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ACADEMIC YEAR

Board of Trustees Meetings: The Board meets on a quarterly basis. Meeting dates can be found on the BOT website: https://www.clemson.edu/administration/bot/

Convocation: Convocation marks the beginning of the academic year and beginning of a student's career. Academic year 2026-2027 will begin with convocation on **August 17, 2026**. For updates, please check: https://www.clemson.edu/registrar/academic-calendars/

Commencement/Graduation:
For details on graduation ceremonies: https://www.clemson.edu/registrar/graduation/
Doctoral Hooding: https://www.clemson.edu/graduate/students/commencement/index.html

Faculty Events:
Dates of faculty events can be located on the Clemson Events Calendar website: https://calendar.clemson.edu/
Search "faculty" or utilize the filters to locate faculty-specific events, such as the New Faculty Orientation and General Faculty Meeting.

FACULTY GOVERNANCE

Faculty Senate: The Faculty Senate serves as the official representative body of the faculty and it meets monthly. Details on meetings can be found here: https://www.clemson.edu/faculty-staff/faculty-senate/ The Faculty Senate also manages the repository for college and departmental bylaws and TPR documents. Copies of most recent approved TPR documents can be found here: https://www.clemson.edu/faculty-staff/faculty-senate/governance/tpr-college-dept.html

Organization of Academic Department Chairs (OADC): Regular meetings occur on the 4th Wed monthly. Exceptions: Nov (Thanksgiving) and March (Spring Break and TPR Roadshows). In September and February, there are two meetings (2nd and 4th Wednesdays). Contact Faculty Affairs (FacultyAffairs@clemson.edu) to obtain more specific meeting information.

Academic Council - The Academic Council meets after the university curriculum committees have met to review and recommend academic policy to the Provost. Additional information can be found here: https://www.clemson.edu/faculty-staff/faculty-senate/shared-governance/councils/academic.html

Note on "Academic Units" – The term "Academic Unit" and "Academic Unit Chair/Director" is used for "Department" and "School" as relevant.

ANNUAL REVIEW PROCESSES 2025-2026

Annual Review Reporting (2025-2026 Review cycle) Looking back – Activities (May 16, 2025 – May 15, 2026) – Submit no later than July 9, 2026	
July 9, 2026	Faculty complete entry of AY2025–26 accomplishments and review/reflect on AY2025-26 goals/workload using Faculty Success https://www.clemson.edu/provost/digital-measures. Faculty should confirm the date for this deadline with their Academic Unit Chairs/Directors as unit-specific deadlines may be earlier.
July 10, 2026 - Sept 9, 2026	Academic Unit Chairs/Directors: Prepare annual review documents and entries in Faculty Success. This step auto-advances to faculty Sept 15, 2026. Sept 10-14 is considered time for Chairs to confirm and finalize.
10 calendar days after receipt ~ Sept 25, 2026	Faculty members acknowledge receipt of AY2025-26 annual review from Chairs. Faculty members may file a disclaimer within 10 calendar days of receiving their review. Chairs will respond to any disclaimers and revise evaluations if appropriate. If a Chair submits the evaluation early, the 10-day clock will not begin until after August 15 as some faculty may be away during the summer months.
Oct 27, 2026	Deans review and sign the AY2025–26 reviews.
10 calendar days after receipt (~ Nov 6, 2026)	Faculty members have ten calendar days to file a disclaimer to the Dean annual reviews of AY2025–26 by this date.
~ Nov 23, 2026	Dean responses to all AY2025–26 disclaimers are completed for final faculty receipt acknowledgement.
Dec 15, 2026	Provost acknowledges disclaimers.

GOALS 2026-2027

Goals 2026-2027	
April 28, 2026	**2026-27 Goal Approval** workflow opens to allow faculty to enter goals and workload information.
Sept 30, 2026	Faculty members finalize AY2026-27 goals and workload entry and submit reports of goals to chairs via **2026 Goal Approval** workflow.
October 26, 2026	Academic Unit Chairs/Directors approve goals in the system before archive date.
October 27, 2026	Archive date: Final goals are archived for AY2026-2027.
Faculty hired mid-cycle (after Oct 15): contact dmadmin@clemson.edu to ensure you have a goals process set up.	

