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1	RENEWAL, TENURE AND PERMANENCE			Revised - July 1, 2026		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, 2026			If Hired July 1, 2026			
7	Assistant	Professor	Librarians, and AAS I members	AAS II members			
8		2026/27			2026/27		
9		2027/28	performance review* required		2027/28	performance review* required	
10		2028/29			2028/29		
11	6 Years	2029/30	1st UCAPT Review incl. PR* [Fall 2029]	5 Years	2029/30	1st UCAPT Review incl. PR* [Fall 2029]	
12	until	2030/31		until	2030/31	Fall 2030 Permanence* Considered	
13	tenure/	2031/32	Fall 2031 Tenure/Perm.* Considered	perm.	2031/32	July 1, 2031 Permanence Effective	
14	perm.	2032/33	July 1, 2032 Tenure/ Perm. Effective				
15							
16	If Hired July 1, 2025			If Hired July 1, 2025			
17	Assistant	Professor	Librarians, and AAS I members	AAS II members			
18		2025/26			2025/26		
19		2026/27	performance review* required		2026/27	performance review* required	
20		2027/28			2027/28		
21	6 Years	2028/29	1st UCAPT Review incl. PR* [Fall 2028]	5 Years	2028/29	1st UCAPT Review incl. PR* [Fall 2028]	
22	until	2029/30		until	2029/30	Fall 2029 Permanence* Considered	
23	tenure/	2030/31	Fall 2030 Tenure/Perm.* Considered	perm.	2030/31	July 1, 2030 Permanence Effective	
24	perm.	2031/32	July 1, 2031 Tenure/ Perm. Effective				
25							
26	If Hired July 1, 2024			If Hired July 1, 2024			
27	Assistant	Professor	Librarians, and AAS I members	AAS II members			
28		2024/25			2024/25		
29		2025/26	performance review* required		2025/26	performance review* required	
30		2026/27			2026/27		
31	6 Years	2027/28	1st UCAPT Review incl. PR* [Fall 2027]	5 Years	2027/28	1st UCAPT Review incl. PR* [Fall 2027]	
32	until	2028/29		until	2028/29	Fall 2028 Permanence* Considered	
33	tenure/	2029/30	Fall 2029 Tenure/Perm.* Considered	perm.	2029/30	July 1, 2029 Permanence Effective	
34	perm.	2030/31	July 1, 2030 Tenure/ Perm. Effective				
35							
36	If Hired July 1, 2023			If Hired July 1, 2023			
37	Assistant	Professor	Librarians, and AAS I members	AAS II members			
38		2023/24			2023/24		
39		2024/25	performance review* required		2024/25	performance review* required	
40		2025/26			2025/26		
41	6 Years	2026/27	1st UCAPT Review incl. PR* [Fall 2026]	5 Years	2026/27	1st UCAPT Review incl. PR* [Fall 2026]	
42	until	2027/28		until	2027/28	Fall 2027 Permanence* Considered	
43	tenure/	2028/29	Fall 2028 Tenure/Perm.* Considered	perm.	2028/29	July 1, 2028 Permanence Effective	
44	perm.	2029/30	July 1, 2029 Tenure/ Perm. Effective				
45							
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50	If Hired July 1, 2022			If Hired July 1, 2022			
51	Assistant	Professor	Librarians, and AAS I members	AAS II members			
52		2022/23			2022/23		
53		2023/24	performance review* required		2023/24	performance review* required	
54		2024/25			2024/25		
55	6 Years	2025/26	1st UCAPT Review incl. PR* [Fall 2025]	5 Years	2025/26	1st UCAPT Review incl. PR* [Fall 2025]	
56	until	2026/27		until	2026/27	Fall 2026 Permanence* Considered	
57	tenure/	2027/28	Fall 2027 Tenure/Perm.* Considered	perm.	2027/28	July 1, 2027 Permanence Effective	
58	perm.	2028/29	July 1, 2028 Tenure/ Perm. Effective				
59							
60							Page 2
61	Faculty, Librarians & AAS members on 6-year contracts			AAS members on 5-year contracts			
62	If Hired July 1, 2021			If Hired July 1, 2021			
63	Assistant	Professor	Librarians, and AAS I members	AAS II members			
64		2021/22			2021/22		
65		2022/23	performance review* required		2022/23	performance review* required	
66		2023/24			2023/24		
