

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