistant Professor Review earlier than the fourth-year of their appointment. However, unless assistant professors have held faculty positions elsewhere, such reviews usually should not take place before the third year of an Emory appointment.

Tenure Clock – COVID Extension taken before Pre-Tenure Review (Starting ECAS Appointment AY 2019-2020)	
Academic Years on Tenure Clock	Review Process
2019-2020	Faculty Activity and Merit Evaluation
2020-2021	Annual Progress Review & Faculty Activity and Merit Evaluation
2021-2022	Annual Progress Review & Faculty Activity and Merit Evaluation
2022-2023	Annual Progress Review & Faculty Activity and Merit Evaluation
2023-2024	Pre-Tenure Review & Faculty Activity and Merit Evaluation
2024-2025	Annual Progress Review & Faculty Activity and Merit Evaluation
2025-2026	Tenure Review & Faculty Activity and Merit Evaluation

Tenure Clock – COVID Extension taken after Pre-Tenure Review (Starting ECAS Appointment AY 2019-2020)	
Academic Years on Tenure Clock	Review Process
2019-2020	Faculty Activity and Merit Evaluation
2020-2021	Annual Progress Review & Faculty Activity and Merit Evaluation
2021-2022	Annual Progress Review & Faculty Activity and Merit Evaluation
2022-2023	Pre-Tenure Review & Faculty Activity and Merit Evaluation
2023-2024	Annual Progress Review & Faculty Activity and Merit Evaluation
2024-2025	Annual Progress Review & Faculty Activity and Merit Evaluation
2025-2026	Tenure Review & Faculty Activity and Merit Evaluation