

**Typical Tenure Track Timeline  
for Assistant Professors**

**Year 1**  
Hiring: 1st contract (2-year)  
No review

**Year 2**  
Reappointment Review for 2nd contract  
Fall (September 15)

**No Prior Service**

**1-3 Years Prior Service**

**Year 3**  
2nd contract (2-year)  
No review

**Year 3, 4 OR 5**  
1-2 Reappointment Reviews as  
needed, based on years served

**Year 4**  
Reappointment Review for  
3rd contract  
Spring (February 1)

**Year 3, 4 OR 5**  
Continuing Appointment Review  
Spring (February 1)

**Year 5**  
3rd contract (2-year)  
Reappointment Review for  
4th contract  
Spring (February 1)

**Year 4, 5, OR 6**  
2<sup>nd</sup> or 3<sup>rd</sup> contract  
No review

**Year 6**  
Continuing Appointment Review  
Spring (February 1)

**Year 5, 6, OR 7**  
Continuing Appointment (Tenure)  
Takes effect in Fall

**Year 7**  
4th contract (1-year)  
No review

**Year 8**  
5th contract:  
Continuing Appointment (Tenure)  
Takes effect in Fall

**Promotion:** It is up to the candidate's discretion whether to apply for promotion. If the promotion takes effect before continuing appointment, the candidate must apply for continuing appointment within three years. For more information, refer to the College Handbook, 210.05: Promotion.

**Note on term lengths:** Candidates typically will have 4 portfolio reviews total on a standard timeline without prior service. The 2-2-2-1 contact year lengths for reappointment depicted in the example are commonly issued, but may vary, which will in turn affect the timing of portfolio reviews. An optional added year due to the COVID-19 pandemic will also affect the timing of portfolio reviews.