

To: UNO Specific-Term Faculty reappointed in the 2019-2020 process  
From: Sacha Kopp, Ph.D., Senior Vice Chancellor for Academic Affairs  
Date: March 25, 2020  
Re: Tenure Clock Extension for Unusual Circumstances



Executive Memorandum No. 18 pertains to interruption of the tenure-track clock in cases of maternity, disability, or family/medical leave. In an amendment to Executive Memorandum No. 18 on March 18, 2020, Walter E. Carter, President, University of Nebraska, added the possibility of tenure clock interruption for unusual circumstances deemed appropriate by the NU President. In his cover letter of March 18, he indicated that the COVID-10 pandemic will be deemed such an “unusual circumstance” eligible for interruption to the tenure clock.

Full-time faculty holding appointments for a Specific Term (commonly referred to as tenure-track appointments) at the University of Nebraska at Omaha who were granted reappointment as a result of the 2019-20 reappointment process and are working toward a continuous appointment will automatically be granted a one-year extension of the maximum period of full-time service prior to the acquisition of continuous appointment. This one-year extension will be carried out by postponing for one year the faculty member’s tenure date specified in the letter of appointment.

This specific one-year extension of the tenure clock on the grounds of COVID-19 does not preclude the application of Executive Memorandum No. 18 for additional tenure-track interruptions. Unit members whose tenure date is postponed under this section may apply for continuous appointment at their original consideration date without penalty (2019-21 CBA, Section 3.9.3.5.a., p. 24). Therefore, faculty may submit continuous appointment materials for consideration during the year specified in the initial letter of appointment. Notifications of the intention to submit continuous appointment materials with the initial letter of appointment deadline should be made in writing to the faculty member’s department chair/school director and dean in accordance with the department’s or school’s guidelines and timelines

[Executive Memorandum No. 18](#) is the “Policy on Interruption of the Tenure-Track Clock in Cases of Maternity, Disability Family/Medical Leave or Other Unusual Circumstances” and pertains to section 4.10 of [Board of Regents By-laws of the University of Nebraska](#).