

1 UNITED ACADEMICS COUNTERPROPOSAL (7/15/24)  
2 UNIVERSITY OF OREGON PROPOSAL (4/18/2024)

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4 **Document Key**

5 UA new | ~~UA-deletion~~ | UO new | ~~UO-deletion~~ | Accepted | Deleted | Status Quo | Restored  
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7 **ARTICLE 20. TENURE REVIEW AND PROMOTION**  
8

9 **Section 1.** This Article applies only to bargaining unit faculty members in the Tenure-Track and  
10 Tenured classification. Tenure is in the University, and not in a college, school, department,  
11 program, or discipline. The award of tenure requires an express grant by the Provost  
12 communicated in writing to the bargaining unit faculty member and signed by the Provost. There  
13 is no de facto tenure. Tenure means that the bargaining unit faculty member's employment may  
14 be terminated only for cause (Article 24), or in case of program eliminations or reductions  
15 (Article 25).  
16

17 **Section 2. Standards and Guidelines.** The University follows the same general timetable,  
18 process, and standards of performance for evaluation and promotion as do many other public  
19 research universities, particularly AAU institutions. The University also considers AAUP  
20 guidelines for tenure review and promotion. All department or unit review guidelines shall be  
21 established and revised by the processes set out in Article 4.  
22  
23

24 **Reviews**  
25

26 **Section 3.** Reviews for bargaining unit faculty members in the Tenure-Track and Tenured  
27 classification will consist of (1) annual reviews for faculty not holding tenure; (2) mid-term  
28 reviews between appointment and tenure review for the faculty without tenure; (3) tenure and  
29 promotion reviews; (4) third-year post-tenure reviews for tenured faculty in the third year  
30 following: *[inserted list formatting for clarity]*

- 31 a. a tenure ~~and/or promotion~~ decision, or  
32 b. a previous third-year review for associate professors (if a promotion to full professor  
33 review is not taking place in the same year); ~~or~~  
34 c. ~~or following a sixth-year post-tenure review for full professors;~~

35 (5) promotion-to-full-professor review for tenured faculty in their sixth year or later after  
36 receiving tenure; and (6) sixth-year post-tenure reviews for full professors ~~tenured faculty~~ in  
37 their sixth year following a ~~tenure and/or~~ promotion to full decision or following a previous  
38 sixth-year review.  
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40  
41 **General Review Provisions**  
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43 **Section 4. Accelerated-Early Review.** An ~~accelerated-early~~ tenure review may occur in  
44 particularly meritorious cases as determined by the Office of the Provost in consultation with the  
45 appropriate dean, department, or unit head, and the bargaining unit faculty member.  
46

47 **Section 5. Notice of Meetings.** A bargaining unit faculty member will receive at least three

48 days' notice of any meeting or hearing, which the member is invited or required to attend with a  
49 dean or the Provost or designee regarding recommendations or decisions on promotion or tenure.  
50 The bargaining unit faculty member may have a colleague or Union representative present at the  
51 meeting as an observer.

52

53 **Section 6. Waiver of Access to Materials.** Bargaining unit members have the right whether to  
54 waive in advance in writing their access to see any or all of the evaluative materials (see Article  
55 8, Personnel Files). The choice by the bargaining unit faculty member to waive or not waive  
56 access to evaluative materials shall not be considered during the evaluation process. Such  
57 waivers, however, shall not preclude the use of redacted versions of these documents in an  
58 appeal process (Article 21). The redacted versions are intended to protect the identity of  
59 reviewers, who are informed about the faculty member's waiver choice.

60

61 **Section 7. Stopping of the "Tenure, Promotion, and Review Clock."** The "tenure, promotion,  
62 and review clock" shall be stopped for one year in the following circumstances, unless the  
63 bargaining unit faculty member specifies otherwise:

- 64 a. for one year upon the birth or adoption of a child;
- 65 b. due to a leave of absence or intermittent leave with a duration of twelve weeks or longer  
66 as a result of an ADA or FMLA qualifying event.

67

68 The review clock may also be stopped in other extraordinary circumstances, including up to two  
69 years for approved leaves of absence without pay lasting two or more terms during each year of  
70 the approved leave, as approved by the Office of the Provost.

71

72 If the faculty member opts to restore the period when the clock was stopped, they may apply for  
73 review at the time they would have become eligible without the stopping of the clock. Leaves not  
74 resulting in a clock stoppage will be considered as a part of review periods. This Section applies  
75 to mid-term, tenure, and promotion reviews, as well as third-year and sixth-year post-tenure  
76 reviews.

