

Office of the Vice Provost for Faculty and Academic Affairs

Review and Reappointment Procedures for Non-Tenure-Track Faculty

	Probationary Period	Promotion	Length of Contract	Performance Reviews	Responsibilities
Lecturer / Senior Lecturer	7 years (may be considered for early promotion and long-term contract)	Promotion decision no later than 6th year; "up or out" decision (must make promotion decision at same time as long-term contract)	Long-term: 3 years rolling or 5 years term; Probationary period: initial 3 years, then annual through 7th year	Annual review by unit; VPFAA review of non-reappointments only	Instruction
Clinical Professor (Asst/Assoc/Full)	7 years (may be considered for early long-term contract or promotion)	Promotion decision no later than 6th year; "up or out" decision (must make promotion decision at same time as long-term contract)	Long-term: 3 years rolling or 5 years term; Probationary period: initial 3 years, then annual through 7th year	Annual review by unit; campus review of promotions to assoc/full; VPFAA review of all non-reappointments	Instruction; service/engagement
Research Scientist /Scholar (Asst/Assoc/Sr.)	None	No fixed schedule for promotion to assoc/senior (based on performance; no "up or out" decision)	One-year contract (unless funding permits longer term)	Annual review by unit; initial appointment as asst. reviewed by VPFAA; campus review of promotion to assoc./senior	Research / Creative activity
Research Associates	None	None	One-year contract	Annual review by PI/Supervisor; no campus review	Research / Creative activity
Academic Specialists	7 years (may be considered for early long-term contract)	None (decision about long-term contract before 7th year; no "up or out" decision)	Long-term: 3 years rolling or 5 years term; Probationary period: initial 3 years, then annual through 7th year	Annual review by unit; VPFAA review of non-reappointments only	Academic Program Administration
Professor of Practice	7 years	None	Long-term: 3 years rolling or 5 years term; Probationary period: initial 3 years, then annual through 7th year	Campus review during recruitment; approval for offer from Provost or designate; major review before end of 7-year probationary period; VPFAA review of non-reappointments only	Instruction