### WASHINGTON STATE UNIVERSITY - STANDARD TENURE CLOCK

<table>
<thead>
<tr>
<th>Initial Appointment* (Calendar Year)</th>
<th>Academic Y1</th>
<th>Academic Y2</th>
<th>Academic Y3 (Intensive 3rd-year review in spring)</th>
<th>Academic Y4</th>
<th>Academic Y5 (Submit promotion/tenure materials spring/summer)</th>
<th>Academic Y6 (Materials reviewed; decision announced spring)</th>
<th>Academic Y7 (Promotion/tenure effective for positive decisions in summer**)</th>
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<tbody>
<tr>
<td>2022</td>
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#### SUBMISSION OF MATERIALS WITH TENURE CLOCK EXTENSIONS

<table>
<thead>
<tr>
<th>Initial Appointment (Calendar Year)</th>
<th>1 T&amp;P Clock Extension, Submit P&amp;T Materials Academic Y6</th>
<th>2 T&amp;P Clock Extensions, Submit P&amp;T Materials Academic Y7</th>
<th>3 T&amp;P Clock Extensions, Submit P&amp;T Materials Academic Y8</th>
<th>Initial Appointment (Calendar Year)</th>
<th>1 T&amp;P Clock Extension, Submit P&amp;T Materials Academic Y6</th>
<th>2 T&amp;P Clock Extensions, Submit P&amp;T Materials Academic Y7</th>
<th>3 T&amp;P Clock Extensions, Submit P&amp;T Materials Academic Y8</th>
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*Regardless of month of hire, the calendar year is the basis for calculating the first year of the tenure clock. If a start date is very late in the calendar year (November/December), the dean may request that the next calendar year (starting the January after hire date) may count as Academic Year 1.

** Promotion and/or tenure effective July 1 for 12-month employees and August 16 for 9-month employees

Updated: March 2024