77

78 **Section 8. Relevant Information:** Only significant information relevant to the review shall be  
79 included in a review file. Relevant information is information that relates to the review criteria as  
80 defined in this Agreement. Relevant information may include disciplinary action taken against  
81 the bargaining unit faculty member, if the underlying acts relate to or affect the faculty member's  
82 ability to meet the review criteria. Information not relevant to the review or information that  
83 contains allegations that have not been fully reviewed by the appropriate office (research  
84 misconduct, office of investigations and civil rights compliance, employee and labor relations,  
85 etc.) shall not be included in the file initially, although allegations that relate to relevant  
86 information may be included if they are sustained after an appropriate review.

87

88 **Section 9. Review Evaluations and Recommendations.** If, at any level of review, the  
89 evaluation or recommendation regarding the faculty member's progress toward tenure and  
90 promotion differs materially from any previous level of review, such evaluation must clearly  
91 justify each material difference and cite specific evidence from the file to support the differing  
92 evaluation.

93

94 **Section 10. Request for Clarification.** If, within periods to provide responsive material or

95 information for the evaluation file, the bargaining unit faculty member makes a good faith  
96 request for clarification or additional detail regarding the reasoning or evidentiary basis for the  
97 differing assessment of the faculty member's file, the evaluator will make a good faith effort to  
98 provide such additional detail or clarification within 14 days from the date of receiving such  
99 request. The bargaining unit faculty member will then have an additional 14 days from receipt of  
100 the response to provide supplemental responsive material or information for the evaluation file.  
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### 103 Pre-Tenure Reviews

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105 **Section 9 11. Annual Pre-Tenure Reviews.** Each tenure-track bargaining unit faculty member  
106 who has not received tenure and is not in the process of a tenure review will have an annual  
107 review conducted by the department or unit head or designee. These annual reviews provide an  
108 opportunity to evaluate the tenure-track bargaining unit faculty member's performance and offer  
109 an opportunity to address problems and to support faculty members in their progress toward the  
110 mid-term and tenure reviews.  
111

### 112 Mid-Term Reviews

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114  
115 **Section 10 12. Purpose, Outcomes and Appeals.** Mid-term reviews shall be an assessment of  
116 the bargaining unit faculty member's progress toward tenure and should assist the faculty  
117 member's development. The outcome of a mid-term review shall be either: *[inserted list*  
118 *formatting for clarity]*

- 119 a. ~~(1) a contract until the end of the faculty member's tenure and promotion review year,~~  
120 ~~which allows for the possibility of identifying any concerns that should be addressed~~  
121 ~~prior to consideration for promotion and tenure, as well as providing appropriate support;~~  
122 ~~or, (2) a one- or two-year contract specifying an additional mid-term review; or (3)~~
- 123 b. a one-year, terminal contract in rare cases and when there is consensus across all levels of  
124 review. Only a review decision resulting in a terminal contract may be appealed through  
125 the process specified in Article 21. ~~If a two-year contract is issued under (2) and the~~  
126 ~~subsequent mid-term review is not successful, the bargaining unit faculty member's~~  
127 ~~employment will end with the expiration of the contract.~~

128  
129 **Section 11 13. Timing.** Each tenure-track bargaining unit faculty member who has not received  
130 tenure will have a mid-term review approximately halfway between appointment and eligibility  
131 for tenure, ~~except those appointed with a tenure review date three years or less from the time of~~  
132 ~~their initial appointment (Article 16, Section 6).~~ The timing of this review generally will be  
133 established at the time of appointment, in that this review will usually take place during the last  
134 year of the bargaining unit faculty member's initial contract. A successful review is one  
135 prerequisite for contract renewal.  
136

137 **Section 12 14. Mid-Term Review Period.** The review will include all research, teaching, and  
138 service accomplished since the beginning of the faculty member's employment in the current  
139 position in addition to other materials specified by the faculty member's hiring agreement  
140 (Article 16). Leaves are considered consistent with Section 7.  
141

142 **Section 13 15. Initiating the Mid-Term Review.** To initiate the mid-term review process, the  
143 department or unit head or designee will contact the bargaining unit faculty member during the  
144 fall term of the year in which the review will take place and request the following:

