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1	RENEWAL, TENURE AND PERMANENCE				Revised - June 23, 2025		Page 1
2	CONSIDERATION CHART						
3	Faculty, Librarians & AAS members on 6-year contracts				AAS II members on 5-year contracts		
4	*PR means performance review and every UCAPT review following the first year must include a performance review						
5							
6	If Hired July 1, 2025				If Hired July 1, 2025		
7	Assistant	Professor	Librarians, and AAS I members		AAS II members		
8		2025/26				2025/26	
9		2026/27	performance review* required			2026/27	performance review* required
10		2027/28				2027/28	
11	6 Years	2028/29	1st UCAPT Review incl. PR* [Fall 2028]		5 Years	2028/29	1st UCAPT Review incl. PR* [Fall 2028]
12	until	2029/30			until	2029/30	Fall 2029 Permanence* Considered
13	tenure/	2030/31	Fall 2030 Tenure/Perm.* Considered		perm.	2030/31	July 1, 2030 Permanence Effective
14	perm.	2031/32	July 1, 2031 Tenure/ Perm. Effective				
15							
16	If Hired July 1, 2024				If Hired July 1, 2024		
17		2024/25				2024/25	
18		2025/26	performance review* required			2025/26	performance review* required
19		2026/27				2026/27	
20	6 Years	2027/28	1st UCAPT Review incl. PR* [Fall 2027]		5 Years	2027/28	1st UCAPT Review incl. PR* [Fall 2027]
21	until	2028/29			until	2028/29	Fall 2028 Permanence* Considered
22	tenure/	2029/30	Fall 2029 Tenure/Perm.* Considered		perm.	2029/30	July 1, 2029 Permanence Effective
23	perm.	2030/31	July 1, 2030 Tenure/ Perm. Effective				
24							
25	If Hired July 1, 2023				If Hired July 1, 2023		
26	Assistant	Professor	Librarians, and AAS I members		AAS II members		
27		2023/24				2023/24	
28		2024/25	performance review* required			2024/25	performance review* required
29		2025/26				2025/26	
30	6 Years	2026/27	1st UCAPT Review incl. PR* [Fall 2026]		5 Years	2026/27	1st UCAPT Review incl. PR* [Fall 2026]
31	until	2027/28			until	2027/28	Fall 2027 Permanence* Considered
32	tenure/	2028/29	Fall 2028 Tenure/Perm.* Considered		perm.	2028/29	July 1, 2028 Permanence Effective
33	perm.	2029/30	July 1, 2029 Tenure/ Perm. Effective				
34							
35	If Hired July 1, 2022				If Hired July 1, 2022		
36	Assistant	Professor	Librarians, and AAS I members		AAS II members		
37		2022/23				2022/23	
38		2023/24	performance review* required			2023/24	performance review* required
39		2024/25				2024/25	
40	6 Years	2025/26	1st UCAPT Review incl. PR* [Fall 2025]		5 Years	2025/26	1st UCAPT Review incl. PR* [Fall 2025]
41	until	2026/27			until	2026/27	Fall 2026 Permanence* Considered
42	tenure/	2027/28	Fall 2027 Tenure/Perm.* Considered		perm.	2027/28	July 1, 2027 Permanence Effective
43	perm.	2028/29	July 1, 2028 Tenure/ Perm. Effective				
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51							Page 2
52	Faculty, Librarians & AAS members on 6-year contracts			AAS members on 5-year contracts			
53	If Hired July 1, 2021			If Hired July 1, 2021			
54	Assistant	Professor	Librarians, and AAS I members	AAS II members			
55		2021/22			2021/22		
56		2022/23	performance review* required		2022/23	performance review* required	
57		2023/24			2023/24		
58	6 years	2024/25	1st UCAPT review incl. PR [Fall 2024]	5 Years	2024/25	1st UCAPT Review incl. PR* [Fall 2024]	
59	until	2025/26		until	2025/26	Fall 2025 Permanence* Considered	
60	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	perm.	2026/27	July 1, 2026 Permanence Effective	
61	perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective				
62							
63	If Hired July 1, 2020			If Hired July 1, 2020			
64	Assistant	Professor	Librarians, and AAS I members	AAS II members			
65		2020/21			2020/21		
66		2021/22	performance review* required		2021/22	performance review* required	
67		2022/23			2022/23		
68	6 Years	2023/24	1st UCAPT Review incl PR* [Fall 2023]	5 Years	2023/24	1st UCAPT Review incl. PR* [Fall 2023]	
69	until	2024/25		until	2024/25	Fall 2024 Permanence Considered	
70	tenure/	2025/26	Fall 2025 Tenure/Perm. Considered	perm.	2025/26	July 1, 2025 Permanence Effective	
71	perm.	2026/27	July 1, 2026 Tenure/Perm. Effective				
72							
73	If Hired July 1, 2019			ANY AAS MEMBER SHOULD HAVE OBTAINED PERMANENCE BY THIS DATE			
74	Assistant	Professor	Librarians, and AAS I members	AAS II members			
75		2019/20			2019/20		
76		2020/21	performance review* required		2020/21	performance review* required	
77		2021/22			2021/22		
78	6 Years	2022/23	1st UCAPT Review incl. PR* [Fall 2022]	5 Years	2022/23	1st UCAPT Review incl. PR* [Fall 2022]	
79	until	2023/24		until	2023/24	Fall 2023 Permanence Considered	
80	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	perm.	2024/25	July 1, 2024 Permanence Effective	
81	perm.	2025/26	July 1, 2025 Tenure/Perm. Effective				
82	As of July 1, 2017 the recommendation of 1 or 2 year renewals were removed per Bylaw 22.5.1 (May 26, 2017)						
83	Excerpt from Bylaw 22, Item 5.1:						
84	The AAU Head shall initiate all proceedings of the AAU RTP Committee by presenting a recommendation for renewal, promotion						
85	and/or tenure, the Performance Review(s) of the faculty member, and any response(s) of the faculty member to the Review(s). Untenured						
86	faculty members shall be considered for renewal by the AAU RTP Committee after the third full year of their probationary period.						
