

Time line for Advancement of Lecturers with Potential for Security of Employment

	<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 record 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/reatpmt <i>(based on 3 year record)</i>
<i>5th year</i>	13	14	15	
<i>6th year</i>	16	17	18	Review for reappointment/merit increase <i>(based on record since midcareer)</i>
<i>7th year</i>	19	20	21	Security of Employment / Promotion 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 Lecturer with Security of Employment (tenure-equivalent review) is *possible* after two years at LPSOE Step 4, before serving the full seven years as PSOE. However, faculty will not appear on the CALL for promotion until their seventh year (or 19th quarter of service).
 - Campus policy states that a review for promotion to security of employment will normally not be allowed until after at least ONE merit review at UCSC. Truly exceptional cases may be put forward, but evidence of performance in all criteria would have to be well documented.

Timeline for Advancement of Lecturers with Potential for Security of Employment (“Assistant Teaching Professors”)

- Lecturers with Potential for Security of Employment are appointed for two year terms and are eligible for reappointment up until the time they undergo their promotion review (promotion to Lecturer with Security of Employment).
- Merit *eligibility* is based on time served at rank and step (effective 7/1/2019), merit *advancement* is based on record/achievements since the last review.
- Two quarters or more of service, at 50% or more, constitute one year of service at step. One quarter or less does not count as time served at step, and may affect eligibility for merit review.
- Mid-career and promotion to security of employment reviews are based on quarters on the ‘tenure clock’.
- Lecturers with Potential for Security of Employment undergo a mid-career appraisal after completing their 9th quarter of service (generally during their 4th year of service), to assess their prospects for promotion. This review generally coincides with the reappointment/merit review.
- Lecturers with Potential for Security of Employment undergo a security of employment review no later than after completing their 18th quarter of service (generally during their 7th year of service). Lecturers with Potential for Security of Employment must be promoted to Lecturer with Security of Employment 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 teaching excellence, professional and/or scholarly achievement and activity, and service.