|               | Α                              | В                  | С                                       | D   | Е                                  | F                | G                                      |  |  |  |
|---------------|--------------------------------|--------------------|---|---|------------------------------------|------------------|--|--|--|--|
| 1             | RENEWAL, TENURE AND PERMANENCE |                    |   |   | Revised - June 23, 2025 Page       |                  |  |  |  |  |
| 2             | CONSID                         |                    |   |   |                                    |                  |  |  |  |  |
| 3             |                                |                    | AAS members on 6-year contracts         |   | AAS II members on 5-year contracts |                  |  |  |  |  |
| 4             |                                |                    | <u> </u>                                | ving the first year must include a performance review |                                    |                  |  |  |  |  |
| 5             |                                |                    | ,                                       | Ī   |                                    |                  | ,                                      |  |  |  |
|               | If Hired Jul                   | y 1, 2025          |   |   | If Hired Ju                        | ly 1, 2025       |  |  |  |  |
| 7             | Assistant                      | Professor          | Librarians, and AAS I members           |   | AAS II me                          | mbers            |  |  |  |  |
| 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 Jul                   | y 1, 2024          |   |   | If Hired Ju                        | ly 1, 2024       |  |  |  |  |
| 17            |                                | 2024/25            |   |   |                                    | 2024/25          |  |  |  |  |
| 18            |                                | 2025/26            | performance review* required            |   |                                    | 2025/26          | performance review* required           |  |  |  |
| 19            |                                | 2026/27            |   |   |                                    | 2026/27          |  |  |  |  |
| 20            |                                | 2027/28            | 1st UCAPT Review incl. PR* [Fall 2027]  |   | 5 Years                            | 2027/28          | 1st UCAPT Review incl. PR* [Fall 2027] |  |  |  |
| 21            |                                | 2028/29            |   |   | until                              | 2028/29          | Fall 2028 Permanence* Considered       |  |  |  |
| 22            |                                | 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            |                                |                    |   |   |                                    |                  |  |  |  |  |
| $\vdash$      | If Hired Jul                   |                    |   |   | If Hired Ju                        | -                |  |  |  |  |
| 26            | Assistant                      |                    | Librarians, and AAS I members           |   | AAS II me                          |                  |  |  |  |  |
| 27            |                                | 2023/24            |   |   |                                    | 2023/24          |  |  |  |  |
| 28            |                                | 2024/25            | performance review* required            |   |                                    | 2024/25          | performance review* required           |  |  |  |
| 29            |                                | 2025/26            |   |   |                                    | 2025/26          |  |  |  |  |
| 30            |                                | 2026/27            | 1st UCAPT Review incl. PR* [Fall 2026]  |   | 5 Years                            | 2026/27          | 1st UCAPT Review incl. PR* [Fall 2026] |  |  |  |
| 31            |                                | 2027/28            |   |   | until                              | 2027/28          | Fall 2027 Permanence* Considered       |  |  |  |
| 32            |                                | 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            | اللهم ما ال                    | v 1 2022           |   |   | If Uina d I                        | lv 1 2022        |  |  |  |  |
| $\overline{}$ | If Hired Jul                   |                    | Librariana and AACL                     | 1   | If Hired Ju                        |                  |  |  |  |  |
| 36<br>37      | Assistant                      | Professor          | Librarians, and AAS I members           | ┞   | AAS II me                          | mbers<br>2022/23 |  |  |  |  |
| 38            |                                | 2022/23<br>2023/24 | performance review* required            | 1   |                                    | 2022/23          | performance review* required           |  |  |  |
| 39            |                                | 2023/24 2024/25    | performance review required             | $\vdash$  |                                    | 2023/24          | performance review required            |  |  |  |
