Figure 2: The "Default" Clock for Non-Tenured Faculty

Appointment Type	Initial Appointment as Assistant Professor				Second Appointment as Assistant Professor				
					Associate Professor on Term				
Review	<u></u>						<u> </u>		
	Initial Appointment		Internal : Review :		Review for Promotion to Associate Professor on Term		Final Year for Tenure Review		
	: ''								:
	1			1					
Year			う	4	5	O		8	9
					:	: :		:	
Leave		Eligible for one-year Junior Faculty Leave			:	: Eligible for one-year Leave i			
Leave	;	Englisher for one year famour faculty ceave				Professor on		i Associate .	