

Tenure Track Appointments and Review Requirements

All promotions and reappointments of tenure track faculty require a Comprehensive Review. Initial Assistant Professor appointments are for three years with one three-year reappointment allowed. The review for reappointment will occur in the fall of the third year of the initial appointment. Review for promotion to Associate Professor without tenure must occur no later than the fall of the third year of the second Assistant Professor appointment. The term for an untenured Associate Professor is set to expire one year after the tenure decision deadline or five years, whichever is smaller. In the case of no early promotions or adjustments to the tenure clock, this would be for four years. Review for the tenure decision must occur no later than the fall before the tenure decision must be made. The first year of an initial faculty appointment is deemed to begin on the date on which the appointment becomes effective and to end on 30 June of the next calendar year. The following example shows when decisions need to be made assuming that the appointment at the Assistant Professor level was made in 2012.

In 2012	Initial three-year appointment as Assistant Professor.
September 2014	Review for reappointment as Assistant Professor.
July 1, 2015	Start second three-year appointment as Assistant Professor.
September 2017	Review for promotion to Associate Professor without tenure.
July 1, 2018	Promotion to Associate Professor without tenure with a four-year term.
September 2020	Review for promotion to Associate Professor with tenure.
July 1, 2021	Granting of indefinite tenure.

Comprehensive Review: The comprehensive review of tenure track faculty requires the consideration of the candidate's department. Cases at the reappointment as Assistant Professor and initial appointment at, or promotion to Associate Professor without tenure are reviewed by the MCS Non-Tenure Ad-Hoc committee. Initial appointments at, or promotions to Associate Professor with tenure or Professor are reviewed by the MCS Tenure Ad-Hoc Committee. All cases are reviewed by the MCS Review committee. Cases that are reviewed by the MCS Non-tenure Ad-Hoc committee are reviewed by University Non-Tenure committee. Those cases reviewed by the MCS Tenure Ad-Hoc committee are reviewed by the University Tenure committee.

Timely Notice: *In the case a final decision is negative, the appointment shall continue, by means of a terminal appointment if necessary, until the later of : (a) the expiration of the current term of appointment; and (b) the 30 June next after the 1 July immediately following the notification of the decision.* (From the University Handbook.)