- 145  
146 1. **Election of Criteria:** The bargaining unit faculty member will be reviewed relative to the  
147 criteria in effect when their employment began. If the criteria have changed since the  
148 beginning of employment, the faculty member must choose either the earlier or current  
149 set of criteria.
- 150  
151 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
152 faculty member’s current research, scholarly and creative activities and accomplishments,  
153 including publications, appointments, presentations, and similar activities.
- 154  
155 3. **Scholarship portfolio:** A comprehensive portfolio of scholarship, research, and creative  
156 activity during the review period; and appropriate evidence of national or international  
157 recognition or impact.
- 158  
159 4. **Personal statement:** A 3–6-page personal statement developed by the bargaining unit  
160 faculty member explaining how their provided material demonstrates they are on track to  
161 meet meeting evaluating their performance measured against the applicable unit-level  
162 criteria for tenure and promotion. The personal statement should expressly address the  
163 subjects of teaching; scholarship, research, and creative activity; service contributions to  
164 the academic department, center or institute, school or college, university, profession, and  
165 the community; and contributions to diversity, equity, and inclusion.
- 166  
167 5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions  
168 of course content and instructional expectations for courses taught by the bargaining unit  
169 faculty member, examples of class assignments and exams, information from student  
170 experience surveys, which will be considered in light of the response rate, and similar  
171 material.
- 172  
173 6. **Service portfolio:** As applicable available, evidence of the bargaining unit faculty  
174 member’s service contributions to their academic department, center or institute, school  
175 or college, university, profession, and the community. Such evidence could include white  
176 papers authored or co-authored by the faculty member, commendations, awards, op-ed  
177 pieces, and/or letters of appreciation. The portfolio may also include a short statement on  
178 the faculty member’s unique service experiences or obligations.

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180 **Section 14 16. Department or Unit Head’s Role.** The department or unit head will obtain and  
181 place in the evaluation file copies of summary reports from the teaching student-evaluation  
182 process, including Student Experience Surveys. The file must also include recent peer  
183 evaluations of the bargaining unit faculty member’s teaching that is aligned with the university-  
184 wide teaching standards established by the University Senate.

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186 [paragraph break added for clarity]

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188 Once the department or unit head has obtained all of the appropriate documents and information,

189 they will establish a committee of tenured faculty and provide the committee with access to the  
190 documents and information. The department or unit head will then:

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- 192 1. Obtain a report from the faculty committee including an assessment of the bargaining  
193 unit faculty member's progress toward tenure and promotion; and
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- 195 2. Prepare their own **independent** evaluation of the bargaining unit member's progress  
196 toward tenure and promotion **that takes into account the committee report and**  
197 **departmental discussion, and is consistent with Section 9;** and
- 198
- 199 3. Provide the department or unit head's written report to the bargaining unit faculty  
200 member and allow the faculty member 10 days from the date of the receipt of the report  
201 to provide responsive material or information, which shall be included in the evaluation  
202 file; and
- 203
- 204 4. Submit the evaluation file to the appropriate dean.

205

206 If a department or unit has or develops a policy or practice of providing the report of the faculty  
207 committee to the bargaining unit faculty member, the department or unit head shall do so.

208

209 **Section 15 17. Dean's Role.** The dean will review the file and may consult with appropriate  
210 persons and may obtain and document additional relevant information. Once the dean deems the  
211 file complete, they will prepare a separate report and recommendation. The dean will share their  
212 written report and recommendation with the bargaining unit faculty member and allow the  
213 faculty member ~~10~~ 14 days from the date of receipt of the report to provide responsive material  
214 or information, which shall be included in the evaluation file. The dean then will submit a  
215 summary report including dean's recommendation, department head's recommendation, faculty  
216 committee report, and faculty member's curriculum vitae, statement, and responsive material or  
217 information to the Provost or designee.

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219 **Section 16 18. Provost's Role.** The Provost or designee will consider the cumulative  
220 recommendations received from department faculty, the department or unit head, and the dean,  
221 and then will decide the terms and duration of any subsequent appointment of the bargaining unit  
222 faculty member. Upon Provost review, the summary report will be placed in the faculty  
223 member's departmental or college personnel file and a decision conveyed in writing to the  
224 faculty member no later than June 1.

## 225

## 226

## 227 **Tenure Review Process**

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229 **Section 17 19. Eligibility for tenure review.** Except as authorized in writing by the Provost or  
230 designee, a bargaining unit faculty member is entitled to a decision on tenure only after six  
231 consecutive academic or fiscal years of employment at **or above the FTE at which they were**  
232 **hired. 1.0 FTE per year or the equivalent of consecutive part time employment at or above 0.5**  
233 **FTE per year.** An appointment is considered consecutive even if interrupted by one or more  
234 approved leaves of absence. Leaves are considered consistent with Section 7.

236 **Section 18 20. Tenure Review period.** The tenure review will include all research, teaching,  
237 and service accomplished since the beginning of the faculty member’s employment in the current  
238 position in addition to other materials specified by the faculty member’s hiring agreement  
239 (Article 16). Leaves of absence not resulting in a clock stoppage will be considered as part of the  
240 review period.