| 40            | 6 Years                        | 2024/25            | 1st UCAPT Review incl. PR* [Fall 2025]  | 1   | 5 Years                            | 2024/25          | 1st UCAPT Review incl. PR* [Fall 2025] |  |  |  |
| 41            |                                | 2025/20            | 130 OCAL I NEVIEW IIICI. FN [FdII 2025] | 1   | until                              | 2025/20          | Fall 2026 Permanence* Considered       |  |  |  |
| 42            |                                | 2020/27            | Fall 2027 Tenure/Perm.* Considered      |   | perm.                              | 2027/28          | July 1, 2027 Permanence Effective      |  |  |  |
| 43            | perm.                          | 2027/28            | July 1, 2028 Tenure/ Perm. Effective    | l   | perm.                              |                  | July 2, 2027 Formanchee Encentre       |  |  |  |
| 44            |                                | ,                  | , , : : : ::::::::::::::::::::::::::::: | 1   |                                    |                  |  |  |  |  |
| 45            |                                |                    |   | $\vdash$  |                                    |                  |  |  |  |  |
| 46            |                                |                    |   | $\vdash$  |                                    |                  |  |  |  |  |
| 47            |                                |                    |   | T   |                                    |                  |  |  |  |  |
| 48            |                                |                    |   |   |                                    |                  |  |  |  |  |
| 49            |                                |                    |   |   |                                    |                  |  |  |  |  |
| <u> </u>      |                                |                    | <u>I</u>                                | _   | 1                                  |                  |  |  |  |  |

|          | Α   | В   | С   | D    | E                   | F                   | G                                       |  |  |
|----------|---|---|---|------|---------------------|---------------------|---|--|--|
| 50       |   |   |   |      |                     |                     |   |  |  |
| 51       |   |   |   |      |                     |                     | Page 2                                  |  |  |
| $\vdash$ | Faculty, Lil  | orarians &  | AAS members on 6-year contracts   |      | AAS mem             | L<br>bers on 5-year |   |  |  |
| -        | If Hired Jul  |   | , and the same of |      | If Hired Ju         |                     |   |  |  |
|          |   | Assistant Professor Librarians, and AAS I members |   |      | AAS II mei          | •                   |   |  |  |
| 55       |   | 2021/22   |   | l    |                     | 2021/22             |   |  |  |
| 56       |   | 2022/23   | performance review* required  |      |                     | 2022/23             | performance review* required            |  |  |
| 57       |   | 2023/24   | performance review required   |      |                     | 2023/24             | periormande review required             |  |  |
| -        |   | 2024/25   | 1st UCAPT review incl. PR [Fall 2024]   |      | 5 Years             | 2024/25             | 1st UCAPT Review incl. PR* [Fall 2024]  |  |  |
| 59       | _   | 2025/26   |   |      | until               | 2025/26             | Fall 2025 Permanence* Considered        |  |  |
| 60       |   | 2026/27   | Fall 2026 Tenure/Perm.* Considered  |      | perm.               | 2026/27             | July 1, 2026 Permanence Effective       |  |  |
| 61       |   | 2027/28   | July 1, 2027 Tenure/ Perm. Effective  |      |                     |                     |   |  |  |
| 62       |   | •   |   |      |                     |                     |   |  |  |
|          | If Hired Jul  | v 1, 2020   |   |      | If Hired Ju         | ly 1, 2020          |   |  |  |
| 64       | Assistant   | -   | Librarians, and AAS I members   | l    | AAS II mei          | •                   |   |  |  |
| 65       |   | 2020/21   |   | 1    |                     | 2020/21             |   |  |  |
| 66       |   | 2021/22   | performance review* required  |      |                     | 2021/22             | performance review* required            |  |  |
| 67       |   | 2022/23   | portormano con coquirea   |      |                     | 2022/23             | postation                               |  |  |
| 68       |   | 2023/24   | 1st UCAPT Review incl PR* [Fall 2023]   |      | 5 Years             | 2023/24             | 1st UCAPT Review incl. PR* [Fall 2023]  |  |  |
| 69       |   | 2024/25   |   |      | until               | 2024/25             | Fall 2024 Permanence Considered         |  |  |
| 70       |   | 2025/26   | Fall 2025 Tenure/Perm. Considered   |      | perm.               | 2025/26             | July 1, 2025 Permanence Effective       |  |  |
| 71       |   | 2026/27   | July 1, 2026 Tenure/Perm. Effective   |      |                     | ,                   |   |  |  |
| 72       | -   | -   |   | 1    |                     |                     |   |  |  |
|          | If Hired Jul  | y 1, 2019   | ANY AAS MEMBER SHOULD HAVE OBT  | AIN  | IED PERMA           | NENCE BY TH         | IS DATE                                 |  |  |
| 74       | Assistant   | Professor   | Librarians, and AAS I members   | 1    | AAS II mei          | mbers               |   |  |  |
