



The State University of New York

Office of Employee Relations

State University Plaza
Albany, New York 12246

www.suny.edu

March 16, 2021

Elizabeth Hough
Counsel to the President
United University Professions
800 Troy-Schenectady Road
Latham, New York 12110

Re: 2021 Tenure Clock Extension

Dear Elizabeth:

This letter shall serve as an understanding between the parties regarding 2021 adjustments to continuing appointment clock timelines. Should this reflect your understanding of our agreement, please sign below confirming your acceptance of this modification to our April 20, 2020 *Memorandum of Understanding regarding Possible Adjustments to Tenure Clock Timelines*.

On April 20th, 2020, the parties entered into a memorandum of understanding regarding an extension of time toward continuing appointment, in reaction to the effect that COVID-19 had on research scholarship and service activities for SUNY faculty. Specifically, any employee serving in a position of academic rank as of **May 6, 2020** who had not yet attained continuing appointment status, and was not under review, had an automatic one-year extension of the time to continuing appointment without change in title, full time equivalent or other employment status. Based on the current state of the COVID-19 pandemic, the parties acknowledge that COVID-19 may still have an effect on research, scholarship, and service activities. As such, it is the agreement of the parties that the **May 6, 2020** date referenced in the April 20, 2020 memorandum of understanding is hereby extended to **June 30, 2021**.

The entire intent of this letter of agreement is simply to extend the one-year continuing appointment clock extension to those hired since May 6, 2020, and to cover initial appointments through June 30, 2021. No other modifications are intended or considered by this letter.

Thank you for working with me in coming to an agreement on this matter. I look forward to receiving a signed copy of this letter.

Sincerely,

Liesl K. Zwicklbauer
Associate Vice Chancellor
For Employee Relations

Elizabeth Hough
Counsel to the President

March 16, 2021
Date