



MEMORANDUM

To: USC Faculty

From: Charles F. Zukoski *CFZ*
Provost and Senior Vice President for Academic Affairs

Date: March 25, 2020

Subject: Extension of the tenure clock for all probationary faculty

Every spring, we have over three dozen dossiers for faculty under consideration for tenure. Since the foundation of every great University is its faculty, the tenure decision is one of the most important that we make. Each decision is the basis of the institution's future. The tenure dossiers this semester display the thrilling, impactful research carried out by our faculty. The array of work at USC is diverse and interdisciplinary, and addresses fundamental issues. This includes laboratory science, broad social science, translational medicine, and the creative work of those in our art schools. Our faculty are at the forefront of each of their respective disciplines.

All faculty are affected by the disruptions related to COVID-19. We know that many faculty members will experience some level of delay to research productivity, especially as this crisis continues for the rest of the semester. And for many, the problems are compounded by having to care for elderly relatives and/or look after young children, among other pressing matters.

In order to ease some level of apprehension for probationary faculty who are concerned about how the ongoing, evolving public health crisis will affect their tenure dossiers, and after much discussion, we are ***granting a blanket approval for all tenure-track faculty to have one additional year on the tenure clock.*** No one is required to take the extension, and each faculty member can make a personal decision as to whether they should be reviewed at the original mandatory decision date or the following academic year.

This does not apply to those whose tenure cases are currently under review. At this time, we are continuing to review and process cases, and we expect to be able to make decisions by academic and fiscal-year end.

The response of the entire USC community in the midst of this emergency has been humbling. Our senior leadership team, faculty, students, staff, and alumni have come together in remarkable ways to care for each other. We have changed our daily behaviors so that we can continue to focus on our mission of education and research in these altered times. We hope this extension will alleviate some anguish for our probationary faculty, and we send our best wishes that you and your family stay safe.

cc: Office of the President
Academic Deans
President's Senior Leadership Team
Provost's Leadership Team
Academic Senate
Staff Assembly
GSG President
USG President