

Evaluation Clocks at UNC

Last update: October 2022

TENURE AND PROMOTION CLOCK [3-3-801(1)(a); 2-3-801(2)(b); 2-3-801(2)(c)].

Academic Year	Standard clock starts in AY X/X+1 (Fall of X is Calendar Year 1 unless hired in January)
1	Mandatory Annual/Biennial ⇒ Submit Annual Review in Spring X+1 for period August-December X
2	Mandatory Annual/Biennial ⇒ Submit Annual Review in Spring X+2 for period January through December X+1
3	Mandatory Pre-Tenure Review ⇒ Submit in Spring X+3 for period August X through December X+2 ⇒ Also submit Annual Review for period January through December X+2
4	<i>Annual/Biennial Review</i> ⇒ 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 X+4 for period Jan. through December X+3
5	First Eligibility for Tenure ⇒ <i>Optional: Comprehensive Review for Tenure and Promotion. Submit in Spring X+5 for period August X - December X+4 (4.5 calendar Years)</i> ⇒ <i>Mandatory annual/biennial review (biennial if no annual review completed in year 4). [3-3-801(2)(f)(III)]</i> - <i>If applying for T & P, materials within comprehensive review dossier must be organized to facilitate separate A/B review in addition.</i> - <i>If not applying for T&P, A/B review must be submitted.</i>
6	Mandatory Application for Tenure & Promotion ⇒ Submit Comprehensive Review for Tenure and Promotion in Spring X+6 for period August X - December X+5 (5.5 calendar Years)
7	Terminal year if tenure not achieved

Additional Notes on T&P clock

- Negotiated years of credit apply directly to years in left column (e.g., if 2 years of credit, faculty member effectively 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.
 - Work done at other institutions (during the years for which credit was given) must be included in the comprehensive evaluation dossier for both pre-tenure review and promotion & tenure review.
- Tenure clock *extension* adds 1 year to every comprehensive review from point of extension forward [2-3-902(3)(b)]. It does not change annual review requirements.
 - Other paid leaves (e.g., parental or FMLA) do not automatically extend tenure clock (tenure clock extension is a separate request).
 - An extension does not change the “total body of work” expected for tenure & promotion (e.g., the faculty member now has 6-7 years to produce whatever body of work the department/school criteria require on the standard 5-6 year clock).
- Early applications permitted in “exceptional circumstances” [2-3-901(4); 2-3-902(3)(a)(iv)]
 - excellent annual/ biennial or pre-tenure review scores do *not* constitute an exceptional circumstance; exception should be explained/justified.

continued

OTHER EVALUATION CLOCKS

- Mandatory Biennial review *every two years* for Contract Renewable faculty (*all ranks*) and Tenured Associate Professors¹ [3-3-801(2)(c), 3-3-801(2)(f)(II) and 3-3-801(2)(f)(IV)]
 - ⇒ CR faculty with Fall hire date, first mandatory biennial will cover 1.5 years (August of Year 1-December of year 2).
 - ⇒ Tenured faculty: every two years starting in January of year promoted to Associate Professor with Tenure unless/until achieve rank of (tenured) full professor.
 - ⇒ *An elective annual review resets the mandatory biennial clock.*
- Mandatory Triennial¹ review for Tenured Full Professors *every three years* after achieving full professor status [3-3-801(2)(f)(V)]
 - ⇒ Note: promotions become active on August 1st in year P, but first triennial review period is January P-December P+2 (conducted in spring of year P+3).
 - ⇒ *An elective annual (or biennial) review resets the mandatory triennial clock.*
- Mandatory Comprehensive Post Tenure¹ *every six years* after achieving tenure [3-3-801(1)(c)]
 - ⇒ First mandatory review period is January P-December P+5 (submit in Spring P+6)
 - ⇒ Tenured faculty are encouraged, but not required, to include annual/biennial/triennial reviews that cover *all years* inside any mandatory comprehensive review.
 - ⇒ *An elective comprehensive review (for any purpose) by a tenured faculty member resets the Mandatory Post Tenure evaluation clock [3-3-801(1)(c)(I)]*
- *Optional Promotion Review*: Required years in rank ('YIR') vary by type of promotion [2-3-901(1)];² *must also meet other requirements for Rank [cf. 2-3-302].*
 - ⇒ CR Lecturer → CR Senior Lecturer: after completion of 6 YIR
 - ⇒ CR Instructor → CR Assistant³ Professor: after 4 YIR
 - ⇒ CR Assistant → CR Associate³ Professor: after 4 YIR
 - ⇒ CR or Tenured Associate → CR Full⁴ Professor or Tenured Full⁴ Professor: after 4 YIR

Calendar year 2020 opt-out provision [3-3-801(2)(f)(VI)]

- ⇒ Tenured faculty only (Associate or Full) permitted to opt out from *either* annual or biennial review.
- ⇒ Those who opted out must either complete annual review for Jan-Dec 2021 (conducted in Spring 22), or Biennial review for Jan 2021-Dec 2022 (conducted in Spring 23).
- ⇒ Opting out does not change clock for Mandatory Comprehensive Post-Tenure Review.

¹ Tenured faculty who wish to *avoid* having to submit a mandatory biennial/triennial or post-tenure review while on sabbatical should submit (an) elective review(s) the year before (the same year they apply for sabbatical).

² To calculate clock: assuming current rank effective as of August 1 of year P: first eligible to submit promotion review in Spring of P+1+required YIR (for review period August P through December P+required YIR).

³ Four years is the *minimum* number for eligibility (there is no maximum number of years by which a CR faculty member, at any rank, must apply for or achieve a promotion to the next rank). Note that promotion to the rank of CR Assistant, CR Associate or CR Full is *not* conversion to tenure track. Tenure-track conversion is a separate process with no clock (see 3-3-201).

⁴ Four years is the *minimum* number for eligibility; there is no maximum number of years by which a tenured associate professor must apply for or achieve full professor rank.