

**Standard* Timeline for Advancement of Assistant Professors
8-Year Clock (tenure clock)**

Policy Reference: APM 220-17, Terms of Service; b. Assistant Professor: “Each appointment and reappointment is limited to a maximum term of two years. The total service with this and certain other titles (...) may not exceed eight years except as provided in APM 133-12;b and 133-12.c.”

	<u>Q u a r t e r s of Service</u>			
<i>1st year</i>	1	2	3	
<i>2nd year</i>	4	5	6	Reappointment/merit increase <i>(based on 1 year of work)</i>
<i>3rd year</i>	7	8	9	
<i>4th year</i>	10	11	12	Appraisal/merit/reappt <i>(based on 3 years of work)</i>
<i>5th year</i>	13	14	15	
<i>6th year</i>	16	17	18	Reappointment/merit increase <i>(based on work since midcareer)</i>
<i>7th year</i>	19	20	21	Tenure review* <i>(based on entire career)</i>
<i>8th year</i>	22	23	24	Must be promoted or ended by end of eighth year

Promotion to Associate Professor is possible after two years at Assistant Professor Step 4, even if the appointment was made at Assistant Professor Step 3. However, faculty will not appear on the CALL for promotion until their seventh year (or 19th quarter of service).

*Quarters of leave may stop the ‘8-year clock’. Please consult with divisional academic personnel coordinator to discuss impact of leave on both the 8-year clock, as well as time at rank and step.