241  
242 **Section 19 21. Initiating the Tenure Review Process.** To initiate the tenure review process, the  
243 department or unit head will contact the bargaining unit faculty member no later than winter term  
244 of the year preceding the year in which a tenure decision is required and request the following:  
245

- 246 1. **Election of Criteria:** The bargaining unit faculty member will be reviewed relative to the  
247 criteria in effect during their last mid-term review. If the criteria have changed since the  
248 last mid-term review, the faculty member must choose either the earlier or current set of  
249 criteria.  
250
- 251 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
252 faculty member’s current research, scholarly, and creative activities and  
253 accomplishments, including publications, appointments, presentations, and similar  
254 activities and accomplishments. This document should clearly differentiate between  
255 accomplishments that occurred during the review period and those that did not.  
256
- 257 3. **Scholarship portfolio:** A comprehensive portfolio of scholarship, research and creative  
258 activity during the review period; and appropriate evidence of national or international  
259 recognition or impact.  
260
- 261 4. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit  
262 faculty member explaining how their provided material demonstrates meeting evaluating  
263 their performance measured against the applicable unit-level criteria for tenure and  
264 promotion. The personal statement should expressly address the subjects of teaching;  
265 scholarship, research, and creative activity; service contributions to the academic  
266 department, center or institute, school or college, university, profession, and the  
267 community; and contributions to diversity, equity, and inclusion.  
268
- 269 5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions  
270 of course content and instructional expectations for courses taught by the bargaining unit  
271 faculty member, examples of class assignments and exams, information from student  
272 experience surveys, which will be considered in light of the response rate, and similar  
273 material.  
274
- 275 6. **Service portfolio:** As available, evidence of the bargaining unit faculty member’s service  
276 contributions to their academic department, center or institute, school or college,  
277 university, profession, and the community. Such evidence could include white papers  
278 authored or co-authored by the faculty member, commendations, awards, op-ed pieces,  
279 and/or letters of appreciation. The portfolio may also include a short narrative elaborating  
280 on the faculty member’s unique service experiences or obligations.  
281
- 282 7. **External reviewers:** At the option of the bargaining unit faculty member, A a list of



283 qualified outside reviewers ~~provided by the bargaining unit faculty member.~~

284  
285 All material in this Section, along with the following items, will be included in the Tenure  
286 Review File:

- 287
- 288 8. **Additional Information.** Faculty members and/or the University may submit relevant  
289 information during a review from the date information is initially submitted to their  
290 department head through the date the Provost issues the final decision. Late submissions  
291 of information may result in additional questions to the faculty member or to reviewers at  
292 the previous levels. Additional information may include work completed during the  
293 review year, if such information or material is included, it may not be included in the  
294 review period of subsequent reviews. If detrimental information is added to their file, the  
295 bargaining unit faculty member will be notified and may add a response or request the  
296 file go back to their department or unit faculty personnel committee for review, which  
297 may result in a decision delay. The additional faculty personnel committee report must be  
298 submitted along with the new information for inclusion in the Tenure Review File.
- 299
- 300 9. **Mid-Term Review(s).** The dean's summary report and the Provost's final decision from  
301 any mid-term reviews conducted will be included.

302

303 **Section 20 22. Schedule for Review of Tenure and Promotion Files.** The Office of the Provost  
304 will establish a schedule for the compilation and review of tenure and promotion files. If the  
305 bargaining unit faculty member fails to comply with the timeline established by the Provost for  
306 submission of materials, the department or unit head will notify the faculty member of the  
307 missed deadline by university email and the primary phone on record in the Banner system. If  
308 the faculty member does not respond within 14 days, tenure may be denied. If the faculty  
309 member responds within 14 days, the department or unit head will establish a new deadline for  
310 submission of all materials.

311

312 The new deadline must allow the University adequate time to complete the tenure review process  
313 by June 1. If the faculty member misses the new deadline, tenure will be denied.

314

315 **Section 21 23. External reviews.** The department or unit head will prepare a list of qualified  
316 external reviewers, with input from the department or unit faculty eligible to vote on a tenure and  
317 promotion case. The department or unit head will select a majority of the external reviewers from  
318 this independently prepared list, but the department or unit head's primary responsibility is to  
319 obtain the best judgments from the most highly qualified experts in the appropriate areas. Most,  
320 if not all, of the external reviewers should be at the rank for which the candidate is being  
321 considered or above (i.e., associate professor or professor for tenure and promotion to associate  
322 professor; professor for promotion to professor). Reviewers generally should come from  
323 comparable AAU and research intensive institutions or programs. The suggestions regarding  
324 affiliations apply to the majority of external reviewers and are not strict prohibitions. A  
325 minimum of five substantive external evaluations is required for a tenure case to move forward.

326

327 The department or unit head will recruit external reviewers from the list prepared by the  
328 department or unit head and the separate list provided by the bargaining unit faculty member. A  
329 ~~absolute~~ majority of external reviews included in the file must be ~~provided by reviewers~~ selected

330 by the department or unit and not included on the list of reviewers provided by the faculty  
331 member under review. If there is overlap between the independently prepared lists, the external  
332 reviewer counts as a unit selection. The department or unit head will provide each external  
333 reviewer with the candidate's signed and dated curriculum vitae, signed and dated personal  
334 statement, the candidate's scholarship portfolio, and the department's or unit's written criteria for  
335 promotion and tenure. External reviewers may not be asked to evaluate the candidate against the  
336 standards of their own institution.

