

Example Scenarios for an Assistant Professor, Step I-III Appointee
 Scenarios assume appointment at Assistant, Steps I-III, no accelerations or bonus off-scales proposed.

Standard Review Cycle

| Scenario 1 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 |
|-----------------|------------------------------|--------------------------------------|---------|--|---------|--------------------------------------|---------------------------------------|-------------------------------|
| Year of Service | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Action | Appointment Effective 7-1-18 | Merit/Reappointment Effective 7-1-20 | | Merit/Reappt/4 th year appraisal Effective 7-1-22 | | Promo/Postpone/Term Effective 7-1-24 | Last year to promote Effective 7-1-25 | Terminal Year if not promoted |
| CAP Review | No | No | | Yes | | Yes | Yes | |
| Final Authority | Dean | Dean | | EVC | | EVC/Chancellor | Chancellor | |

Review Cycle for a candidate receiving an automatic probationary period extension *BEFORE* the fourth year appraisal with no deferrals (candidate elects to be reviewed for a merit)

| Scenario 2 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 | 2026-27 |
|-----------------|------------------------------|--------------------------------------|----------------------------------|--------------------------------------|---|--------------------------------------|--------------------------------------|----------------------|-------------------------------|
| Year of Service | 1 | 2 | | 3 | 4 | 5 | 6 | 7 | 8 |
| Action | Appointment Effective 7-1-18 | Merit/Reappointment Effective 7-1-20 | Extension of Probationary Period | Merit/Reappointment Effective 7-1-22 | 4 th year appraisal Effective 7-1-23 | Merit/Reappointment Effective 7-1-24 | Promo/Postpone/Term Effective 7-1-25 | Last year to promote | Terminal Year if not promoted |
| CAP Review | No | No | | No | Yes | No | Yes | Yes | |
| Final Authority | Dean | Dean | | Dean | EVC | Dean* | EVC/Chancellor | Chancellor | |

Review Cycle for a candidate receiving an automatic probationary period extension *AFTER* the fourth year appraisal with no deferrals (candidate elects to be reviewed for a merit)

| Scenario 3 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|-----------------|------------------------------|--------------------------------------|---------|--|----------------------------------|--------------------------------------|--------------------------------------|----------------------|-------------------------------|
| Year of Service | 1 | 2 | 3 | 4 | | 5 | 6 | 7 | 8 |
| Action | Appointment Effective 7-1-16 | Merit/Reappointment Effective 7-1-18 | | Merit/Reappt/4 th year appraisal Effective 7-1-20 | Extension of Probationary Period | Merit/Reappointment Effective 7-1-22 | Promo/Postpone/Term Effective 7-1-23 | Last year to promote | Terminal Year if not promoted |
| CAP Review | No | No | | Yes | | No | Yes | Yes | |
| Final Authority | Dean | Dean | | EVC | | Dean* | EVC/Chancellor | Chancellor | |

*Candidates, Department Chairs or Deans may request CAP review if the 4th appraisal resulted in an outcome of *Problematic* or *Unfavorable* to assure the candidate received the benefit of CAP feedback in advance of a tenure review.