87	When the review is positive, the AAU RTP Committee shall recommend continuation of the probationary appointment.						
88							
89	NOTES:						
90	Faculty and AAS I members timeline (1, 3, 5) - year 1 will require a performance review; year 3 is a full UCAPT review including a						
91	performance review*; year 5 is tenure/permanence consideration including a performance review*.						
92							
93	With respect to AAS members, some AAS members (typically AAS II) are 5 years in length, as opposed to 6 years for AAS I and						
94	tenure-track faculty positions. For AAS II members, they will be submitting their contract renewal applications after year 3, followed by						
95	their application for permanence after year 4, with a decision being provided in their final year (year 5) for permanence.						
96							
97	AAS II members timeline (1, 3, 4) - year 1 will require a performance review*; year 3 is a full UCAPT review*; year 4 is permanence						
98	consideration*						

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2	CONSIDERATION CHART						
3	Associate Professors, AAS III and Librarians III			AAS IV and Librarian IV members			
4	*PR means performance review and every UCAPT review following the first year must include a performance review						
5							
6	If hired July 1, 2025			If hired July 1, 2025			
7		2025/26		3 Years	2024/25		
8	4 Years	2026/27	Performance review* required	until	2025/26	Performance review* required	
9	until	2027/28	1st UCAPT Review incl. PR* [Fall 2027]	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	
10	tenure/	2028/29	Fall 2027 Tenure/Perm.* Considered	Perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective	
11	Perm.	2029/30	July 1, 2028 Tenure/ Perm. Effective				
12							
13	If hired July 1, 2024			If hired July 1, 2024			
14		2024/25		3 Years	2024/25		
15	4 Years	2025/26	Performance review* required	until	2025/26	Performance review* required	
16	until	2026/27	1st UCAPT Review incl. PR* [Fall 2026]	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	
17	tenure/	2027/28	Fall 2027 Tenure/Perm.* Considered	Perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective	
18	Perm.	2028/29	July 1, 2028 Tenure/ Perm. Effective				
19							
20	If hired July 1, 2023			If hired July 1, 2023			
21		2023/24		3 Years	2023/24		
22	4 Years	2024/25	Performance review* required	until	2024/25	Performance review* required	
23	until	2025/26	1st UCAPT Review incl. PR* [Fall 2025]	tenure/	2025/26	Fall 2025 Tenure/Perm.* Considered	
24	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	Perm.	2026/27	July 1, 2026 Tenure/ Perm. Effective	
25	Perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective				
26							
27	If Hired July 1, 2022			If Hired July 1, 2022			
28		2022/23		3 Years	2022/23		
29	4 Years	2023/24	Performance review* required	until	2023/24	Performance review* required	
30	until	2024/25	1st UCAPT Review incl. PR* [Fall 2024]	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	
31	tenure/	2025/26	Fall 2025 Tenure/Perm.* Considered	Perm.	2025/26	July 1, 2025 Tenure/ Perm. Effective	
32	Perm.	2026/27	July 1, 2026 Tenure/ Perm. Effective				
33							
34	If Hired July 1, 2021			If Hired July 1, 2021			
35		2021/22		3 Years	2021/22		
36	4 Years	2022/23	Performance review* required	until	2022/23	Performance review* required	
37	until	2023/24	1st UCAPT Review incl. PR* [Fall 2023]	tenure/	2023/24	Fall 2023 Tenure/Perm.* Considered	
38	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	Perm.	2024/25	July 1, 2024 Tenure/ Perm. Effective	
39	Perm.	2025/26	July 1, 2025 Tenure/Perm. Effective				
40							
41	If Hired July 1, 2020			If Hired July 1, 2020			
42		2020/21		3 Years	2020/21		
43	4 Years	2021/22	Performance review* required	until	2021/22	Performance review* required	
44	until	2022/23	1st UCAPT Review incl. PR* [Fall 2022]	tenure/	2022/23	Fall 2023 Tenure/Perm.* Considered	
45	tenure/	2023/24	Fall 2023 Tenure/Perm.* Considered	Perm.	2023/24	July 1, 2023 Tenure/Perm. Effective	
46	Perm.	2024/25	July 1, 2024 Tenure/Perm. Effective				
47							
48	If Hired July 1, 2019: Any Associate Professor, AAS III or Lib. III should have obtained Tenure or Permanence by this date						
