



IUPUI

OFFICE OF ACADEMIC AFFAIRS

Review timing depending on when—in-year hired

The rule at IUPUI is that whenever **in a calendar year** someone is hired in, or transfers to, a tenure-track position, their clock starts in the fall of that year.

“January 1 - July 1 tenure-track hires start their tenure clock in August when their first full academic year begins.

Anyone hired August 1 to December 31 starts their tenure clock immediately in the current academic year.”

Even if their hire date is May 1st, for example, they would be treated like faculty hired August 1st (the most common start date for 10-month employees.)

Avoid hiring someone very late in the calendar year, or, request from OAA for an extension to be applied

Please note that for someone hired in a **visiting** position that time is not part of their tenure-probationary period, and generally that work does not count as ‘in rank.’

Reviewed and revised 7/10/2020