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*Stopping the
Tenure Clock /
Deferring Mid-
Career Appraisals*



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Stopping the Tenure Clock

What is “Stop the Clock”?

“Stop the Clock” is a request that can be made by eligible academic appointees who are parents (mother and fathers, adoptive or natural), who have 50% or more responsibility for the care of an infant or newly adopted child, under the age of five.

(Academic Personnel Policy 3-50, Appendix III, and APP 7-12)

How do I “Stop the Clock”?

Stopping the clock requires a simple one-step approval process.

Qualifying faculty must complete and submit the “Childbearing Stop the Clock Certification Form” (UCI-AP-92) to Academic Personnel.

After the “Stop the Clock” notification has been acknowledged, the tenure clock will automatically be stopped for up to one year for each event of birth or placement, provided that the total of time off the clock does not exceed more than two years in the probationary period.

What is the deadline for “Stop the Clock”?

An academic appointee must provide notice to “Stop the Clock” within two years of the birth or adoption of the child, and before July 1 of the academic year in which a tenure or promotion review is to occur.

Is “Stop the Clock” a leave?

No. Stopping the Clock is not a leave; it is a stoppage of the tenure clock for eligible academic appointees and will automatically defer a Mid-Career Appraisal and/or tenure or promotion review by one year. This also may apply to other titles for the purposes of childbearing.

What is Mid-Career Appraisal?

Midcareer Appraisal (MCA) provides a candid prediction of an assistant professor’s probability for promotion, based on analytical evaluation of the candidate’s performance in teaching, research or creative work, and profession and university service. The MCA contains a department vote, and the entire document should be provided to, and discussed with, the candidate. In order to avoid ambiguity, the MCA should clearly be labeled as “Positive,” “Negative,” or “Cautionary.”

Midcareer Appraisal files often include a recommendation for reappointment or for a merit. If this is the case, the reappointment or merit recommendation must be separate from the MCA Appraisal with a separate department vote. To assist departments in documenting MCA files appropriately, the Midcareer Appraisal checklist (UCI-AP-37) has been revised to indicate that two separate letters and separate votes are required.

How does “Stop the Clock” Interact with Mid-Career Appraisal?

In order to automatically defer a Mid-Career Appraisal, the notification to “Stop the Clock” must be submitted by the end of the faculty member’s third year (June 30). If the notification to “Stop the Clock” is submitted after the Mid-Career Appraisal, the notification of intent to “Stop the Clock” must be made before July 1 of the academic year in which a tenure or promotion review is to occur.

Once a “Stop the Clock” has been acknowledged, faculty still have the option of submitting a Mid-Career Appraisal and/or promotion review during its normal time. Please note, quarters “off the clock” due to a combination of Childbearing Leave, Parental Leave, and/or Primary Childbearing Responsibility may not exceed one year for each event of childbirth or adoption.

What else should I know about “Stop the Clock”?

Any faculty member, who falls under the provisions of APM 133, and is not currently undergoing a tenure promotion or review, may initiate a stoppage of the clock on the limitation of service as provided in these policies.