

Tenure-Clock Schedule for Faculty Hired at the Rank of **Assistant 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 **Assistant Professor**. Faculty hired without tenure at the rank of Associate or Full 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 (previously referred to as third-year 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. The tenure-progress review typically occurs during the faculty member's third year. For details, please refer to policy [ACAF 1.05: Tenure-Progress Review of Faculty](#).

Penultimate Year, or Tenure-Review Year

The *Faculty Manual* refers to the tenure-review year as the penultimate year of the probationary period. This is the year in which a candidate is required to submit a tenure and promotion file, external evaluations are obtained, and recommendations are made by unit faculty and by administration. The penultimate year may also be referred to as the tenure-review year or mandatory review year.

For assistant professors, that is the sixth year in the seven-year probationary period. For associate professors or full professors hired without tenure, that is the fifth year of a six-year probationary period.

Before the end of the probationary period, a decision will be made to grant or deny tenure. For faculty with a tenure start date of August 16, the penultimate year is an academic year; candidates typically submit a tenure file in the fall cycle and receive a decision in the following spring semester. For faculty with a tenure start date of January 1, however, the penultimate 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. Candidates awarded a tenure-clock extension may choose to use it to extend the probationary period or may proceed with their original tenure-clock schedule if desired, but they should include any approved extensions in the tenure application file. 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.

Tenure-Clock Schedule for ASSISTANT PROFESSORS

Maximum Allowable
Probationary Period

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 Penultimate Year / T&P Review Cycle	Penultimate Year / T&P Review Cycle with One TCE	Penultimate Year / T&P Review Cycle with Two TCEs	Penultimate Year / T&P Review Cycle with Three TCEs
August 16, 2018	2020-2021	2021-2022	2022-2023	2023-2024	2023-2024 Fall 2023	2024-2025 Fall 2024	2025-2026 Fall 2025	2026-2027 Fall 2026
January 1, 2019	2021-2022	2022-2023	2023-2024	2024-2025	2024 Spring 2024	2025 Spring 2025	2026 Spring 2026	2027 Spring 2027
August 16, 2019	2021-2022	2022-2023	2023-2024	2024-2025	2024-2025 Fall 2024	2025-2026 Fall 2025	2026-2027 Fall 2026	2027-2028 Fall 2027
January 1, 2020	2022-2023	2023-2024	2024-2025	2025-2026	2025 Spring 2025	2026 Spring 2026	2027 Spring 2027	2028 Spring 2028
August 16, 2020	2022-2023	2023-2024	2024-2025	2025-2026	2025-2026 Fall 2025	2026-2027 Fall 2026	2027-2028 Fall 2027	2028-2029 Fall 2028
January 1, 2021	2023-2024	2024-2025	2025-2026	2026-2027	2026 Spring 2026	2027 Spring 2027	2028 Spring 2028	2029 Spring 2029
August 16, 2021	2023-2024	2024-2025	2025-2026	2026-2027	2026-2027 Fall 2026	2027-2028 Fall 2027	2028-2029 Fall 2028	2029-2030 Fall 2029
January 1, 2022	2024-2025	2025-2026	2026-2027	2027-2028	2027 Spring 2027	2028 Spring 2028	2029 Spring 2029	2030 Spring 2030
August 16, 2022	2024-2025	2025-2026	2026-2027	2027-2028	2027-2028 Fall 2027	2028-2029 Fall 2028	2029-2030 Fall 2029	2030-2031 Fall 2030
January 1, 2023	2025-2026	2026-2027	2027-2028	2028-2029	2028 Spring 2028	2029 Spring 2029	2030 Spring 2030	2031 Spring 2031
August 16, 2023	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029 Fall 2028	2029-2030 Fall 2029	2030-2031 Fall 2030	2031-2032 Fall 2031
January 1, 2024	2026-2027	2027-2028	2028-2029	2029-2030	2029 Spring 2029	2030 Spring 2030	2031 Spring 2031	2032 Spring 2032
August 16, 2024	2026-2027	2027-2028	2028-2029	2029-2030	2029-2030 Fall 2029	2030-2031 Fall 2030	2031-2032 Fall 2031	2032-2033 Fall 2032
January 1, 2025	2027-2028	2028-2029	2029-2030	2030-2031	2030 Spring 2030	2031 Spring 2031	2032 Spring 2032	2033 Spring 2033
August 16, 2025	2027-2028	2028-2029	2029-2030	2030-2031	2030-2031 Fall 2030	2031-2032 Fall 2031	2032-2033 Fall 2032	2033-2034 Fall 2033
January 1, 2026	2028-2029	2029-2030	2030-2031	2031-2032	2031 Spring 2031	2032 Spring 2032	2033 Spring 2033	2034 Spring 2034
August 16, 2026	2028-2029	2029-2030	2030-2031	2031-2032	2031-2032 Fall 2031	2032-2033 Fall 2032	2033-2034 Fall 2033	2034-2035 Fall 2034
January 1, 2027	2029-2030	2030-2031	2031-2032	2032-2033	2032 Spring 2032	2033 Spring 2033	2034 Spring 2034	2035 Spring 2035
August 16, 2027	2029-2030	2030-2031	2031-2032	2032-2033	2032-2033 Fall 2032	2033-2034 Fall 2033	2034-2035 Fall 2034	2035-2036 Fall 2035
January 1, 2028	2030-2031	2031-2032	2032-2033	2033-2034	2033 Spring 2033	2034 Spring 2034	2035 Spring 2035	2036 Spring 2036

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Last Updated:
August 11, 2026