

# Tenure-Clock Schedule for Faculty Hired at the Rank of **Associate Professor**

Office of the Provost | University of South Carolina

The following schedule includes the ordinary probationary tenure and promotion cycle, as well as extended probationary periods for up to the maximum of three tenure-clock extensions for faculty hired at the rank of **Associate Professor**. Faculty hired at the rank of Assistant Professor have a different cycle and should consult the appropriate schedule for their rank. **Please note that this tenure-clock schedule is a guide only.** The [Faculty Manual](#) is the final authority on tenure and promotion policies and procedures. Candidates and those involved in faculty evaluations should also refer to the [UCTP Guidelines for Units: Preparing Criteria and Files](#), for guidance on preparing tenure and promotion files.

## **Tenure-Progress Review**

Local units determine the cycle for the tenure-progress review, which may therefore occur in the fall or spring semester. Candidates with January 1 and August 16 tenure start dates will follow the same calendar. For details, please refer to policy [ACAF 1.05: Tenure Progress Review of Faculty](#).

## **Tenure Decision Year**

The tenure and promotion decision year may also be referred to as the penultimate year. Typically for an assistant professor, that is the sixth year in the seven-year probationary period; for an associate professor, typically that is year five of a six-year probationary period. Tenure-clock extensions may extend the penultimate year, and candidates must submit tenure files in the decision year. For faculty with a tenure start date of August 16, the decision year is an academic year; candidates typically submit a tenure file in the fall cycle and receive a decision in the spring/early summer. For faculty with a tenure start date of January 1, however, the decision year is a calendar year; candidates typically submit files in January in the spring cycle and receive a decision in December.

## **Tenure-Clock Extensions**

Tenure-Clock Extensions must be approved by the Office of the Provost. The maximum probationary period may not be extended more than three times. Additionally, a faculty member's probationary term of appointment may not exceed ten years. For details, please refer to policy [ACAF 1.31: Extension of Faculty Tenure-Track Probationary Period and Scheduled Post-Tenure Review](#). Tenure-clock extensions are a separate action from modified duties, which are approved by the college or school. Please see policy [ACAF 1.60: Modified Duties for Faculty](#) for additional information.

## **Automatic COVID-19 Tenure-Clock Extensions**

In 2020 in response to the pandemic, the provost announced that all pre-tenure faculty with fewer than three previously approved tenure-clock extensions were automatically granted a tenure-clock extension and extension of the tenure progress review. Candidates may choose to proceed with their original tenure-clock schedule without the COVID-19 automatic one-year tenure-progress review and tenure-clock extensions if desired. If a candidate wishes to proceed with the original tenure-progress review schedule, the candidate may then also elect to proceed on the original tenure-review schedule; however, the candidate's penultimate year will still be the COVID-19 extended decision date. Consult the Office of the Provost's [tenure and promotion website](#) for the COVID-19 Impact on Faculty statements issued in 2020 and 2021 for more information.

**ASSOCIATE PROFESSOR Tenure-Clock Schedule Showing the Maximum Allowable Probationary Period**  
**University of South Carolina**