49		2019/20		3 Years	2019/20		
50	4 Years	2020/21	Performance review* required	until	2020/21	Performance review* required	
51	until	2021/22	1st UCAPT Review incl. PR* [Fall 2021]	tenure/	2021/22	Fall 2022 Tenure/Perm.* Considered	
52	tenure/	2022/23	Fall 2022 Tenure/Perm.* Considered	Perm.	2022/23	July 1, 2022 Tenure/Perm. Effective	
53	Perm.	2023/24	July 1, 2023 Tenure/Perm. Effective				

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2	CONSIDERATION CHART						
3	AAS III and Librarian III members			AAS IV and Librarian IV members			
4	*PR means performance review and every UCAPT review following the first year must include a performance review						
5							
6	If hired July 1, 2025			If hired July 1, 2025			
7		2025/26		3 Years	2025/26		
8	4 Years	2026/27	Performance review* required	until	2026/27	Performance review* required	
9	until	2027/28	1st UCAPT Review incl. PR* [Fall 2027]	tenure/	2027/28	Fall 2027 Tenure/Perm.* Considered	
10	tenure/	2028/29	Fall 2028 Tenure/Perm.* Considered	Perm.	2028/29	July 1, 2028 Tenure/ Perm. Effective	
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13	If hired July 1, 2024			If hired July 1, 2024			
14		2024/25		3 Years	2024/25		
15	4 Years	2025/26	Performance review* required	until	2025/26	Performance review* required	
16	until	2026/27	1st UCAPT Review incl. PR* [Fall 2026]	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	
17	tenure/	2027/28	Fall 2027 Tenure/Perm.* Considered	Perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective	
18	Perm.	2028/29	July 1, 2028 Tenure/ Perm. Effective				
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20	If hired July 1, 2023			If hired July 1, 2023			
21		2023/24		3 Years	2023/24		
22	4 Years	2024/25	Performance review* required	until	2024/25	Performance review* required	
23	until	2025/26	1st UCAPT Review incl. PR* [Fall 2025]	tenure/	2025/26	Fall 2025Tenure/Perm.* Considered	
24	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	Perm.	2026/27	July 1, 2026 Tenure/ Perm. Effective	
25	Perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective				
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27	If Hired July 1, 2022			If Hired July 1, 2022			
28		2022/23		3 Years	2022/23		
29	4 Years	2023/24	Performance review* required	until	2023/24	Performance review* required	
30	until	2024/25	1st UCAPT Review incl. PR* [Fall 2024]	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	
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34	If Hired July 1, 2021			If Hired July 1, 2021			
35		2021/22		3 Years	2021/22		
36	4 Years	2022/23	Performance review* required	until	2022/23	Performance review* required	
37	until	2023/24	1st UCAPT Review incl. PR* [Fall 2023]	tenure/	2023/24	Fall 2023 Tenure/Perm.* Considered	
38	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	Perm.	2024/25	July 1, 2024 Tenure/ Perm. Effective	
39	Perm.	2025/26	July 1, 2025 Tenure/Perm. Effective				
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41	If Hired July 1, 2020			If Hired July 1, 2020			
42		2020/21		3 Years	2020/21		
43	4 Years	2021/22	Performance review* required	until	2021/22	Performance review* required	
44	until	2022/23	1st UCAPT Review incl. PR* [Fall 2022]	tenure/	2022/23	Fall 2023 Tenure/Perm.* Considered	
45	tenure/	2023/24	Fall 2023 Tenure/Perm.* Considered	Perm.	2023/24	July 1, 2023 Tenure/Perm. Effective	
46	Perm.	2024/25	July 1, 2024 Tenure/Perm. Effective				
47							
48	If Hired July 1, 2019			If Hired July 1, 2019			
49	Any Associate Professor, AAS III or Lib. III should have			Any Associate Professor, AAS III or Lib. III should have			
50	obtained Tenure or Permanence by this date			obtained Tenure or Permanence by this date			
51		2019/20		3 Years	2019/20		
52	4 Years	2020/21	Performance review* required	until	2020/21	Performance review* required	
53	until	2021/22	1st UCAPT Review incl. PR* [Fall 2021]	tenure/	2021/22	Fall 2022 Tenure/Perm.* Considered	
54	tenure/	2022/23	Fall 2022 Tenure/Perm.* Considered	Perm.	2022/23	July 1, 2022 Tenure/Perm. Effective	
55	Perm.	2023/24	July 1, 2023 Tenure/Perm. Effective				
56							