

Tenure and Reappointment Schedule for tenure track Instructor I

Year 1	Appointment for 2 years; tenure clock begins on July 1
Year 2	Review for reappointment; if successful review, 1st reappointment for 2 years
Year 3	
Year 4	Review for reappointment; if successful review, 2nd reappointment for 2 years
Year 5	Review for tenure
Year 6	If tenure denial, terminal year provided

Name: _____

Scheduled Activity	Effective Date(s)		
Initial tenure-track appointment at UBC	[start date in Year 1]	to	June 30, [Year 2]
Start date of tenure clock	July 1, [Year 1]		
Year in rank for purpose of placement on the CPI scale	[previous equivalent experience]		
Start date of sabbatical accrual (must have at least 2 years as Senior Instructor)	[start date of appointment]		
1 st Reappointment Review	[Year 2]		
1 st Reappointment	July 1, [Year 3]	to	June 30, [Year 4]
2 nd Reappointment Review	[Year 4]		
2 nd Reappointment	July 1, [Year 5]	to	June 30, [Year 6]
Tenure and Promotion Review (mandatory)	[Year 5]		
If Tenure Denied, Terminal Year	[Year 6]		

Notes:

- Regardless of the start date, the 1st appointment will always end on June 30 (more or less than 3 years)
- Tenure clocks always start on July 1 of the year of hire
- The academic year is July to June
- Maternity & parental leaves automatically extend the tenure clock by 1 year per birth/adoption unless waived
- For tenure clock extensions, add an additional year within that appointment period.
- This document is a summary of Articles 2, 3.02 and 9 of the *Agreement on Conditions of Appointment for Faculty*, in the event of a discrepancy, the latter shall prevail.