POST-TENURE REVIEW PART I AND PART II

Post-Tenure Review for Part I looks at the most recent past five annual reviews. To support Part I, Faculty Affairs provides a summary report listing 'successful' and 'unsuccessful' review codes to Academic Unit Chairs/Directors.

Action	Responsible Party	Dates
Identify faculty needing PTR Part II: Review 5 years of scores, 2+ 'unsuccessful' results in PTR Part II	Academic Unit Chair/Director/ Faculty Success Administrator	At the conclusion of annual review process.
Faculty submits materials per departmental PTR guidelines and the Faculty Manual	Faculty	1/8/2027 – 1/21/2027
Academic Unit Chair/Director loads most recent past 5 years of annual reviews	Academic Unit Chair/Director	1/28/2027
PTR Committee Letter	PTR Committee	3/30/2027
Academic Unit Chair/Director Letter	Academic Unit Chair/Director	4/1/2027
Faculty Response to Academic Unit Letter	Faculty	14 Days *
Faculty Response to PTR Committee Letter	PTR Committee	4/20/2027
Dean Review	Dean	5/14/2027 **
Provost Finalizes	Provost Office	5/31/2027

** Timeline required by the faculty manual. // ** Faculty manual requirement adjusted for weekend.*

TPR PRE-CHECK FOR PROMOTION CANDIDATES

TPR Pre-check opens the formal conversation for cross-checking eligibility and dates. It also gives the TPR committees information to secure external evaluator commitment of subject matter experts to review the final dossier.

Note that faculty that have the option to not move forward for review can withdraw their promotion request early at the start of the Fall semester (see below note). Candidates that do not have this option: applications for tenure at penultimate year and 8th year promotion to senior lecturer may not be withdrawn per the Faculty Manual.

The promotion and tenure review process takes place as two workflows in Faculty Success**:**

All dates below are designed to keep the process on track to meet mandatory deadlines by ensuring that the files reach the Provost Office and President in a timely manner. Please refer to departmental guidelines which may be earlier.

1) **2026 TPR Pre-check of Tenured or Tenure-Track Faculty and TPR Pre-check Lecturer-Track**. Faculty submit request for promotion process. Academic Unit Chairs/Directors verify eligibility and begin the process of seeking external reviewers for tenure or tenure-track faculty promotions.

2) **2026 Promotion of Tenured or Tenure-Track Faculty, Promotion Lecturer-Track**. Faculty submit dossier files then review letters and responses are routed.

2026-2027 Review Cycle PRE-CHECK (decisions communicated in May 2027)	
March 31 – April 16, 2026	**2026 Pre-Check All Processes** This workflow is used to confirm eligibility for promotion and/or time-in-service. Tenured or Tenure-Track Faculty: Letter requesting promotion, draft CV to help unit identify subject matter experts (potential external evaluators), and list of proposed external evaluators. Include the dates of any extensions, extension rescinded, and credit provided at time of hire. Lecturer-Track: Candidates for promotion to Senior Lecturer and Principal Lecturer should check requirements with their TPR Chair and/or Academic Unit Chair/Director. Include the dates of employment in full-time lecturer role at Clemson and dates of prior promotion if applicable.
April 28, 2026	Academic Unit Chair/Director/TPR chairs approve pre-check information or work with candidate on corrections.
June 22, 2026	Tenure/promotion/reappointment (TPR) committee memberships confirmed as complete and correct to the fullest extent possible to avoid delays and errors in workflow launches. Last minute changes can be made if needed. Contact DMAdmin@clemson.edu.
Aug 14, 2026	Last date for a candidate to change their intention to submit their dossier for review. To withdraw, contact the Academic Unit Chair/Director and DMAdmin@clemson.edu.