337  
338 **Section 22 24. Faculty Review.** The eligible faculty in the candidate's department or unit, or a  
339 personnel committee comprised of a subset of the eligible faculty (if the department's or unit's  
340 internal policy specifies the creation of such a committee), will review the file and the external  
341 reviews, prepare a report, and vote. In cases where there are too few eligible faculty members to  
342 form a personnel committee within the candidate's department or unit, the department or unit  
343 head will work with the appropriate dean to establish a committee including appropriate faculty  
344 members from outside the department. A final vote will be conducted by signed ballot, **which**  
345 **may happen electronically**, and the ballots will remain confidential to the extent permitted by  
346 law. **The department or unit head will inform the faculty member whether the vote was positive**  
347 **or not.** A de-identified vote tally, however, will be provided to the faculty member by the  
348 department or unit head **in the event of an appeal.**

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350 **Section 23 25. Review by Department or Unit Head, College or School Personnel**  
351 **Committee, and Dean.** The department or unit head will prepare ~~an independent~~ report and  
352 recommendation **that takes into account the committee report and departmental discussion**  
353 **consistent with Section 9** ~~based on their own judgment of the file~~, and then forward the entire file  
354 to the appropriate dean. The file then will be reviewed by a school- or college-level personnel  
355 committee appointed by a process determined by the dean. The committee will prepare ~~an~~  
356 ~~independent~~ report **consistent with Section 9**, and vote, and will forward the entire file to the  
357 dean. This step may be bypassed in schools or colleges whose deans choose not to convene a  
358 personnel committee. The dean will then prepare ~~an independent~~ report and recommendation  
359 ~~based on their own judgment of the file and consistent with Section 9~~, and then meet with the  
360 candidate to discuss the case, review the recommendations made by the department committee,  
361 department or unit head, and the school or college-level personnel committee (if applicable), and  
362 the dean's own recommendation. The candidate will be provided with a copy of the dean's report  
363 that has been redacted in accordance with the waiver status to protect personally identifiable  
364 information. The candidate may provide responsive material for the file within ~~10~~ **14** days of the  
365 meeting with the dean or the receipt of the redacted report, whichever is later. The dean will then  
366 forward the entire file to the Office of the Provost.

367  
368 **Section 24 26. Provost's Review of File.** The Provost or designee will review the promotion and  
369 tenure file for completeness, ~~and~~ general presentation, and may request additional information  
370 from the dean. The file forwarded to the Provost or designee should include the contents listed in  
371 Appendix 3: Tenure Review File Checklist.

372  
373 **Section 25 27. University Faculty Personnel Committee Review.** After the Provost or  
374 designee has reviewed the file and deemed it complete, the file is sent to the University Faculty  
375 Personnel Committee (FPC). The committee will review the file, request additional information  
376 from the Office of the Provost, or previous levels of review, if necessary, and then discuss and



377 record a vote to recommend that tenure and promotion is either granted or denied. The  
378 committee will prepare a written summary of its discussion, which will include the outcome of  
379 the vote.  
380

381 **Section 26 28. Provost's Decision.** The Provost has plenary authority to award or deny tenure.  
382 The candidate will be notified in writing of the Provost's decision. The letter accompanying the  
383 decision will contain an explanation of the reasons underlying the Provost's decision, if the  
384 decision is to deny tenure or promotion. A tenured appointment may not be less than 0.50 FTE.  
385 If tenure is granted, the letter will include a statement indicating the FTE of the tenured  
386 appointment. The letter will be placed in the candidate's personnel file. The foregoing does not  
387 preclude a subsequent written agreement between the Provost or designee and the candidate  
388 adjusting the FTE of the appointment, so long as the appointment is at least 0.50 FTE.  
389

390 Successful candidates are granted tenure and assume their new classification and rank at the start  
391 of the next academic year, or sooner at the discretion of the Provost. Candidates who are denied  
392 tenure will receive a notice of appointment, which expires at the end of the academic or fiscal  
393 year following the one in which the application for tenure was submitted.  
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395 **Section 27 29. Withdrawal of Application.** A bargaining unit faculty member may withdraw an  
396 application for tenure in writing to the Provost and the dean at any time before the Provost's  
397 decision. Upon withdrawal, a bargaining unit faculty member will receive a notice of  
398 appointment which expires at the end of the academic or fiscal year following the one in which  
399 the application for tenure was submitted.  
400

