Review Years

1\textsuperscript{st} year    Probationary Review
2\textsuperscript{nd} year    Probationary Review
3\textsuperscript{rd} year    Probationary Review
4\textsuperscript{th} year    Mandatory Retention Review
5\textsuperscript{th} year    Probationary Review
6\textsuperscript{th} year    Mandatory Promotion and Tenure Review

Note: The 1\textsuperscript{st} year review is due January 15; All subsequent reviews are due September 1st;

To clarify, except for the 1\textsuperscript{st} year review, each subsequent review is conducted at the beginning
(not the end) of the candidate’s position year. For example, 2\textsuperscript{nd} year review is conducted at the
beginning of the candidate’s 2\textsuperscript{nd} year, 3\textsuperscript{rd} year review is at the beginning of the candidate’s 3\textsuperscript{rd}
year, etc.,