TENURE AND PROMOTION REVIEW

(Professor, Associate Professor with Tenure, Tenure Only, Senior Lecturer or Principal Lecturer)

2026-2027 Review cycle (Begin Fall 2026 for decisions in May 2027)	
Aug 14, 2026	Last date for a candidate to change their intention to submit their dossier for review. *** applications for tenure at penultimate year and 8th year promotion to senior lecturer may not be withdrawn ***
Sept 24, 2026	Candidate promotion files are completed, uploaded, and available to **TPR committees** and **Academic Unit Chairs/Director** (4-week dossier upload window).
Dec 1, 2026	TPR committee reviews complete with letters loaded in promotion-related workflows (10-week review).
Dec 3, 2026	Academic Unit Chair/Director reviews complete with letter loaded in promotion-related workflows (10-week review)
(5 days after file received) ~ Dec 9, 2026	Candidate has read reviews for Academic Unit Chair/Director and TPR committee chair and signed notebook online, forwarding the dossier **to the Dean**. Dean can begin review of all TPR dossiers within College.
Jan 26, 2027	TPR Chair advisory committee and/or Academic Unit Chair/Director advisory committee has met with the Dean, as authorized by college bylaws (4-week review)
Feb 10, 2027	Dean reviews are complete with letters uploaded in promotion-related workflows (8-week review)
5 days after file received ~ Feb 15, 2027	Candidates respond if needed and forward to the Provost. *** Applications submitted to the Provost may not be withdrawn.***
Feb 19, 2027	Complete promotion packages **due to the Provost and President for Executive Review**.
May 14, 2027**	Outcome of promotion and tenure review communicated by the Provost and the President due to faculty members (11+ week review)
May 14, 2027** **Hard deadline**	Terminal year non-renewal notice should be provided in accordance with the Faculty Manual Chapter V D.5.

** Date determined by Clemson University Faculty Manual / ** Faculty manual date adjusted for weekend.*

REAPPOINTMENT REVIEWS – All Non-Tenured Faculty

Reappointment schedules below are governed by section V D.5 of the Faculty Manual. The schedules below apply to all faculty who have not yet received tenure (pre-tenure, lecturers, and special faculty who need annual reappointment).

In an effort to redistribute administrator review load, deadlines have been shifted in 2026-2027 based on the type of faculty member. Pre-tenure faculty are separated into first-year, second-year, and others past their second year. For other full-time faculty, first and second-year faculty will be reviewed in January, and all past their second year will be reviewed in the fall. This will allow teaching evaluations from fall to be considered in the review process for newer faculty.

Full-Time Faculty

	Faculty	TPR Committee	Academic Unit Chair/Director	Dean	Admin Review * (# 9 month // ^ 12 month)
Pre-Tenure Faculty					
1st year	1/7/2027	1/20/2027	1/21/2027	2/12/2027	# 2/15/2027 ^ 3/30/2027
2nd Year	9/15/2026	10/1/2026	10/6/2026	10/30/2026	# 11/13/2026 ^ 12/18/2026
Past 2nd Year	9/24/2026	12/3/2026	12/11/2026	3/31/2027	# 5/14/2027 ^ 6/29/2027
Other Full-Time Faculty					
1st and 2nd year	1/29/2027	2/26/2027	3/8/2027	5/3/2027	# 5/14/2027 ^ 6/29/2027
Past 2nd Year	9/24/2026	12/3/2026	12/11/2026	3/31/2027	# 5/14/2027 ^ 6/29/2027

* Date determined by Clemson University Faculty Manual

Faculty members have an opportunity to respond before the process goes to the Dean and after the Dean enters their review.