| 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 re                                       | commendation of 1 or 2 year renewals were   | e re | moved per E         | Bylaw 22.5.1 (M     | ay 26, 2017)                            |  |  |
| 83       | Excerpt from  | n Bylaw 22,                                       | Item 5.1:   |      |                     |                     |   |  |  |
| 84       | The AAU He  | ad shall init                                     | iate all proceedings of the AAU RTP Commit  | tee  | by presentir        | ng a recommend      | dation for renewal, promotion           |  |  |
| 85       | and/or tenu   | ire, the Perf                                     | ormance Review(s) of the faculty member, a  | nd   | any respons         | e(s) of the facul   | ty member to the Review(s). Untenured   |  |  |
| 86       | faculty men   | nbers shall b                                     | e considered for renewal by the AAU RTP Co  | omr  | nittee <b>after</b> | the third full ye   | <b>ar</b> of their probationary period. |  |  |
| 87       | When the re   | eview is pos                                      | itive, the AAU RTP Committee shall recomm   | end  | continuatio         | n of the probat     | ionary appointment.                     |  |  |
| 88       |   |   |   |      |                     |                     |   |  |  |
| 89       | NOTES:  |   |   |      |                     |                     |   |  |  |
| 90       | Faculty and   | AAS I memb  | pers timeline (1, 3, 5) - year 1 will require a p   | erfo | ormance rev         | riew; year 3 is a   | full UCAPT review including a           |  |  |
| -        | performanc  | e review*; y                                      | rear 5 is tenure/permanence consideration in  | nclu | iding a perfo       | rmance review       | *.                                      |  |  |
| 92       |   |   |   |      |                     |                     |   |  |  |
| -        | 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               |   |   |      |                     |                     |   |  |  |
| $\vdash$ | tenure-track faculty positions. For AAS II members, they will be submitting their contract renewal applications after year 3, followed by |   |   |      |                     |                     |   |  |  |
| -        | their applica   | ation for per                                     | manence after year 4, with a decision being   | pro  | vided in the        | eir final year (yea | ar 5) for permanence.                   |  |  |
| 96       |   |   |   |      |                     |                     |   |  |  |
| 97       | AAS II mem  | bers timelin                                      | e (1, 3, 4) - year 1 will require a performance   | rev  | view*; year :       | 3 is a full UCAPT   | review*; year 4 is permanence           |  |  |
| -        | consideration   |   |   |      | ·                   | 1                   |   |  |  |

|          | Α              | В                  | С  | D  | E                    | F         | G   |  |
|----------|----------------|--------------------|--|--|----------------------|-----------|---|--|
| 1        | DENIE/M/       | AI TENI            | JRE AND PERMANENCE                           |  |                      |           |   |  |
|          |                | -                  |  |  |                      |           | Revised - June 23, 2025   |  |
| 2        | CONSID         | ERATION            | I CHART                                      |  |                      |           |   |  |
| 3        | Accociato      | Drofossors         | , AAS III and Librarians III                 | AAS IV and I   | ibrarian I           | V mombors |   |  |
| 4        |                |                    |  | AAS IV and Librarian IV members  ng the first year must include a performance review |                      |           |   |  |
| 5        | . It illean    |                    |  | T  |                      |           | periormanse review  |  |
| 6        | If hired Jul   | y 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 Jul   |                    |  |  | If hired July        |           |   |  |
| 14       |                | 2024/25            |  |  | 3 Years              | 2024/25   |   |  |
| 15       |                | 2025/26            | Performance review* required                 |  | until                | 2025/26   | Performance review* required                                    |  |
| 16       |                | 2026/27            | 1st UCAPT Review incl. PR* [Fall 2026]       |  | tenure/              | 2026/27   | Fall 2026 Tenure/Perm.* Considered                              |  |
| 17       |                | 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         | L  |                      |           |   |  |
| 19       |                |                    |  |  |                      |           |   |  |
| -        | If hired Jul   |                    |  | -  | If hired July        |           |   |  |
| 21       |                | 2023/24            |  |  | 3 Years              | 2023/24   |   |  |
| 22       |                | 2024/25            | Performance review* required                 |  | until                | 2024/25   | Performance review* required                                    |  |