67	6 years	2024/25	1st UCAPT review incl. PR [Fall 2024]	5 Years	2024/25	1st UCAPT Review incl. PR* [Fall 2024]	
68	until	2025/26		until	2025/26	Fall 2025 Permanence* Considered	
69	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	perm.	2026/27	July 1, 2026 Permanence Effective	
70	perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective				
71							
72	If Hired July 1, 2020			If Hired July 1, 2020			
73	ANY AAS MEMBER SHOULD HAVE OBTAINED PERMANENCE BY THIS DATE						
74	Assistant	Professor	Librarians, and AAS I members	AAS II members			
75		2020/21			2020/21		
76		2021/22	performance review* required		2021/22	performance review* required	
77		2022/23			2022/23		
78	6 Years	2023/24	1st UCAPT Review incl PR* [Fall 2023]	5 Years	2023/24	1st UCAPT Review incl. PR* [Fall 2023]	
79	until	2024/25		until	2024/25	Fall 2024 Permanence Considered	
80	tenure/	2025/26	Fall 2025 Tenure/Perm. Considered	perm.	2025/26	July 1, 2025 Permanence Effective	
81	perm.	2026/27	July 1, 2026 Tenure/Perm. Effective				
82							
83	As of July 1, 2017 the recommendation of 1 or 2 year renewals were removed per Bylaw 22.5.1 (May 26, 2017)						
84	Excerpt from Bylaw 22, Item 5.1:						
85	The AAU Head shall initiate all proceedings of the AAU RTP Committee by presenting a recommendation for renewal, promotion						
86	and/or tenure, the Performance Review(s) of the faculty member, and any response(s) of the faculty member to the Review(s). Untenured						
87	faculty members shall be considered for renewal by the AAU RTP Committee after the third full year of their probationary period.						
88	When the review is positive, the AAU RTP Committee shall recommend continuation of the probationary appointment.						
89							
90	NOTES:						
91	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						
92	performance review*; year 5 is tenure/permanence consideration including a performance review*.						
93							
94	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						
95	tenure-track faculty positions. For AAS II members, they will be submitting their contract renewal applications after year 3, followed by						
96	their application for permanence after year 4, with a decision being provided in their final year (year 5) for permanence.						
97							
98	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						
99	consideration*						

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1	RENEWAL, TENURE AND PERMANENCE						Revised - July 1, 2026
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, 2026			If hired July 1, 2026			
7		2026/27		3 Years	2026/27		
8	4 Years	2027/28	Performance review* required	until	2027/28	Performance review* required	
9	until	2028/29	1st UCAPT Review incl. PR* [Fall 2028]	tenure/	2028/29	Fall 2028 Tenure/Perm.* Considered	
10	tenure/	2029/30	Fall 2029 Tenure/Perm.* Considered	Perm.	2029/30	July 1, 2029 Tenure/ Perm. Effective	
11	Perm.	2030/31	July 1, 2030 Tenure/ Perm. Effective				
12							
13	If hired July 1, 2025			If hired July 1, 2025			
14		2025/26		3 Years	2025/26		
15	4 Years	2026/27	Performance review* required	until	2026/27	Performance review* required	
16	until	2027/28	1st UCAPT Review incl. PR* [Fall 2027]	tenure/	2027/28	Fall 2027 Tenure/Perm.* Considered	
17	tenure/	2028/29	Fall 2028 Tenure/Perm.* Considered	Perm.	2028/29	July 1, 2028 Tenure/ Perm. Effective	
18	Perm.	2029/30	July 1, 2029 Tenure/ Perm. Effective				
19							
20	If hired July 1, 2024			If hired July 1, 2024			
21		2024/25		3 Years	2024/25		
22	4 Years	2025/26	Performance review* required	until	2025/26	Performance review* required	
