

Timeline for Promotion and/or Tenure*			
Initial UNA Appointment Rank	Required Application Year		
	Tenure	Promotion to Associate Professor	Promotion to Full Professor
Instructor/Lecturer/Visiting	Not eligible (except Lecturers who are eligible for Senior Lecturer promotion)		
Initial appointment as assistant professor at UNA	Sixth year in rank as assistant professor; At least two years must be at UNA in rank as an assistant professor.	Sixth year in rank as Assistant Professor; At least two years must be at UNA in rank as an assistant professor.	No earlier than sixth year in rank as associate professor.
Initial appointment as associate professor at UNA	No earlier than second year in rank at UNA. No later than sixth year in rank at UNA. Exact year determined at time of hiring and included in employment letter.		No earlier than sixth year in rank as associate professor; At least two years must be at UNA.
Initial appointment as full professor at UNA	No earlier than second year in rank at UNA.		

*Effective date of promotion and/or tenure is the beginning of the academic year after the year in which application is made.