

5/28/2020

For faculty who are on promotion tracks that have probationary periods including tenure track, clinician educator track, and research track, University policy allows for extensions to the mandatory promotion review date. The University grants up to three extensions relating to important life events such as birth or adoption of children, serious illness and caregiving of family members with serious illness or catastrophic events in a faculty member's academic or personal life. Due to the extraordinary circumstances surrounding the COVID-19 pandemic the University and PSOM created an opportunity for an additional extension specifically related to the pandemic. This extension will be in addition to the maximum of three extensions provided under the standard extension policy. Like other extensions, you must apply to receive this extension within 12 months of the event. I strongly encourage all eligible faculty to consider this extension. Information on the COVID-19 related extension of probationary periods, supporting messages from Dr. Jameson, Provost Pritchett, and Vice Provost Anita Allen, a summary memorandum from Victoria Mulhern, and the notification form can be accessed at <https://www.med.upenn.edu/fapd/updates-to-extension-policy-covid-19.html>.

For those faculty who are concerned that taking an extension could needlessly prolong your promotion timeline you can waive the extension at a later date. Directly quoting from University "Policy on Extension of the Probationary Periods that II.E.3: *Policy on Extension of the Probationary Periods that Apply to Granting of Tenure or Promotion to Associate Professor, Section E* (<https://catalog.upenn.edu/faculty-handbook/ii/ii-e/>) "A faculty member approved for an extension under this section, may waive an approved extension and revert to an earlier mandatory review year." These extensions are meant to help faculty in their academic development and not delay their promotion.

I have been a member of PSOM COAP for nearly a decade. I can honestly tell you that PSOM COAP members listed here <https://www.med.upenn.edu/fapd/docurepo/assets/user-content/documents/rp00005%20COAP.pdf> never consider whether a faculty member's promotion timeline was in anyway associated with approved University extensions.

If you have any questions about the policies or the process for applying for an extension, feel free to contact Victoria Mulhern in FAPD at [vmulhern@upenn.edu](mailto:vmulhern@upenn.edu) or me.

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