

Timeline for Advancement of Assistant Professors

- Assistant Professors are appointed for two year terms and are eligible for reappointment up until the time they undergo their tenure review (promotion to Associate Professor).
- Merit *eligibility* is based on time at rank and step, merit *advancement* is based on achievements since the last review.
- Assistant Professors are appointed to a specific 'step' at time of appointment and are eligible for a merit review during the second year at that step, which can lead to a step advancement effective after two years at that step. This generally coincides with the reappointment review.
- Two quarters or more of service, at 50% or more, constitute one year at step. One quarter or less does not count as time served at step, and may affect eligibility for merit review.
- Mid-career and tenure reviews based on quarters on the 'tenure clock'.
- Assistant Professors undergo a mid-career appraisal after completing their 9th quarter of service (generally during their 4th year of service), to assess their prospects for tenure. This review generally coincides with the reappointment/merit review.
- Assistant Professors undergo a tenure review no later than after completing their 18th quarter of service (generally during their 7th year of service). Assistant Professors must be promoted to Associate Professor by the end of their 21st quarter of service, or receive a terminal year notice in their 8th year.
- Leaves or "time off the tenure clock" may affect eligibility for and timing of reviews.
- Advancement reviews are based on performance in research/creative work, teaching and service.