

Additional Information Related to Continuing Appointment

Typical Timeline to Tenure

Tenure-track faculty are hired on 1 September and are appointed for a two-year term. They undergo review during the fall semester of the academic year following their appointment date for their next two-year term. During the spring semester of their third academic year of service, they will undergo review for their next two-year term. During the spring semester of their fifth academic year of service, they will undergo review for their remaining one-year term. During the spring semester of their sixth academic year of service, they will undergo review for continuing appointment, which will be effective seven years following their appointment to the college.

Supposing you were hired on 9/1/2020.

Your first two-year term was 9/1/2020-8/31/2022. You were reviewed in Fall 2021 for your contract renewal.

Your next two-year term was 9/1/2022-8/31/2024. You will be reviewed in Spring 2023 for your contract renewal.

The next two-year term will be 9/1/2024-8/31/2026. You will be reviewed in Spring 2025 for your contract renewal.

Your final one-year term will be 9/1/2026-8/31/2027. In Spring 2026, you will undergo review for continuing appointment effective 9/1/2027.

Description	Dates	Reviews
Hire Date	9/1/2020	
Year 1	9/1/2020-8/31/2021	
Year 2	9/1/2021-8/31/2022	Review Fall 2021 for contract renewal
Year 3	9/1/2022-8/31/2023	Review Spring 2023 for contract renewal
Year 4	9/1/2023-8/31/2024	
Year 5	9/1/2024-8/31/2025	Review Spring 2025 for contract renewal
Year 6	9/1/2025-8/31/2026	Review Spring 2026 for continuing appointment
Year 7	9/1/2026-8/31/2027	
Continuing Appointment Date	9/1/2027	

Actions Affecting Tenure Timeline

There are three instances that could affect this typical timeline: two that would shorten it (prior service credit and early promotion) and one that would lengthen it (pausing the tenure clock). In all cases, it is recommended that a conversation be held with the department chair/dean/library director and the vice provost prior to beginning the process.

Prior Service Credit

Faculty hired on a tenure-track line at SUNY Geneseo who previously held an academic rank (tenure-track position) at a SUNY institution may be granted those years of service towards tenure at SUNY Geneseo, thus shortening the time to continuing appointment.

Faculty hired on a tenure-track line who previously held an academic rank (tenure-track position) at a non-SUNY institution are provided an opportunity when they are hired at Geneseo to request to have up to three of those years of service counted towards tenure, thus shortening the time to continuing appointment.

Early Promotion

In the Spring following the time when an assistant professor or a senior assistant librarian has met the departmental/library and college criteria (refer to page 4) for promotion to associate professor or librarian, they may pursue promotion. Per SUNY policy, a faculty member can hold the Associate title for a maximum of three years without being tenured (there is not a minimum number of years).

Please note: Those pursuing early promotion will want to ensure they meet/will meet the criteria for continuing appointment within those three years, since faculty can apply for continuing appointment one time only. If denied continuing appointment, their appointment will end at the time of the expiration of their current term.

Pausing the Tenure Clock

Per SUNY policy (Article XI, Title B, §3(d)(3)), an academic employee may request a temporary cessation (one or two semesters) of the tenure clock for the birth/adoption/foster care placement of a child. A Tenure Stop Clock Form, which may be accessed on the HR Forms web page, must be filled out and submitted to the Provost, who will forward it to HR, prior to the commencement of the clock stoppage. A new continuing appointment eligibility date will be determined, thus lengthening the tenure track.