

Dear Alpert Medical School Faculty,

These are challenging times for all of us, but especially for those on the frontlines of the pandemic. COVID-19 has disrupted life as we knew it and continues to generate significant uncertainty and anxiety on so many levels. I am writing now with information and procedural changes that I hope might allay concerns that you might have about the impact of this disruption on your academic appointment and progress toward promotion.

Faculty at the **Assistant Professor rank on the Teaching Scholar and Research Scholar tracks** will be granted an automatic one-year term extension in the current 3 year term of their appointment. Associate Professors have no term limits to promotion. This automatic extension does not preclude other requests for term extensions as described in the Faculty

Handbook: <http://brown.edu/go/biomedfacultyhandbook>

This also does not prevent faculty in these tracks from coming up for promotion on their original schedule, with support from departmental promotion committees. This accommodation is meant to relieve the pressure of requiring that faculty members ask for an extension during these difficult times.

Faculty in the **Clinical, Clinician Educator and (Research) tracks** have no term limits to promotion and will continue to be reviewed when they and their departments consider them ready for promotion.

It is anticipated that for all faculty scholarly productivity could be significantly disrupted for a period of time. I fully expect that promotion review committees will take this into consideration as they deliberate over faculty actions.

Our Office of BioMed Faculty Administration has received inquiries from faculty concerned about the cancellation of conferences and meetings where they were invited to present. You should continue to list these as invited presentations on your CV with notation that the meeting was cancelled due to COVID-19.

The Committee on Medical Faculty Appointments and Promotions (CMFA) continues to meet virtually without interruption and will continue to review appointments and promotions as usual in the upcoming academic year. If you wish to be reviewed for promotion you should work with your department to begin the process. A list of

contacts for each department can be found
at: <http://brown.edu/go/clinicaldepartments/contacts>

The effects of COVID-19 are evolving, and we cannot fully anticipate all the ways our research and teaching missions may be disrupted. We will continue to assess the situation and make future adjustments and accommodations should they be warranted. If there are other concerns that you have about your appointment and promotion please do not hesitate to contact me.

Thank you for all of your extraordinary efforts to fight this pandemic on so many levels and in so many ways.

Best wishes for your safety and health.

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