SABBATICAL DEADLINES

	Fall 2026	Spring 2027	Fall 2027	Spring 2028
Sabbatical leave request in full due to elected departmental committee, chaired by Academic Unit Chair/Director	Jan 30, 2026*	April 30, 2026*	Jan 29, 2027*	April 30, 2027*
Departmental committee submits leave evaluation to the Dean, copy to applicant	(Two weeks) * Feb 13, 2026	(Two weeks) * May 13, 2026	(Two weeks) * Feb 12, 2027	(Two weeks) * May 14, 2027
Dean submits approved leave to the Provost for Executive Review by Provost and President	Feb 27, 2026**	June 1, 2026*	Feb 26, 2027**	June 1, 2027*
Provost delivers Executive review outcomes by this date; HR review deadline	March 31, 2026*	June 29, 2026*	March 29, 2027*	June 29, 2027*

** Dates determined by Clemson University Faculty Manual / ** adjusted for weekend*

PROMOTION TIMELINES – ASSISTANT to ASSOCIATE PROFESSOR, ASSOCIATE to PROFESSOR

Promotion from Assistant Professor to Associate Professor with Tenure
(Minimum years of service before considered early)

Timeline for Promotion from Assistant Professor to Associate Professor with Tenure		
Academic Year	**Year of Service**	**Steps/Timeline**
2021-22	Year 1	**1st year of service as Assistant Professor (if no reduction in probationary period)**
2022-23	Year 2	2nd year of service
2023-24	Year 3	3rd year of service
2024-25	Year 4	4th year of service
2025-26	Year 5	5th year of service
2026-27	Year 6	***Submit dossier for promotion to Associate Professor in this year**
2027-28	Year 7	*For successful promotion candidates, expected **effective date** as Associate Professor is August 15th of this year (9-month) and July 1st (12-month)

Timeline: Promotion from Associate Professor with tenure to Professor
(minimum years of service before considered early per President and Provost guidelines)

Timeline for Promotion from Associate Professor with Tenure to Professor		
Academic Year	**Year of Service**	**Steps/Timeline**
2022-23	Year 1	**1st year of service as Associate Professor with tenure**
2023-24	Year 2	2nd year of service
2024-25	Year 3	3rd year of service
2025-26	Year 4	4th year of service
2026-27	Year 5	***Earliest to submit dossier for promotion to Professor is this year** (for the 2026-27 review cycle year)
2027-28	Year 6	***Effective date** as Professor: August 15 (9-month), July 1 (12-month)

*Please refer to your departmental TPR guidelines which may have a longer time in service at rank requirement.

PROMOTION & REAPPOINTMENT TIMELINES – LECTURER to SENIOR LECTURER

Promotion from Lecturer to Senior Lecturer		
Academic Year	**Year at Clemson**	**Step/Timeline**
2022-23	Year 1	**1st year of service as Lecturer** (Effective date August 15 (9-month), July 1 (12-month)
2023-24	Year 2	2nd year of service
2024-25	Year 3	3rd year of service
2025-26	Year 4	4th year of service
2026-27	Year 5	***Earliest to submit dossier for promotion to Senior Lecturer** (for the 2026-27 review cycle year)
2027-28	Year 6	*Earliest possible **effective date** as Senior Lecturer is August 15th of this year

Reappointment Timeline - Senior Lecturers		
Academic Year	**Year at Clemson**	**Steps/Timeline**
2026-27	Year 1	**Senior Lecturer effective date of this AY** (Effective date August 15 (9-month), July 1 (12-month)
2027-28	Year 2	Penultimate year, submit materials for review this AY
2028-29	Year 3	
2029-30	Year 4	Year 1 of renewed contract
2030-31	Year 5	Year 2 - Penultimate year of 2nd contract, **submit materials** this AY
2031-32	Year 6	Year 3
2032-33	Year 7	Year 1 of renewed contract
2033-34	Year 8	Year 2 - Penultimate year of 3rd contract, **submit materials** this AY
2034-35	Year 9	Year 3
2035-36	Year 10	Year 1 of renewed contract
2036-37	Year 11	Year 2 - Penultimate year of 4th contract, **submit materials** this AY
2037-38	Year 12	Year 3

