

Hired as Assistant

Hired as Associate

Original Hire Year	Comprehensive 4th Year Review	Review Date Sept of X	P&T Review Year - Assistant (mandatory tenure year)	Review Date Sept of X	Effective Date for Tenure and Promotion to Associate	Original Hire Year	P&T Review Year - Associate (mandatory tenure year)	Review Date Sept of X	Effective Date for Tenure (and Promotion to Professor if appl)
14-15	17-18	17	20-21	20	Jul-21	14-15	17-18	17	Jul-18
15-16	18-19	18	21-22	21	Jul-22	15-16	18-19	18	Jul-19
16-17	19-20	19	22-23	22	Jul-23	16-17	19-20	19	Jul-20
17-18	20-21	20	23-24	23	Jul-24	17-18	20-21	20	Jul-21
18-19	21-22	21	24-25	24	Jul-25	18-19	21-22	21	Jul-22
19-20	22-23	22	25-26	25	Jul-26	19-20	22-23	22	Jul-23
20-21	23-24	23	26-27	26	Jul-27	20-21	23-24	23	Jul-24
21-22	24-25	24	27-28	27	Jul-28	21-22	24-25	24	Jul-25
22-23	25-26	25	28-29	28	Jul-29	22-23	25-26	25	Jul-26
23-24	26-27	26	29-30	29	Jul-30	23-24	26-27	26	Jul-27
24-25	27-28	27	30-31	30	Jul-31	24-25	27-28	27	Jul-28
25-26	28-29	28	31-32	31	Jul-32	25-26	28-29	28	Jul-29
26-27	29-30	29	32-33	32	Jul-33	26-27	29-30	29	Jul-30
27-28	30-31	30	33-34	33	Jul-34	27-28	30-31	30	Jul-31
28-29	31-32	31	34-35	34	Jul-35	28-29	31-32	31	Jul-32
29-30	32-33	32	35-36	35	Jul-36	29-30	32-33	32	Jul-33
30-31	33-34	33	36-37	36	Jul-37	30-31	33-34	33	Jul-34

7th year of employment is mandatory tenure and promotion unless delayed by FML etc. UNAC faculty are not eligible for promotion to Associate without tenure.

4th year is mandatory tenure when hired as an Associate. May apply for promotion to Professor at same time, but not mandatory.