#### 401 **Promotion to Full Professor Review**

402 **Section 28 30. Promotion from Associate Professor to Professor.** The criteria for promotion to  
403 full professor are those outlined in the bargaining unit faculty member's unit-level policy. The  
404 process and timelines for review and evaluation for promotion from associate professor to  
405 professor are the same as those for promotion to associate professor and tenure, except:  
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407  
408

- 409 1. There is no requirement to initiate the promotion process to professor.
- 410
- 411 2. Bargaining unit faculty members with tenure who are denied promotion from associate  
412 professor to professor will remain employed at the associate professor rank.  
413
- 414 3. If the review criteria have changed during the six years prior to the review, the faculty  
415 member may elect either the earlier or current set of criteria.  
416
- 417 4. The results of post-tenure reviews during the review period will be included in the  
418 promotion file.  
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- 420 5. The review period for promotion reviews shall include all work accomplished since being  
421 awarded tenure.  
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#### 423 **Post-Tenure Reviews**

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**Section 29 31.** Tenured bargaining unit faculty members at the rank of associate professor will have a third-year review in the third year following promotion and every three years thereafter ~~until promotion to full professor~~. Tenured associate professors will not be required to complete a third-year review in a year when they are seeking a promotion to full professor. Following promotion, full professors will have alternating third-year reviews and major sixth-year post-tenure reviews. The primary function of post-tenure reviews ~~is are~~ to foster continued faculty professional growth and ~~is are~~ not a process to reevaluate the award of tenure. If a review is not successful, then a development plan may be established (Section 37). The post-tenure review process may not be used to shift the university’s burden of proof in a proceeding to terminate a tenured faculty member for cause.

**Section 30 32. Third-Year Post-Tenure Reviews.** Third-year ~~post-tenure~~ reviews will be ~~informal reviews unless a department head and dean agree, or the Office of the Provost determines, that a formal review is necessary for the faculty member to meet expectations for a subsequent review.~~ **a. Informal Third-Year Reviews.** ~~The informal third-year post-tenure review is~~ conducted by the appropriate department or unit head with the bargaining unit faculty member. ~~Review~~ ~~Informal review~~ materials will typically consist of a curriculum vitae, a brief personal statement (~~up to 3 pages~~) accounting for and explaining anything not clear from their CV, materials for the evaluation of teaching (where applicable), and a sabbatical report (where applicable) (Section 33). ~~As a result of the review, †~~The department or unit head will prepare a concise statement that includes an evaluation of whether the faculty member is ~~exceeding, meeting, or not meeting expectations under their unit level policy (or Section 38, as appropriate).~~ The department head will ~~and~~ share their statement ~~it~~ with the bargaining unit faculty member, who will have ~~14 10 business~~ days to respond in writing. The review materials, head’s statement, and faculty member’s response are then sent to the dean and then to ~~the~~ Office of the Provost for approval. The head’s statement and any response ~~from the bargaining unit faculty member, dean, and Office of the Provost will be placed in the bargaining unit faculty member’s personnel file. †~~ ~~If in the process of the informal review, the department or unit head and dean agree, or the Office of the Provost determines, that a formal review is necessary to meet expectations on a subsequent review, they will initiate the Formal Review process below and notify the faculty member. If a formal review is initiated, the statement and response will become part of the formal review dossier.~~ **b. Formal Third-Year Reviews.** This process applies to associate and full professors who undergo a formal third-year post-tenure review. ~~The department or unit head will convene a faculty personnel committee (if one does not already exist in the department or unit) that will review a faculty member’s work in relation to the unit-level post-tenure review criteria, or the criteria in Section 38. If unit-level policies require a vote, the tenured department faculty with the same or higher rank, not including the candidate, will vote to endorse the committee’s report and recommendation. The department or unit head will write a separate report in light of the materials gathered and the faculty committee’s report and, if required, the faculty vote. The department or unit head will meet with the faculty member and will provide a copy of the head’s report and the redacted faculty committee’s report. The faculty member will have 10 business days from the date of the receipt of the report to provide responsive material or information, which shall be included in the evaluation file. These will be reviewed by the dean and the Office of the Provost. If there is consensus between the head, dean, †~~ ~~and~~ Office of the Provost result of the review is to ~~recommends to implement~~ a development plan, then the head and faculty member will develop one in consultation with the dean to be approved by the Office of the

471 Provost (Section 37).

472

473 **Section 31 33. Sixth-Year Review.** Only full professors will have sixth-year post-tenure  
474 reviews, ~~which will be~~ ~~Tenured bargaining unit faculty members will have a review~~ in the sixth  
475 year following promotion to full professor or ~~six years~~ after ~~their previous a~~ sixth-year post-  
476 tenure review.

477

478 **Section 32 34. Sixth-Year Review Period.** The review period will include all work  
479 accomplished during the previous six years, taking into account any leaves and resulting clock  
480 stoppages (Section 7).