| 23       |                | 2025/26            | 1st UCAPT Review incl. PR* [Fall 2025]       |  | tenure/              | 2025/26   | Fall 2025 Tenure/Perm.* Considered                              |  |
| 24       |                | 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         | ļ  |                      |           |   |  |
| 26<br>27 | الدالاسمطاليا  | 1 2022             |  |  | If I I'm and I color | 1 2022    |   |  |
|          | If Hired Jul   |                    |  | -  | If Hired July        | 2022/23   |   |  |
| 28<br>29 |                | 2022/23            | Performance review* required                 |  | 3 Years<br>until     | 2022/23   | Derformance review* required                                    |  |
| 30       |                | 2023/24<br>2024/25 | 1st UCAPT Review incl. PR* [Fall 2024]       |  |                      | 2023/24   | Performance review* required Fall 2024 Tenure/Perm.* Considered |  |
| 31       |                | 2024/25            | Fall 2025 Tenure/Perm.* Considered           |  | tenure/<br>Perm.     | 2024/23   | July 1, 2025 Tenure/ Perm. Effective                            |  |
| 32       | _              | 2025/20            | July 1, 2026 Tenure/ Perm. Effective         |  | renn.                | 2023/20   | July 1, 2023 Tellule, Ferm. Effective                           |  |
| 33       | reiii.         | 2020/21            | July 1, 2020 Tenure/ Fermi. Effective        | +  |                      |           |   |  |
|          | If Hired Jul   | v 1 2021           |  |  | If Hired July        | 1 2021    |   |  |
| 35       | ii Tiii Ca Jai | 2021/22            |  | t  | 3 Years              | 2021/22   |   |  |
| 36       | 4 Years        | 2022/23            | Performance review* required                 |  | until                | 2022/23   | Performance review* required                                    |  |
| 37       | until          | 2022/23            | 1st UCAPT Review incl. PR* [Fall 2023]       |  | tenure/              | 2022/23   | Fall 2023 Tenure/Perm.* Considered                              |  |
| 38       |                | 2024/25            | Fall 2024 Tenure/Perm.* Considered           | H  | Perm.                | 2024/25   | July 1, 2024 Tenure/ Perm. Effective                            |  |
| 39       | Perm.          | 2025/26            | July 1, 2025 Tenure/Perm. Effective          |  |                      | ,25       | , -,,   |  |
| 40       |                | , = 0              | ,      | ✝  |                      |           |   |  |
|          | If Hired Jul   | y 1, 2020          |  |  | If Hired July        | 1, 2020   |   |  |
| 42       |                | 2020/21            |  | t  | 3 Years              | 2020/21   |   |  |
| 43       | 4 Years        | 2021/22            | Performance review* required                 |  | until                | 2021/22   | Performance review* required                                    |  |
| 44       |                | 2022/23            | 1st UCAPT Review incl. PR* [Fall 2022]       |  | tenure/              | 2022/23   | Fall 2023 Tenure/Perm.* Considered                              |  |
| 45       |                | 2023/24            | Fall 2023 Tenure/Perm.* Considered           | f  | Perm.                | 2023/24   | July 1, 2023 Tenure/Perm. Effective                             |  |
| 46       |                | 2024/25            | July 1, 2024 Tenure/Perm. Effective          |  |                      |           |   |  |
| 47       |                |                    |  | t  |                      |           |   |  |
|          | If Hired Jul   | y 1, 2019:         | Any Associate Professor, AAS III or Lib. III | sh   | ould have ob         | tained Te | nure or Permanence by this date                                 |  |
| 49       |                | 2019/20            |  | Ī  | 3 Years              | 2019/20   | ·   |  |
| 50       | 4 Years        | 2020/21            | Performance review* required                 | f  | until                | 2020/21   | Performance review* required                                    |  |
| 51       |                | 2021/22            | 1st UCAPT Review incl. PR* [Fall 2021]       |  | tenure/              | 2021/22   | Fall 2022 Tenure/Perm.* Considered                              |  |
| 52       |                | 2022/23            | Fall 2022 Tenure/Perm.* Considered           |  | Perm.                | 2022/23   | July 1, 2022 Tenure/Perm. Effective                             |  |
| 53       |                | 2023/24            | July 1, 2023 Tenure/Perm. Effective          | l  |                      |           | -   |  |
|          | •              |                    |  | -  | ř.                   |           |   |  |

|          | Α                | В                  | С   | D        | E                | F  | G  |  |  |
|----------|------------------|--------------------|---|----------|------------------|--|--|--|--|
| 1        |                  |                    | RE AND PERMANENCE   |          |                  | <u> </u>   | Revised - June 23, 2025  |  |  |
|          |                  |                    |   |          |                  |  | neviseu - Julie 23, 2023   |  |  |
| 2        |                  | ERATION            |   |          |                  |  |  |  |  |
| 3        |                  |                    | III members   |          |                  |  | 1V members   |  |  |
