

Tenure and Promotion Decision and Effective Dates New Hire Fall 2019		Tenure and Promotion Decision and Effective Dates New Hire Spring 2020	
Instructor		Instructor	
<i>Normally 7 years in rank for Tenure</i> 2019-20 2020-21 <i>Application for promotion may be done in the spring semester of any FY. No minimum time in rank required.</i> 2021-22 2022-23 2023-24 2024-25 2025-26 2026-27		<i>Normally 7 years in rank for Tenure</i> 2019-20 2020-21 <i>Application for promotion may be done in the spring semester of any FY. No minimum time in rank required.</i> 2021-22 2022-23 2023-24 2024-25 2025-26 2026-27	
Assistant Professor		Assistant Professor	
<i>Normally 6 years in rank for Tenure</i> 2019-20 2020-21 <i>The minimal time normally required in the rank of Assistant Professor before promotion to the rank of Associate Professor is six (6) years.</i> 2021-22 2022-23 2023-24 2024*-25 2025-26**	<u>*Simultaneous Application for Tenure and Promotion:</u> <i>Per Article 14, Paragraph 28, if applying for tenure under regular timelines stated in Paragraph 19, may also apply to associate professor at same time. (Applies only to Assistant rank.)</i>	<i>Normally 6 years in rank for Tenure</i> 2019-20 2020-21 <i>The minimal time normally required in the rank of Assistant Professor before promotion to the rank of Associate Professor is six (6) years.</i> 2021-22 2022-23 2023-24 2024-25* 2025-2026**	<u>*Simultaneous Application for Tenure and Promotion:</u> <i>Per Article 14, Paragraph 28, if applying for tenure under regular timelines stated in Paragraph 19, may also apply to associate professor at same time. (Applies only to Assistant rank.)</i>
Associate Professor		Associate Professor	
<i>Normally 4 years in rank for Tenure</i> 2019-20 2020-21 <i>The minimal time normally required in the rank of Associate Professor before promotion to Professor is five (5) years.</i> 2021-22 2022-23 2023-24 2024-25		<i>Normally 4 years in rank for Tenure</i> 2019-20 2020-21 <i>The minimal time normally required in the rank of Associate Professor before promotion to Professor is five (5) years.</i> 2021-22 2022-23 2023-24 2024-2025	
Professor		Professor	
<i>Normally 3 years in rank for Tenure</i> 2019-20 2020-21 <i>A full Professor who has held rank for four (4) or more years may apply for a professor salary adjustment every four (4) years.</i> 2021-22 2022-23 2023-24 2024-25		<i>Normally 3 years in rank for Tenure</i> 2019-20 2020-21 2021-22 2022-23 2023-24 2024-25	

Legend:

- Tenure Application
- Early Tenure Application
- Tenure Effective
- Promotion Application (or Professor Salary Adjustment)
- Promotion/PSA Effective
- ** Both Tenure and Promotion effective

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