481

482 **Section 33 35. Initiating the Sixth-Year Review.** To initiate the review process, the department  
483 or unit head or designee will contact the bargaining unit faculty member during the fall term of  
484 the year in which the review will take place and request the following:

485

486 1. **Criteria:** Criteria for sixth-year post-tenure reviews will be as specified in Section 38  
487 below unless the department or unit has approved post-tenure review criteria. If the  
488 review criteria have changed during the six years prior to the review, the faculty member  
489 may elect either the earlier or current set of criteria.

490

491 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
492 faculty member's current research, scholarly, and creative activities and  
493 accomplishments, including publications, appointments, presentations and similar  
494 activities. This document should clearly differentiate between accomplishments that  
495 occurred during the review period and those that did not.

496

497 3. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit  
498 faculty member ~~explaining how their provided material demonstrates meeting or~~  
499 ~~exceeding evaluating their performance measured against~~ the applicable ~~unit-level~~  
500 criteria for post-tenure review. The personal statement should expressly address the  
501 subjects of teaching; scholarship, research, and creative activity; service contributions to  
502 the academic department, center or institute, school or college, university, profession, and  
503 the community; and contributions to diversity, equity and inclusion.

504

505 4. **Sabbatical report:** A report of the accomplishments and benefits resulting from  
506 sabbatical, if applicable.

507

508 **Section 34 36. Department or Unit Head's Role.** The department or unit head or designee will  
509 obtain and place in the evaluation file copies of summary reports drawn, as appropriate, from the  
510 system of ~~teaching student~~ evaluation ~~of teaching evaluation~~ that was in effect prior to Fall 2019  
511 and the Student Experience Surveys that were effective as of Fall 2019. The file must also  
512 include a recent peer evaluation of the bargaining unit faculty member's teaching. Peer teaching  
513 reviews should be aligned with the university-wide teaching standards as established by the  
514 University Senate.

515

516 Once the department or unit head has obtained all of the appropriate documents and information,  
517 they will establish a committee of full professors and provide the committee with access to the

518 documents and information. The faculty committee will prepare a report and a recommendation  
519 regarding the outcome of the review. The report and recommendation will be reviewed by the  
520 committee who will vote on the recommendation. The department or unit head or designee will  
521 then:

- 522  
523 1. Obtain a report from the faculty committee including an assessment of the bargaining  
524 unit faculty member's performance, a recommendation regarding the outcome of the  
525 review, and the results of the faculty vote; and
- 526  
527 2. Prepare ~~their own independent an~~ evaluation ~~based on their own judgment~~ of the  
528 bargaining unit faculty member's performance ~~that takes into account the committee~~  
529 ~~report and departmental discussion consistent with Section 9~~; and
- 530  
531 3. Provide the department or unit head's report to the bargaining unit faculty member and  
532 allow them 10 days from the date of the receipt of the report to provide responsive  
533 material or information, which shall be included in the evaluation file; and
- 534  
535 4. Submit the evaluation file to the appropriate dean.

536  
537 ~~If a department or unit has or develops a policy or practice of providing the report of the faculty~~  
538 ~~committee to the bargaining unit faculty member, the department or unit head shall do so.~~

539  
540 **Section 35 37. Dean's Role.** The dean will review the file and may consult with appropriate  
541 persons and may obtain and document additional relevant information. Once the dean deems the  
542 file complete, they will prepare a separate report and independent recommendation. The dean  
543 will share their written report and recommendation with the bargaining unit faculty member,  
544 redacted as appropriate, and allow them ~~10-14~~ days from the date of receipt of the report to  
545 provide responsive material and information, which shall be included in the evaluation file. The  
546 dean will then submit the complete evaluation file to the Office of the Provost.

547  
548 **Section 36 38. Provost's Role.** The Provost or designee will consider the cumulative evaluations  
549 received from the faculty committee, the department or unit head, and the dean.

550  
551 If the Provost or designee concludes that the bargaining unit faculty member's performance  
552 meets or exceeds expectations in all areas of a sixth-year review, the bargaining unit faculty  
553 member will receive an increase in their base salary per Article 26.

554  
555 **Section 37 39. Development Plans.** If the Provost concludes that the bargaining unit faculty  
556 member's performance does not meet expectations in one or more areas, the dean and the  
557 department or unit head shall consult with the bargaining unit faculty member and shall  
558 recommend to the Provost a development plan for demonstrable improvement in the area(s) at  
559 issue. The goal of the plan is to put the faculty member on track to meet expectations in that area  
560 or areas at their subsequent review. The development plan should be implemented no later than  
561 the first term of the academic year following the review. Development plans may require  
562 adjustment of professional responsibilities (e.g., reduced service or teaching in order to support  
563 more research) and must specify a follow-up review timeline.

