

2023-2024 Timeline for Promotion, Tenure, and Third Year Review for Faculty
(Refer to [FSH 3500 C](#) for timing, extensions, and special circumstances)

PROMOTION: Typically considered in the 6th full year of service in rank

Example:

Year 1 = fall 2023 – spring 2024
Year 2 = fall 2024 – spring 2025
Year 3 = fall 2025 – spring 2026
Year 4 = fall 2026 – spring 2027
Year 5 = fall 2027 – spring 2028 (begin packet prep in spring 2028)
Year 6 = fall 2028 – spring 2029 (review year)
Promotion becomes effective at the start of the following fiscal year: July 1, 2029.

Exception: When the appointment begins after the eighth week of the start of the academic or fiscal year (depending on contract type) then the timeline for promotion consideration begins the following year. For example, if hired on October 25, 2023, then year 1 would be Fall 2024 – Spring 2025.

TENURE: Mandatory tenure consideration is in the 6th full year of service for those hired as Assistant Professors. If hired as an Associate Professor, consideration must take place in the 5th full year of service.

Example (assistant professors):

Year 1 = fall 2023 – spring 2024
Year 2 = fall 2024 – spring 2025
Year 3 = fall 2025 – spring 2026
Year 4 = fall 2026 – spring 2027
Year 5 = fall 2027 – spring 2028 (begin packet prep in spring 2028)
Year 6 = fall 2028 – spring 2029 (review year)

Tenure becomes effective at the start of the following fiscal year: July 1, 2029.

Example (associate professors):

Year 1 = fall 2023 – spring 2024
Year 2 = fall 2024 – spring 2025
Year 3 = fall 2025 – spring 2026
Year 4 = fall 2026 – spring 2027 (begin packet prep in spring 2027)
Year 5 = fall 2027 – spring 2028 (review year)
Tenure becomes effective at the start of the following fiscal year: July 1, 2028.

THIRD YEAR REVIEW: Untenured faculty are reviewed by a committee of peers during the 24-36 month period after hire. See [FSH 3510](#) for details.

Example if hired in Fall 2023:

Year 1 = fall 2023 – spring 2024
Year 2 = fall 2024 – spring 2025
Year 3 = fall 2025 – spring 2026 (review year)