

Evaluation Clocks

Year	Standard clock starts in AY X/Y (Fall of X is Calendar Year 1)
1	Mandatory Annual/Biennial <ul style="list-style-type: none"> Submit A/B Review in Spring Y for period August-December X
2	Mandatory Annual/Biennial <ul style="list-style-type: none"> Submit A/B Review in Spring Y+1 for period January through December Y
3	Mandatory Pre-Tenure Review <ul style="list-style-type: none"> Submit in Spring Y+2 for period August X through December Y+1 Also submit A/B Review for period January through December Y+1
4	<i>Annual/Biennial Review</i> <ul style="list-style-type: none"> optional if earned scores of IV or higher in teaching or PA, and III or higher in all other areas, on Pre-Tenure Review. If required/elected, submit in Spring Y+3 for period Jan. through December Y+2
5	First Eligibility for Tenure <ul style="list-style-type: none"> <i>Optional: Comprehensive Review for Tenure and Promotion. Submit in Spring Y+4 for period August X - December Y+3 (4.5 calendar Years)</i>
6	Mandatory Application for Tenure & Promotion <ul style="list-style-type: none"> Submit Comprehensive Review for Tenure and Promotion in Spring Y+5 for period August X - December Y+4 (5.5 calendar Years)
7	Terminal Year if Tenure not achieved

Notes

- Negotiated years of credit apply directly to years in left column (e.g., if 2 years of credit, faculty member starts at Year 3).
 - If arrive in Fall with two years credit, may do Pre-Tenure Review in Year 3 (with only one semester at UNC) or Year 4
 - If arrive in Fall with three years credit, may do Pre-Tenure Review in Year 4 (one semester at UNC) or skip.
- Tenure clock extension adds 1 to every year from point of extension forward.
 - Other leaves (e.g., parental or FMLA) do *not* automatically extend tenure clock
- Early applications permitted in “exceptional circumstances” (*not* for excellent annual/biennial or pre-tenure review history).
- Other Clocks
 - Mandatory Annual/Biennial Review *every two years*
 - submit in Spring Y+2 for period January Y – December Y+1
 - with Fall hire date, first mandatory biennial will be 1.5 years
 - Mandatory Post Tenure *every 6 years*
 - Submit in Spring Y+6 for period January Y – December Y+5
 - Optional Promotion Review: Required Years in rank vary by type of promotion (*Must also meet any other eligibility requirements, such as PhD*)
 - CR Lecturer → Senior Lecturer: 6 years
 - CR Instructor → Assistant Professor: 4 years
 - CR Assistant → Associate: 4 years
 - CR or Tenured Associate → Full: 4 years