| 5        | *PR mean         | s performa<br>     | nce review and every UCAPT review fol                                     | lov      | ving the fir     | st year mu<br>T  | ist include a performance review   |  |  |
|          | If hired Jul     | v 1 2025           |   |          | If hired Jul     | y 1 2025   |  |  |  |
| 7        |                  | 2025/26            |   |          |                  | 2025/26  |  |  |  |
| 8        |                  | 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                                     |  |  |
| 11       | Perm.            | 2029/30            | July 1, 2029 Tenure/ Perm. Effective                                      |          |                  |  |  |  |  |
| 12       |                  |                    |   |          |                  |  |  |  |  |
| 13       | If hired Jul     | y 1, 2024          |   |          | If hired Jul     | y 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       |                  | 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       | IC lateral L. I  | 4 2022             |   |          | IC between 1 1 1 | 4 2022   |  |  |  |
|          | If hired Jul     |                    |   |          | If hired Jul     |  |  |  |  |
| 21       | 4 Years          | 2023/24<br>2024/25 | Porformanco roviow* roquirod  |          | 3 Years<br>until | 2023/24<br>2024/25                                       | Derformance review* required   |  |  |
| 23       | until            | 2024/25            | Performance review* required  1st UCAPT Review incl. PR* [Fall 2025]      |          | tenure/          | 2024/25  | Performance review* required Fall 2025Tenure/Perm.* Considered           |  |  |
| 24       |                  | 2025/20            | Fall 2026 Tenure/Perm.* Considered  |          | Perm.            | 2025/20  | July 1, 2026 Tenure/ Perm. Effective                                     |  |  |
| 25       | Perm.            | 2027/28            | July 1, 2027 Tenure/ Perm. Effective                                      |          |                  | 2020/27  | 341, 1, 2020 Tellare, Tellin Ellestise                                   |  |  |
| 26       |                  | 2027/20            |   |          |                  |  |  |  |  |
|          | If Hired Jul     | y 1, 2022          |   |          | If Hired Ju      | ly 1, 2022   |  |  |  |
| 28       |                  | 2022/23            |   |          |                  | 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       |                  |                    |   |          |                  |  |  |  |  |
|          | If Hired Jul     |                    |   |          | If Hired Ju      |  |  |  |  |
| 35       |                  | 2021/22            |   |          |                  | 2021/22  |  |  |  |
| 36       |                  |                    | Performance review* required  |          |                  | 2022/23  | Performance review* required   |  |  |
| 37<br>38 |                  | 2023/24<br>2024/25 | 1st UCAPT Review incl. PR* [Fall 2023] Fall 2024 Tenure/Perm.* Considered |          | tenure/<br>Perm. | 2023/24  | Fall 2023 Tenure/Perm.* Considered  July 1, 2024 Tenure/ Perm. Effective |  |  |
| 39       | tenure/<br>Perm. |                    | July 1, 2025 Tenure/Perm. Effective                                       |          | Perm.            | 2024/25  | July 1, 2024 Tenure/ Perm. Effective                                     |  |  |
| 40       | renn.            | 2025/26            | July 1, 2025 Tellule/Fellii. Ellective                                    |          |                  |  |  |  |  |
|          | If Hired Jul     | v 1. 2020          |   |          | If Hired Ju      | lv 1. 2020   |  |  |  |
| 42       |                  | 2020/21            |   |          |                  | 2020/21  |  |  |  |
| 43       |                  | 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 Jul     | <u> </u>           |   |          | If Hired Ju      | -  |  |  |  |
| 49       | •                |                    |   |          |                  | Any Associate Professor, AAS III or Lib. III should have |  |  |  |
| 50       |                  |                    |   |          |                  | obtained Tenure or Permanence by this date               |  |  |  |
| 51       |                  | 2019/20            |   |          | 3 Years          | 2019/20  |  |  |  |
| 52       |                  | 2020/21            | Performance review* required  | _        | until            | 2020/21  | Performance review* required   |  |  |
| 53<br>54 |                  | 2021/22<br>2022/23 | 1st UCAPT Review incl. PR* [Fall 2021] Fall 2022 Tenure/Perm.* Considered |          | tenure/          | 2021/22<br>2022/23                                       | Fall 2022 Tenure/Perm.* Considered  July 1, 2022 Tenure/Perm. Effective  |  |  |
| 55       |                  | 2022/23            | July 1, 2023 Tenure/Perm. Effective                                       |          | Perm.            | 2022/23  | July 1, 2022 Tenure/Perm. Effective                                      |  |  |
| 56       | Perm.            | 2023/24            | July 1, 2025 Tenure/Perm. Effective                                       | -        |                  |  |  |  |  |
| 50       |                  |                    |   | <u> </u> |                  |  |  |  |  |