23	until	2026/27	1st UCAPT Review incl. PR* [Fall 2026]	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	
24	tenure/	2027/28	Fall 2027 Tenure/Perm.* Considered	Perm.	2027/28	July 1, 2027 Tenure/ Perm. Effective	
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27	If hired July 1, 2023			If hired July 1, 2023			
28		2023/24		3 Years	2023/24		
29	4 Years	2024/25	Performance review* required	until	2024/25	Performance review* required	
30	until	2025/26	1st UCAPT Review incl. PR* [Fall 2025]	tenure/	2025/26	Fall 2025 Tenure/Perm.* Considered	
31	tenure/	2026/27	Fall 2026 Tenure/Perm.* Considered	Perm.	2026/27	July 1, 2026 Tenure/ Perm. Effective	
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33							
34	If Hired July 1, 2022			If Hired July 1, 2022			
35		2022/23		3 Years	2022/23		
36	4 Years	2023/24	Performance review* required	until	2023/24	Performance review* required	
37	until	2024/25	1st UCAPT Review incl. PR* [Fall 2024]	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	
38	tenure/	2025/26	Fall 2025 Tenure/Perm.* Considered	Perm.	2025/26	July 1, 2025 Tenure/ Perm. Effective	
39	Perm.	2026/27	July 1, 2026 Tenure/ Perm. Effective				
40							
41	If Hired July 1, 2021			If Hired July 1, 2021			
42		2021/22		3 Years	2021/22		
43	4 Years	2022/23	Performance review* required	until	2022/23	Performance review* required	
44	until	2023/24	1st UCAPT Review incl. PR* [Fall 2023]	tenure/	2023/24	Fall 2023 Tenure/Perm.* Considered	
45	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	Perm.	2024/25	July 1, 2024 Tenure/ Perm. Effective	
46	Perm.	2025/26	July 1, 2025 Tenure/Perm. Effective				
47							
48	If Hired July 1, 2020 Any Associate Professor, AAS III or Lib. III should have obtained Tenure or Permanence by this date						
49		2020/21		3 Years	2020/21		
50	4 Years	2021/22	Performance review* required	until	2021/22	Performance review* required	
51	until	2022/23	1st UCAPT Review incl. PR* [Fall 2022]	tenure/	2022/23	Fall 2023 Tenure/Perm.* Considered	
52	tenure/	2023/24	Fall 2023 Tenure/Perm.* Considered	Perm.	2023/24	July 1, 2023 Tenure/Perm. Effective	
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28		2023/24		3 Years	2023/24		
29	4 Years	2024/25	Performance review* required	until	2024/25	Performance review* required	
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35		2022/23		3 Years	2022/23		
36	4 Years	2023/24	Performance review* required	until	2023/24	Performance review* required	
37	until	2024/25	1st UCAPT Review incl. PR* [Fall 2024]	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	
38	tenure/	2025/26	Fall 2025 Tenure/Perm.* Considered	Perm.	2025/26	July 1, 2025 Tenure/ Perm. Effective	
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42		2021/22		3 Years	2021/22		
43	4 Years	2022/23	Performance review* required	until	2022/23	Performance review* required	
44	until	2023/24	1st UCAPT Review incl. PR* [Fall 2023]	tenure/	2023/24	Fall 2023 Tenure/Perm.* Considered	
45	tenure/	2024/25	Fall 2024 Tenure/Perm.* Considered	Perm.	2024/25	July 1, 2024 Tenure/ Perm. Effective	
46	Perm.	2025/26	July 1, 2025 Tenure/Perm. Effective				
47							
48	If Hired July 1, 2020			If Hired July 1, 2020			
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		2020/21		3 Years	2020/21		
52	4 Years	2021/22	Performance review* required	until	2021/22	Performance review* required	
53	until	2022/23	1st UCAPT Review incl. PR* [Fall 2022]	tenure/	2022/23	Fall 2023 Tenure/Perm.* Considered	
54	tenure/	2023/24	Fall 2023 Tenure/Perm.* Considered	Perm.	2023/24	July 1, 2023 Tenure/Perm. Effective	
55	Perm.	2024/25	July 1, 2024 Tenure/Perm. Effective				
56							
57							