564

565 If a faculty member has a development plan, the criteria in the area(s) specified in the  
566 development plan will be in effect for those areas of the subsequent review. If the faculty  
567 member does not meet expectations in the specified area(s), the Provost may ~~reduce or~~ **reassign**  
568 the faculty member's FTE associated with the specified area(s) or may establish a new  
569 development plan or both. If the faculty member's FTE is adjusted, future reviews will reflect  
570 the adjustment of duties.

571  
572 A bargaining unit faculty member who has had their FTE or duties adjusted as the result of an  
573 unsuccessful development plan may elect to have their standard workload restored if, on a  
574 subsequent post-tenure review, they meet or exceed expectations in the areas in which the faculty  
575 member had previously been determined not to have met expectations. If the faculty member  
576 meets or exceeds expectations as outlined in the unit policies, they may, if they so choose,  
577 resume their standard workload the Fall following the year the post-tenure review was initiated.

578  
579 **Section 38 40. Post-Tenure Review Criteria.** Review criteria for third- and sixth-year post-  
580 tenure review are as follows, unless a department or unit has an approved unit-level policy  
581 establishing their own post-tenure review criteria through the process specified in Article 4.

582  
583 In cases where a tenured faculty member has a workload other than the standard tenure-track  
584 workload in the department or unit (e.g., with larger teaching and smaller research FTE, or vice  
585 versa) or is working under a development plan, the standard for meeting expectations in a third-  
586 or sixth-year review will be established by these alternate arrangements and informed by the  
587 unit-level policy and the guidelines below. *[moved up from below]* **Each of the three areas below**  
588 **should include contributions in teaching, research, and service that demonstrably promote**  
589 **diversity, equity, and inclusion.**

- 590  
591 1. **Teaching:** Teaching standards as established by the University Senate.
- 592  
593 2. **Research, scholarship, creative, and artistic achievement:** In general, research,  
594 scholarship, and creative achievement is demonstrated in the following categories. Each  
595 category applies in a given case only if that category is specified in the unit promotion  
596 and tenure policy. The standards of evaluation, unless otherwise specified by the unit  
597 policy, will be the standards established for promotion to full professor. Some categories  
598 to be considered include:
- 599 a. publications and/or creative activities of significance and;
  - 600 b. externally funded research;
  - 601 c. patents, intellectual property developed; technologies licensed, companies spun-  
602 off;
  - 603 d. adoptions of research innovations by other researchers, organizations, or the  
604 public;
  - 605 e. research awards and prizes;
  - 606 f. membership in the national academies or other selective research societies;
  - 607 g. research in progress and substantially planned work (including grant proposals);
  - 608 h. translational research or scholarship that influences public policy or contributes to  
609 societal benefits;
  - 610 i. participation in conferences, conventions, seminars, and professional meetings;
  - 611 j. professional peer review, holding office in academic and professional

- 612 organizations, serving on committees and/or on editorial boards;  
613 k. association with organizations and groups that will result in professional  
614 improvement of the faculty member and bring recognition to the university;  
615 l. research or professional consultation for federal agencies, foundations, or other  
616 research sponsors;  
617 m. recognized evidence of scholarly and professional visibility, such as special  
618 awards, scholarly citations, and the republication of work;  
619 n. scope and depth of scholarship as revealed in public lectures, book reviews, and,  
620 in special circumstances, discussions;  
621 o. works of art, such as painting, sculpture, design, planning, musical composition,  
622 poetry, fiction, drama, dance, photography, and film disseminated or exhibited in  
623 recognized venues of quality and distinction;  
624 p. public performances: musical recitals, concerts, conducting, theater performance  
625 and production, dance performance and production, radio or television production  
626 disseminated/exhibited in recognized venues of quality and distinction;  
627 q. public recognition: exhibitions, commissions, acceptance of work for permanent  
628 collections, awards.  
629
- 630 3. **Service:** Consistent with promotion to full professor as specified in the collective  
631 bargaining agreement, senior faculty are expected to engage in significant service  
632 demonstrating leadership and commitment both within and outside the candidate's  
633 department or unit. Service must include some of the following:  
634 a. leadership in academic and administrative roles:  
635 i. academic program area or departmental administration and curriculum;  
636 ii. personnel and policy committees or activities;  
637 iii. college or school administration and committees or activities;  
638 iv. university or state system administration and committees or activities.  
639 b. service and activities on behalf of the larger community (local, state, national, and  
640 international governmental bodies, NGOs, etc.);  
641 c. academic contributions to community activities, either as an individual or as a  
642 representative of the university;  
643 d. service to professional and disciplinary organizations;  
644 e. academic service on behalf of the public interest.  
645

646 *[moved up for clarity]* ~~4. Contributions in teaching, research, and service that demonstrably~~  
647 ~~promote diversity, equity, and inclusion.~~