Tenure Start Date	Original Tenure-Progress Review (TPR)	TPR with One Approved Tenure-Clock Extension (TCE)	TPR with Two TCEs	TPR with Three TCEs	Original Tenure and Promotion Decision Year and T&P Review Cycle	Decision Year / Cycle with One TCE	Decision Year / Cycle with Two TCEs	Decision Year / Cycle with Three TCEs
August 16, 2017	2019-2020	2020-2021	2021-2022	2022-2023	<b>2021-2022</b> Fall 2021	<b>2022-2023</b> Fall 2022	<b>2023-2024</b> Fall 2023	<b>2024-2025</b> Fall 2024
January 1, 2018	2020-2021	2021-2022	2022-2023	2023-2024	<b>2022</b> Spring 2022	<b>2023</b> Spring 2023	<b>2024</b> Spring 2024	<b>2025</b> Spring 2025
August 16, 2018	2020-2021	2021-2022	2022-2023	2023-2024	<b>2022-2023</b> Fall 2022	<b>2023-2024</b> Fall 2023	<b>2024-2025</b> Fall 2024	<b>2025-2026</b> Fall 2025
January 1, 2019	2021-2022	2022-2023	2023-2024	2024-2025	<b>2023</b> Spring 2023	<b>2024</b> Spring 2024	<b>2025</b> Spring 2025	<b>2026</b> Spring 2026
August 16, 2019	2021-2022	2022-2023	2023-2024	2024-2025	<b>2023-2024</b> Fall 2023	<b>2024-2025</b> Fall 2024	<b>2025-2026</b> Fall 2025	<b>2026-2027</b> Fall 2026
January 1, 2020	2022-2023	2023-2024	2024-2025	2025-2026	<b>2024</b> Spring 2024	<b>2025</b> Spring 2025	<b>2026</b> Spring 2026	<b>2027</b> Spring 2027
August 16, 2020	2022-2023	2023-2024	2024-2025	2025-2026	<b>2024-2025</b> Fall 2024	<b>2025-2026</b> Fall 2025	<b>2026-2027</b> Fall 2026	<b>2027-2028</b> Fall 2027
January 1, 2021	2023-2024	2024-2025	2025-2026	2026-2027	<b>2025</b> Spring 2025	<b>2026</b> Spring 2026	<b>2027</b> Spring 2027	<b>2028</b> Spring 2028
August 16, 2021	2023-2024	2024-2025	2025-2026	2026-2027	<b>2025-2026</b> Fall 2025	<b>2026-2027</b> Fall 2026	<b>2027-2028</b> Fall 2027	<b>2028-2029</b> Fall 2028
January 1, 2022	2024-2025	2025-2026	2026-2027	2027-2028	<b>2026</b> Spring 2026	<b>2027</b> Spring 2027	<b>2028</b> Spring 2028	<b>2029</b> Spring 2029
August 16, 2022	2024-2025	2025-2026	2026-2027	2027-2028	<b>2026-2027</b> Fall 2026	<b>2027-2028</b> Fall 2027	<b>2028-2029</b> Fall 2028	<b>2029-2030</b> Fall 2029
January 1, 2023	2025-2026	2026-2027	2027-2028	2028-2029	<b>2027</b> Spring 2027	<b>2028</b> Spring 2028	<b>2029</b> Spring 2029	<b>2030</b> Spring 2030
August 16, 2023	2025-2026	2026-2027	2027-2028	2028-2029	<b>2027-2028</b> Fall 2027	<b>2028-2029</b> Fall 2028	<b>2029-2030</b> Fall 2029	<b>2030-2031</b> Fall 2030
January 1, 2024	2026-2027	2027-2028	2028-2029	2029-2030	<b>2028</b> Spring 2028	<b>2029</b> Spring 2029	<b>2030</b> Spring 2030	<b>2031</b> Spring 2031
August 16, 2024	2026-2027	2027-2028	2028-2029	2029-2030	<b>2028-2029</b> Fall 2028	<b>2029-2030</b> Fall 2029	<b>2030-2031</b> Fall 2030	<b>2031-2032</b> Fall 2031
January 1, 2025	2027-2028	2028-2029	2029-2030	2030-2031	<b>2029</b> Spring 2029	<b>2030</b> Spring 2030	<b>2031</b> Spring 2031	<b>2032</b> Spring 2032
August 16, 2025	2027-2028	2028-2029	2029-2030	2030-2031	<b>2029-2030</b> Fall 2029	<b>2030-2031</b> Fall 2030	<b>2031-2032</b> Fall 2031	<b>2032-2033</b> Fall 2032
January 1, 2026	2028-2029	2029-2030	2030-2031	2031-2032	<b>2030</b> Spring 2030	<b>2031</b> Spring 2031	<b>2032</b> Spring 2032	<b>2033</b> Spring 2033