

MOU: Tenure/Post-Tenure Review Clock Pause

As we are still uncertain as to the impact of recent federal activity the UFF-UCF recognizes that some faculty may experience a substantial disruption in their research and scholarly activities. To ensure affected faculty's tenure progression or post-tenure review is not negatively impacted from the sudden, external disruptions to their research productivity, UFF-UCF recommends the following process be created:

Pre-tenured faculty whose scholarship and creative activities have or will potentially be substantially impacted by the recent executive orders may formally request a temporary pause of their tenure-clock. Such requests shall be made to their department chair no later than February 01, 2026.

Tenured faculty whose scholarship and creative activities have or will potentially be substantially impacted by the current federal grant support uncertainty may formally request a temporary pause of their post-tenure review clock. Such requests shall be made to their department chair no later than May 01, 2026.

A temporary pause does not necessarily indicate a request for, or approval of, a tenure clock or PTR adjustment. Instead, it identifies potentially impacted faculty and begins the process for potential adjustments.

During the period of the temporary pause, faculty will consult with their department chair about the impact the executive order(s) have had on their scholarship and creative activity and if a tenure- or PTR-clock adjustment is both warranted and advisable. It is the responsibility of the faculty member to document the disruption.

UCF will grant tenure/PTR-clock pause requests when federal activity has demonstrated a temporary or irreparable impediment to federally funded research.

2025-2026 Annual Evaluations: As faculty are not responsible for temporary or irreparable impediment to federally funded research existing or planned AY 2025-2026 work, when documented by faculty, UCF will make note of these conditions and such conditions will not lead to punitive actions on any impacted faculty on their annual evaluations. Faculty are encouraged to have proactive discussions with their chair regarding such impacts throughout the academic year.

If federal activity continues into AY 2026-2027 and 2027-2028 the conditions of this MOU will remain in effect. If in the fall of 2027 there has been and there is no impending federal activity which might cause harm or disruption to federally funded research then this will result in the end of the MOU: Tenure/Post-Tenure Review Clock Pause.

Signed this _____ day of XXXX, 2025.

Charles H. Reilly, UCF-BOT Representative

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