

**2021-2022 Timeline for Promotion, Tenure, and Third Year Review for Faculty**  
(refer to [FSH 3500 C](#) for timing, extensions, and special circumstances)

**PROMOTION:** Typically considered in the 6<sup>th</sup> full year of service in rank

Example:

Year 1 = fall 2021– spring 2022  
Year 2 = fall 2022 – spring 2023  
Year 3 = fall 2023 – spring 2024  
Year 4 = fall 2024 – spring 2025  
Year 5 = fall 2025 – spring 2026 (begin packet prep in spring 2026)  
Year 6 = fall 2026– spring 2027 (review year)  
Promotion becomes effective at the start of the following fiscal year: July 1, 2027.

Exception: When the appointment begins after the eighth week of the start of the academic or fiscal year (depending on contract type) then the timeline for promotion consideration begins the following year. For example, if hired on October 25, 2021, the Year 1 would be Fall 2022 – Spring 2023.

**TENURE:** Mandatory tenure consideration is in the 6<sup>th</sup> full year of service for those hired as Assistant Professors. If hired as an Associate Professor, consideration must take place in the 5<sup>th</sup> full year of service.

Example (assistant professors):

Year 1 = fall 2021 – spring 2022  
Year 2 = fall 2022 – spring 2023  
Year 3 = fall 2023 – spring 2024  
Year 4 = fall 2024 – spring 2025  
Year 5 = fall 2025 – spring 2026 (begin packet prep in spring 2026)  
Year 6 = fall 2026 – spring 2027 (review year)  
Tenure becomes effective at the start of the following fiscal year: July 1, 2027.

Example (associate professors):

Year 1 = fall 2021 – spring 2022  
Year 2 = fall 2022 – spring 2023  
Year 3 = fall 2023 – spring 2024  
Year 4 = fall 2024 – spring 2025 (begin packet prep in spring 2025)  
Year 5 = fall 2025 – spring 2026 (review year)  
Tenure becomes effective at the start of the following fiscal year: July 1, 2026.

**THIRD YEAR REVIEW:** Untenured faculty are reviewed by a committee of peers during the 24-36 month period after hire. See [FSH 3510](#) for details.

Example if hired in Fall 2021:

Year 1 = fall 2021 – spring 2022  
Year 2 = fall 2022 – spring 2023  
Year 3 = fall 2023 – spring 2024 (review year)