

Promotion Timeline

General Guidelines:

1. Minimum of 3 years at Institution
2. Superior teaching and noteworthy achievement in at least one other area of outstanding service, academic achievement, and professional development
3. No more than 7 years at the rank of instructor without promotion to Asst. Prof. at the institution
4. Promotion to the rank of Professor requires strong justification without the doctorate

Instructor to Assistant Professor:

| <u>Year</u> | <u>Fall Semester</u> | <u>Spring Semester</u> |
|-------------|-----------------------------------|------------------------|
| 1 | | |
| 2 | | |
| 3** | May Apply | |
| 4 | May Apply | |
| 5 | May Apply | |
| 6 | May Apply | |
| 7 | Must Apply and be Promoted | |
| 8 | Terminal Contract if Not Promoted | |

Assistant Professor to Associate Professor:

| <u>Year</u> | <u>Fall Semester</u> | <u>Spring Semester</u> |
|-------------|----------------------|------------------------|
| 1 | | |
| 2 | | |
| 3 | | |
| 4** | May Apply | |
| 5 | May Apply | |
| 6 | May Apply | |
| 7+ | May Apply | |

Associate Professor to Full Professor:

| <u>Year</u> | <u>Fall Semester</u> | <u>Spring Semester</u> |
|-------------|----------------------|------------------------|
| 1 | | |
| 2 | | |
| 3 | | |
| 4 | | |
| 5** | May Apply | |
| 6 | May Apply | |
| 7 | May Apply | |
| 8+ | May Apply | |

** In some institutions defined as "early promotion," requiring strong justification.

Tenure Timeline

Minimum Requirements:

1. **Assistant Professor or Higher**
2. **At least 5 years at the institution**
3. **Superior teaching and noteworthy achievement in at least one other area of outstanding service, academic achievement, and professional development**
4. **No more than 7 years at the rank of Asst. Prof. or higher at the institution**
5. **Can be at one institution no more than 10 years at the combined rank of Instructor and Assistant Professor**

| <u>Year</u> | <u>Fall Semester</u> | <u>Spring Semester</u> |
|-------------|-----------------------------------|----------------------------------|
| 1* | | |
| 2* | | |
| 3* | | Pre-Tenure Review |
| 4 | | |
| 5** | Can Apply | |
| 6 | Can Apply | |
| 7 | Must Apply and be Granted* | |
| 8 | Terminal Contract if Not Tenured* | |
| 9 | Terminal Contract if Not Tenured* | |
| 10 | Terminal Contract if Not Tenured* | Post-Tenure Review every 5 years |
| 11+ | | Post-Tenure Review every 5 years |

* Up to 3 years of credit toward tenure can be awarded at the time of initial hiring or at the time of promotion to the rank of Assistant Professor.

** In some institutions defined as "early," requiring strong justification.