PROMOTION & REAPPOINTMENT TIMELINES – SENIOR to PRINCIPAL LECTURER

Promotion from Senior Lecturer to Principal Lecturer		
Academic Year	**Year of Contract**	**Steps/Timeline**
2022-23	Year 1	**1st year of service as Senior Lecturer** (Effective date August 15 (9-month), July 1 (12-month)
2023-24	Year 2	2nd year of service
2024-25	Year 3	3rd year of service
2025-26	Year 4	4th year of service
2026–27	Year 5	***Earliest to submit for promotion to Principal Lecturer is this year**
2027–28	Year 6	*Earliest possible **effective date** as Principal Lecturer is August 15th

Reappointment Timeline – Principal Lecturers		
Academic Year	**Year of Contract**	**Steps/Timeline**
2026-27	Year 1	**1st year of service as Principal Lecturer** (Effective date August 15 (9-month), July 1 (12-month)
2027-28	Year 2	Year 2
2028-29	Year 3	Year 3
2029-30	Year 4	Year 4 (**submit materials** for review this AY)
2030-31	Year 5	Year 5
2031-32	Year 6	Year 1 of renewed contract
2032-33	Year 7	Year 2
2033-34	Year 8	Year 3
2034-35	Year 9	Year 4 ***Submit materials** for review this year
2035-36	Year 10	Year 5
2036-37	Year 11	Year 1 of renewed contract

EXAMPLES OF EXTENSIONS AND SERVICE CREDIT

TENURE and Promotion to ASSOCIATE PROFESSOR:
Unless written differently in hiring contract, assistant professors are on a six-year timeline, should file intention to submit using TPR Pre-check in the spring of their 5th year, and submit dossier by fall of sixth year. If there is an extension, the timeline should be adjusted to reflect the revised timeframe for promotion.

Promotion to PROFESSOR requires 5 years of service minimum following effective date of promotion to Associate Professor and Tenure. File TPR Pre-check and "intent to submit" EARLIEST spring of 4th year if submitting fall of 5th year.

Example: Tenure-Clock Extensions, Assistant Professor on path to promotion to Associate Professor			
Academic Year	**Original Timeline**	**New Timeline**	**Probationary Period Notes**
2021-22	Year 1	Year 1	
2022-23	Year 2	Year 2	
2023-24	Year 3	Year 3	Extension granted for 1 year, effective 2024-2025 review cycle
2024-25	Year 4	Year 3	Extension granted for 1 year, effective 2025-2026 review cycle
2025-26	Year 5	Year 3	
2026-27	Year 6*	Year 4	
2027-28	Year 7	Year 5	
2028-29	Year 8	Year 6	Penultimate year for 5 years probation, 6 years employment contract; submit Fall 2028
2029-30	Year 9	Year 7	Eff. date for promotion to Assoc. Prof August 2029/Year 1-Assoc.
2030-31	Year 10	Year 8	Year 2 as Associate Prof
2031-32	Year 11*	Year 9	Year 3 as Associate Prof
2032-33	Year 12	Year 10	Year 4 as Associate Prof
2033-34	Year 13	Year 11	Year 5 as Associate Prof, Post-tenure review or earliest up for promotion to Professor

Example: Tenure Time in Rank (Service) Credit at Hire			
Academic Year	**Original Timeline**	**New Timeline**	**Probationary Period Notes**
2022-23	Year 1	Year 2	1 year of service at contract credit
2023-24	Year 2	Year 3	
2024-25	Year 3	Year 4	
2025-26	Year 4	Year 5	
2026-27	Year 5	Year 6	Submit for review in fall of this year
2027-28	Year 6*	Year 7	First year as tenured Associate Professor
2028-29	Year 7	Year 8	
2029-30	Year 8	Year 9	
2030-31	Year 9	Year 10	
2031-32	Year 10*	Year 11	Fifth year as tenured Assoc. Prof. / earliest to submit for promotion to professor

* Original penultimate dates without service credit at hire