Chart to Determine Tenure Credit Dates and Years of Formal Review for Tenurable Faculty

I. Hire Date is between	II. Tenure Credit Date	AY12-13	AY13-14	AY14-15	AY15-16	AY16-17	AY17-18	AY18-19	AY19-20	AY20-21	AY21-22	AY22-23	AY23-24
1/1/2012-12/31/2012	FY=7/1/12 AY=8/16/12	1	2	3 (RET)	4	5	6 (TEN)						
1/1/2013-12/31/2013	FY=7/1/13 AY=8/16/13		1	2	3 (RET)	4	5	6 (TEN)					
1/1/2014-12/31/2014	FY=7/1/14 AY=8/16/14			1	2	3 (RET)	4	5	6 (TEN)				
1/1/2015-12/31/2015	FY=7/1/15 AY=8/16/15				1	2	3 (RET)	4	5	6 (TEN)			
1/1/2016-12/31/2016	FY=7/1/16 AY=8/16/16					1	2	3 (RET)	4	5	6 (TEN)		
1/1/2017-12/31/2017	FY=7/1/17 AY=8/16/17						1	2	3 (RET)	4	5	6 (TEN)	
1/1/2018-12/31/2018	FY=7/1/18 AY=8/16/18							1	2	3 (RET)	4	5	6 (TEN)
1/1/2019-12/31/2019	FY=7/1/19 AY=8/16/19								1	2	3 (RET)	4	5
1/1/2020-12/31/2020	FY=7/1/20 AY=8/16/20									1	2	3 (RET)	4

Normal Tenure Credit Date (TCD) and Formal Review Dates
1. Find the calendar year of the employee's start date in Column I (the left-most column).
2. The tenure credit date is indicated in Column II. Faculty hired before January 1 in any fiscal year, have their TCD set back to the preceding July or August. Faculty hired after January 1 have their TCD set forward to the coming July or August
3. Reviews for underline retention are conducted during Fall semester of the 3rd year of creditable service. To determine this, find the number 3 (3 RET) in the row with the appropriate TCD and read to the top of the column.
4. Reviews for underline tenure are conducted during the 6th year of creditable service. To determine this, find the number 6 (6 TEN) in the row with the appropriate TCD and read to the top of the column.

Tenure Credit Date (TCD) and Formal Review Dates with Years of Credit toward Tenure
1. Find the calendar year of the employee's start date in Column I (the left-most column).
2. Go to year "1" in that row. Add the number of years of credit toward tenure to 1. (Example: 3 years of credit – 3+1=4.) Policy allows no more than 3 years of tenure credit.
3. Go up the column to that number (i.e., 4). Read to the left to Column II and select the July date for FY appointments or the August date for AY appointments.
4. Retention Reviews: Faculty awarded 1 or 2 years of credit towards tenure are reviewed for retention in the 4th year of creditable service. Find the TCD in Column II, read across the row to year 4 and then read up to the fiscal year. Faculty awarded 3 year toward tenure are reviewed for retention and tenure at the same time.
5. Tenure Reviews: Reviews for tenure are conducted during the 6th year of creditable service. To determine this, find the number 6 (6 TEN) in the row with the appropriate TCD and read to the top of the column.