

	A	B	C	D	E	F	G
1	<b>RENEWAL, TENURE AND PERMANENCE</b>						Revised - July 18, 2023
2	<b>CONSIDERATION CHART</b>						
3	<b>Associate Professors</b>	<b>AAS III and Librarian III members</b>			<b>AAS IV and Librarian IV members</b>		
4	<b>*PR means performance review and every UCAPT review following the first year must include a performance review</b>						
5	If hired July 1, 2023						
6		2023/24			<b>3 Years</b>	2023/24	
7	<b>4 Years</b>	2024/25	Performance review* required		<b>until</b>	2024/25	Performance review* required
8	<b>until</b>	2025/26	1st UCAPT Review incl. PR* [Fall 2025]		<b>tenure/</b>	2025/26	Fall 2025 Tenure/Perm.* Considered
9	<b>tenure/</b>	2026/27	Fall 2026 Tenure/Perm.* Considered		<b>Perm.</b>	2026/27	July 1, 2026 Tenure/ Perm. Effective
10	<b>Perm.</b>	2027/28	July 1, 2027 Tenure/ Perm. Effective				
11							
12	If Hired July 1, 2022				If Hired July 1, 2022		
13		2022/23			<b>3 Years</b>	2022/23	
14	<b>4 Years</b>	2023/24	Performance review* required		<b>until</b>	2023/24	Performance review* required
15	<b>until</b>	2024/25	1st UCAPT Review incl. PR* [Fall 2024]		<b>tenure/</b>	2024/25	Fall 2024 Tenure/Perm.* Considered
16	<b>tenure/</b>	2025/26	Fall 2025 Tenure/Perm.* Considered		<b>Perm.</b>	2025/26	July 1, 2025 Tenure/ Perm. Effective
17	<b>Perm.</b>	2026/27	July 1, 2026 Tenure/ Perm. Effective				
18							
19	If Hired July 1, 2021				If Hired July 1, 2021		
20		2021/22			<b>3 Years</b>	2021/22	
21	<b>4 Years</b>	2022/23	Performance review* required		<b>until</b>	2022/23	Performance review* required
22	<b>until</b>	2023/24	1st UCAPT Review incl. PR* [Fall 2023]		<b>tenure/</b>	2023/24	Fall 2023 Tenure/Perm.* Considered
23	<b>tenure/</b>	2024/25	Fall 2024 Tenure/Perm.* Considered		<b>Perm.</b>	2024/25	July 1, 2024 Tenure/ Perm. Effective
24	<b>Perm.</b>	2025/26	July 1, 2025 Tenure/Perm. Effective				
25							
26	If Hired July 1, 2020				If Hired July 1, 2020		
27		2020/21			<b>3 Years</b>	2020/21	
28	<b>4 Years</b>	2021/22	Performance review* required		<b>until</b>	2021/22	Performance review* required
29	<b>until</b>	2022/23	1st UCAPT Review incl. PR* [Fall 2022]		<b>tenure/</b>	2022/23	Fall 2022 Tenure/Perm.* Considered
30	<b>tenure/</b>	2023/24	Fall 2023 Tenure/Perm.* Considered		<b>Perm.</b>	2023/24	July 1, 2023 Tenure/Perm. Effective
31	<b>Perm.</b>	2024/25	July 1, 2024 Tenure/Perm. Effective				
32							
33	If Hired July 1, 2019				If Hired July 1, 2019		
34		2019/20			<b>3 Years</b>	2019/20	
35	<b>4 Years</b>	2020/21	Performance review* required		<b>until</b>	2020/21	Performance review* required
36	<b>until</b>	2021/22	1st UCAPT Review incl. PR* [Fall 2021]		<b>tenure/</b>	2021/22	Fall 2022 Tenure/Perm.* Considered
37	<b>tenure/</b>	2022/23	Fall 2022 Tenure/Perm.* Considered		<b>Perm.</b>	2022/23	July 1, 2022 Tenure/Perm. Effective
38	<b>Perm.</b>	2023/24	July 1, 2023 Tenure/Perm. Effective				
39							
40	If Hired July 1, 2018				If Hired July 1, 2018		
41		2018/19			<b>3 Years</b>	2018/19	
42	<b>4 Years</b>	2019/20	Performance review* required		<b>until</b>	2019/20	Performance review* required
43	<b>until</b>	2020/21	1st UCAPT Review incl. PR* [Fall 2020]		<b>tenure/</b>	2020/21	Fall 2021 Tenure/Perm.* Considered
44	<b>tenure/</b>	2021/22	Fall 2021 Tenure/Perm.* Considered		<b>Perm.</b>	2021/22	July 1, 2021 Tenure/Perm. Effective
45	<b>Perm.</b>	2022/23	July 1, 2022 Tenure/Perm. Effective				
46							
47	<b>Any Associate Professor, AAS III or Lib. III should have</b>				<b>Any Associate Professor, AAS III or Lib. III should have</b>		
48	<b>obtained Tenure or Permanence by this date</b>				<b>obtained Tenure or Permanence by this date</b>		
49	If Hired July 1, 2017				If Hired July 1, 2017		
50		2017/18			<b>3 Years</b>	2017/18	
51	<b>4 Years</b>	2018/19	Performance review* required		<b>until</b>	2018/19	Performance review* required
52	<b>until</b>	2019/20	1st UCAPT Review incl. PR* [Fall 2019]		<b>tenure/</b>	2019/20	Fall 2020 Tenure/Perm.* Considered
53	<b>tenure/</b>	2020/21	Fall 2020 Tenure/Perm.* Considered		<b>Perm.</b>	2020/21	July 1, 2020 Tenure/Perm. Effective
54	<b>Perm.</b>	2021/22	July 1, 2021 Tenure/Perm. Effective				