<table>
<thead>
<tr>
<th>Step in Process</th>
<th>Reappointment as Assistant Professor</th>
<th>Promotion to Tenure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify and Inform Candidate</td>
<td>August 1 of the candidate's third year</td>
<td>August 31 of the year before the candidate’s anticipated TAC Review (e.g., for a Candidate being reviewed in the penultimate year, August 31 in their 14th Semester)</td>
</tr>
<tr>
<td>Receive candidate's initial materials (CV, draft research statement and suggested referees)</td>
<td>September 1</td>
<td>October 1</td>
</tr>
<tr>
<td>Select Department Review Committee</td>
<td>September 15</td>
<td>October 15</td>
</tr>
<tr>
<td>Identify referees (and, for tenure, comparison candidates)</td>
<td>October 15</td>
<td>November 14</td>
</tr>
<tr>
<td>Secure bulk of the referees</td>
<td>By December 1</td>
<td>By December 15</td>
</tr>
<tr>
<td>Schedule TAC review date</td>
<td>By December 15</td>
<td>By December 22</td>
</tr>
<tr>
<td>Candidate's materials due</td>
<td>January 7</td>
<td>January 31</td>
</tr>
<tr>
<td>Materials to referees and dept. committee</td>
<td>January 14</td>
<td>February 7</td>
</tr>
<tr>
<td>Dept. review committee recommendation</td>
<td>By March 27</td>
<td>By April 6</td>
</tr>
<tr>
<td>Departmental vote</td>
<td>By May 1</td>
<td>By May 1</td>
</tr>
<tr>
<td>Present successful cases to TAC</td>
<td>July - September</td>
<td>July - September</td>
</tr>
</tbody>
</table>

* Dates for January 1 are the dates for July 1 hires plus 183 days