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1	RENEWAL, TENURE AND PERMANENCE				Revised - July 8, 2022		Page 1
2	CONSIDERATION CHART						
3	Faculty, Librarians & AAS I 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	If Hired July 1, 2022				If Hired July 1, 2022		
6	Assistant	Professor	Librarians, and AAS I members		AAS II members		
7		2022/23				2022/23	
8		2023/24	performance review* required			2023/24	performance review* required
9		2024/25				2024/25	
10	6 Years	2025/26	1st UCAPT Review incl. PR* [Fall 2025]		5 Years	2025/26	1st UCAPT Review incl. PR* [Fall 2025]
11	until	2026/27			until	2026/27	Fall 2026 Permanence* Considered
12	tenure/	2027/28	Fall 2027 Tenure/Perm.* Considered		perm.	2027/28	July 1, 2027 Permanence Effective
13	perm.	2028/29	July 1, 2028 Tenure/ Perm. Effective				
14							
15	If Hired July 1, 2021				If Hired July 1, 2021		
16	Assistant	Professor	Librarians, and AAS I members		AAS II members		
17		2021/22				2021/22	
18		2022/23	performance review* required			2022/23	performance review* required
19		2023/24				2023/24	
20	6 years	2024/25	1st UCAPT Review incl. PR* [Fall 2024]		5 Years	2024/25	1st UCAPT Review incl. PR* [Fall 2024]
21	until	2025/26			until	2025/26	Fall 2025 Permanence* Considered
22	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered		perm.	2026/27	July 1, 2026 Permanence Effective
23	perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective				
24							
25	If Hired July 1, 2020				If Hired July 1, 2020		
26	Assistant	Professor	Librarians, and AAS I members		AAS II members		
27		2020/21				2020/21	
28		2021/22	performance review* required			2021/22	performance review* required
29		2022/23				2022/23	
30	6 Years	2023/24	1st UCAPT Review incl PR* [Fall 2023]		5 Years	2023/24	1st UCAPT Review incl. PR* [Fall 2023]
31	until	2024/25			until	2024/25	Fall 2024 Permanence Considered
32	tenure/	2025/26	Fall 2025 Tenure/Perm. Considered		perm.	2025/26	July 1, 2025 Permanence Effective
33	perm.	2026/27	July 1, 2026 Tenure/Perm. Effective				
34							
35	If Hired July 1, 2019				If Hired July 1, 2019		
36	Assistant	Professor	Librarians, and AAS I members		AAS II members		
37		2019/20				2019/20	
38		2020/21	performance review* required			2020/21	performance review* required
39		2021/22				2021/22	
40	6 Years	2022/23	1st UCAPT Review incl. PR* [Fall 2022]		5 Years	2022/23	1st UCAPT Review incl. PR* [Fall 2022]
41	until	2023/24			until	2023/24	Fall 2023 Permanence Considered
42	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered		perm.	2024/25	July 1, 2024 Permanence Effective
43	perm.	2025/26	July 1, 2025 Tenure/Perm. Effective				
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50	Faculty & AAS I members on 6-year contracts				AAS members on 5-year contracts		
51	If Hired July 1, 2018				If Hired July 1, 2018		
52	Assistant	Professor	Librarians, and AAS I members		AAS II members		
53		2018/19			2018/19		
54		2019/20	performance review* required		2019/20		performance review* required
55		2020/21			2020/21		
56	6 Years	2021/22	1st UCAPT Review incl. PR* [Fall 2021]		5 Years	2021/22	1st UCAPT Review incl. PR* [Fall 2021]
57	until	2022/23			until	2022/23	Fall 2022 Permanence Considered
58	tenure/	2023/24	Fall 2023 Tenure/Perm. Considered		perm.	2023/24	July 1, 2023 Permanence Effective
59	perm.	2024/25	July 1, 2024 Tenure/Perm. Effective				
60							
61	If Hired July 1, 2017				If Hired July 1, 2017		
62	Assistant	Professor	Librarians, and AAS I members		AAS II members		
63		2017/18			2017/18		
64		2018/19	performance review* required		2018/19		performance review* required
65		2019/20			2019/20		
66	6 Years	2020/21	1st UCAPT Review incl. PR* [Fall 2020]		5 Years	2020/21	1st UCAPT Review incl. PR* [Fall 2020]
67	until	2021/22			until	2021/22	Fall 2021 Permanence Considered
68	tenure/	2022/23	Fall 2022 Tenure/Perm. Considered		perm.	2022/23	July 1, 2022 Permanence Effective
69	perm.	2023/24	July 1, 2023 Tenure/Perm. Effective				
70							
71	If Hired July 1, 2016			ANY AAS MEMBER SHOULD HAVE OBTAINED PERMANENCE BY THIS DATE			
72	Assistant	Professor	and Librarians				
73		2016/17					
74		2017/18	performance review* required				
75		2018/19					
76	6 Years	2019/20	1st UCAPT Review incl. PR* [Fall 2019]				
77	until	2020/21	Possible 2nd UCAPT Review [F2020]				
78	tenure	2021/22	Fall 2021 Tenure Considered				
79		2022/23	July 1, 2022 Tenure Effective				
80							
81	As of July 1, 2017 the recommendation of 1 or 2 year renewals were removed per Bylaw 22.5.1 (May 26, 2017)						
82	Excerpt from Bylaw 22, Item 5.1:						
83	The AAU Head shall initiate all proceedings of the AAU RTP Committee by presenting a recommendation for renewal, promotion						
84	and/or tenure, the Performance Review(s) of the faculty member, and any response(s) of the faculty member to the Review(s). Untenured						
85	faculty members shall be considered for renewal by the AAU RTP Committee after the third full year of their probationary period.						
86	When the review is positive, the AAU RTP Committee shall recommend continuation of the probationary appointment.						
87	NOTES:						
88	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 performance						
89	review*; year 5 is tenure/permanence consideration including a performance review*.						
90							
91	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 tenure-track						
92	faculty positions. For AAS II members, they will be submitting their contract renewal applications after year 3, followed by their						
93	application for permanence after year 4, with a decision being provided in their final year (year 5) for permanence.						
94							
95	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						
96	consideration*						
97							
98							



AAU RTP committee recommends length of reappointment at 1st Review. (1 or 2 years)

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