

Extending the Academic Advancement Clock

The COVID-19 pandemic has altered the way in which each of us lives and works. UC ANR academics have had to modify their program, and some may have been negatively impacted. Implications of COVID-19 on one's academic program are program-specific and continue to evolve. Understandably, academics have concerns about how the COVID-19 situation will affect research. Disruptions from "stay at home" orders (e.g., having to address childcare needs, contend with a sudden shift to remote instruction) are likely to have impacts that may be evident beyond 2020. Not knowing when such disruptions will end also adds to anxiety, which adds further distraction. Our colleagues, especially early career academics, need extra support, resiliency, and patience at this time.

UC policy allows an academic to request an extension of their academic advancement review due to implications caused by a natural disaster. The COVID-19 pandemic constitutes a natural disaster. Consistent with actions taken by our campus partners, any UC ANR academic who feels an extension is necessary will, upon request, be automatically granted a 1-year extension if they are up for a merit, a promotion, or a term review for review periods ending Sept 30, 2020 through September 30, 2022. The request must be made to Academic HR in advance of the review period end date; there will be no exceptions to this deadline. Not utilizing an extension does not constitute an acceleration.

Often during a review period, an academic's situation changes such that their priorities change or their work changes. We have a creative and talented team across the state that is able to pivot in response to disruptions. We encourage academics to address situational changes as part of their program narrative. Academics may wish to address the positive and negative impacts of the COVID-19 pandemic on their program. While COVID 19 may mean certain activities are not possible, academics may share how they adjust goals and implemented modified work plans. They are encouraged to briefly address what didn't happen as a result of COVID-19.

Campus-based CE Specialists who are reviewed through their campus, should consult their campus regarding their merit and promotion process.