

Time line for Advancement of Assistant Professors

	<u>Quarters</u>			
<i>1st year</i>	1	2	3	
<i>2nd year</i>	4	5	6	Review for reappointment/merit increase <i>(based on work since application for position)</i>
<i>3rd year</i>	7	8	9	
<i>4th year</i>	10	11	12	Review for Mid-career 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	Review for 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

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- Promotion to Associate Professor (tenure review) 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).
 - For those appointed at Step 4, campus policy states, "An accelerated review for tenure ...will normally not be allowed until after at least ONE merit review at UCSC. Truly exceptional cases may be put forward, but the file would have to provide ample DOCUMENTED evidence of excellence in teaching, service, and research and creative activity, appropriate to the proposed rank and step."

ACADEMIC PERSONNEL

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- Assistant Professors are appointed for two year terms and are eligible for reappointment up until the time they undergo their tenure review (promotion to Associate Professor).
- Merit *eligibility* is based on time at rank and step, merit *advancement* is based on achievements since the last review.
- Assistant Professors are appointed to a specific 'step' at time of appointment and are eligible for a merit review during the second year at that step, which can lead to a step advancement effective after two years at that step. This generally coincides with the reappointment review.
- Two quarters or more of service, at 50% or more, constitute one year at step. One quarter or less does not count as time served at step, and may affect eligibility for merit review.
- Mid-career and tenure reviews based on quarters on the 'tenure clock'.
- Assistant Professors undergo a mid-career appraisal after completing their 9th quarter of service (generally during their 4th year of service), to assess their prospects for tenure. This review generally coincides with the reappointment/merit review.
- Assistant Professors undergo a tenure review no later than after completing their 18th quarter of service (generally during their 7th year of service). Assistant Professors must be promoted to Associate Professor by the end of their 21st quarter of service, or receive a terminal year notice in their 8th year.
- Leaves or "time off the tenure clock" may affect eligibility for and timing of reviews.
- Advancement reviews are based on performance in research/creative work, teaching and service.