

Date: April 6, 2026
To: UWT Deans: R. Endo, N. Eschenbaum, R. Katti, A. Merchant, K. Miller, D. Reyes
From: Sarah Davies Breen, Director of Academic Human Resources
Re: Provost's "federal funding" clock waiver for 2026-27

Dear Deans,

I am writing to follow up on the "Automatic" one-year clock waiver for several cohorts of faculty that was initially announced by Provost Serio in June 2025, in recognition of federal policy changes and federal funding challenges.

As you may recall, in 2025 the only "cohort" for which the Provost's Office processed this extension was the 2025-26 mandatory review year. The waiver was intended to be granted to all cohorts at the time, and we have now received updated information for processing all other cohorts to whom this waiver may apply.

Enclosed is a list of faculty in your unit who we believe are eligible for the one-time waiver. Please review your records of each person's tenure clock and let AHR know if you think we have made any errors in constructing this list.

Eligibility Considerations:



Faculty with **mandatory review years** in any one of the following Academic Years may be eligible for this **one time**, 2026-27 "federal funding" waiver:

- 2026-27 (next year)
- 2027-28 (in two years)
- 2028-29 (in three years)
- 2029-30 (in four years)
- 2030-2031 (in five years).



Faculty who **received the 2025-26 "federal funding" waiver** last year are **not eligible** for the 2026-27 version of the waiver, as only one "federal funding" waiver may be granted.

Note: Faculty who received a waiver during the 2025-26 year for some other reason, such as FMLA, may still be eligible for the 2026-27 year waiver, so long as they meet the other eligibility criteria.

Per APF policy (<https://ap.washington.edu/ahr/working/promotion-and-tenure-clock-changes/>) there is a **maximum total limit of 4 clock waivers** for any allowable reason.



Thus, faculty who have already received **a total of four (4) tenure clock waivers** for any reason (including COVID and FMLA waivers) are **not eligible** for the "federal funding" waiver.

Note: extension of the tenure clock does not extend a faculty member's initial academic review date (ie, their review for reappointment). The clock extension is to extend the reappointed period of one's assistant professor appointment, not the initial appointment.

Enclosed is a recommended eligibility form and checklist to streamline unit reviews and individual requests for acceptance or rejection of the 2026-27 AY clock waiver. An FAQ follows, as well.

FAQ:

- *What happens if an eligible faculty member does not indicate a preference?*
 - The extension will be granted and processed by the administrator prior to June 30, 2026, per provostial guidance.

- *What happens if I accept the waiver but then still feel ready to apply for promotion in my original mandatory year?*
 - You may still apply for promotion in the original mandatory review year, the case will instead be on the non-mandatory/early-tenure review timeline instead of the mandatory timeline.

- *I am uncertain what year my mandatory review is currently scheduled. Who should I contact?*
 - Your Dean's Office administrator will be able to look up and confirm your currently scheduled review year. They will confirm with UWT AHR, as needed, and can assist with any other requests regarding your employment timeline.

- *I have had (1) COVID waiver, (1) FMLA waiver, and (1) "extraordinary circumstances" waiver for a total of three clock waivers already; am I eligible for the 2026-27 AY waiver?*
 - Yes, so long as you meet the other eligibility criteria described above. A maximum of (4) clock waivers are permitted; the 2026-27 waiver would be the fourth and final waiver you can apply to your tenure clock.

- *Will this extension delay my "second-year" review for reappointment?*
 - No, clock waivers at the UW are applied to the second-term of a faculty member's assistant professorship. If you have other reasons to seek a delay in your initial "second-year" appointment review, discuss them with your Chair and/or Dean as soon as possible. A delay of one year may be granted in certain circumstances.

- *I was scheduled for mandatory review in 2025-26 but accepted the Provost's "federal funding" waiver last summer, moving my mandatory review date to 2026-27. Am I eligible to waive the 2026-27 AY also?*
 - No. Only one "federal funding" waiver may be applied by each faculty member.

- *Where can I find more information on this clock extension and on other clock changes policies?*
 - Regarding the 2026-27 year waiver: <https://ap.washington.edu/ahr/working/promotion-and-tenure-clock-changes/2026-27-promotion-and-tenure-clock-waiver-one-year-extension/>
 - Regarding other clock policies: <https://ap.washington.edu/ahr/working/promotion-and-tenure-clock-changes/>

More questions? Contact your School/Department Administrator or email uwtahr@uw.edu

Eligibility Form & Checklist:

Faculty Name: _____ Unit: _____ Start Date: _____

List ALL Waivers previously received & the reason for each (COVID, FMLA, other): _____

Criteria for eligibility, all three must be answered in the affirmative:

My Mandatory Review Year is (select): 2026-27 2027-28 2028-29 2029-30 2030-31

I did NOT receive the 2025-26 “federal funding” or “federal policy” waiver

I have NOT received the maximum of 4 total clock waivers for any reason (COVID, FMLA, etc.)

If eligible, do you wish to accept or opt-out of the 2026-27 “federal funding” waiver opportunity?
Please indicate:

Accept

Opt-Out, sign here: _____ Date: _____

This determination must be made for all cohorts by May 31, 2026 for entry into Workday by the academic administrator by June 30, 2026.