

Time line for Advancement of Assistant Professors

	<u>Quarters</u>			
<i>1st year</i>	1	2	3	
<i>2nd year</i>	4	5	6	Review for reappointment/merit increase <i>(based on work since application for position)</i>
<i>3rd year</i>	7	8	9	
<i>4th year</i>	10	11	12	Review for Mid-career appraisal/merit/reappt <i>(based on 3 years of work)</i>
<i>5th year</i>	13	14	15	
<i>6th year</i>	16	17	18	Review for reappointment/merit increase <i>(based on work since midcareer)</i>
<i>7th year</i>	19	20	21	Tenure review* <i>(based on entire career)</i>
<i>8th year</i>	22	23	24	Must be promoted or ended by end of eighth year

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- Promotion to Associate Professor (tenure review) is possible after two years at Assistant Professor Step 4, even if the appointment was made at Assistant Professor Step 3. However, faculty will not appear on the CALL for promotion until their seventh year (or 19th quarter of service).
 - For those appointed at Step 4, campus policy states, "An accelerated review for tenure ...will normally not be allowed until after at least ONE merit review at UCSC. Truly exceptional cases may be put forward, but the file would have to provide ample DOCUMENTED evidence of excellence in teaching, service, and research and creative activity, appropriate to the proposed rank and step."