

1 UNITED ACADEMICS COUNTERPROPOSAL (9/26/2024)
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/13/2024)
3 UNITED ACADEMICS COUNTERPROPOSAL (7/15/24)
4 UNIVERSITY OF OREGON PROPOSAL (4/18/2024)
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6 Document Key

7 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored
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9 ARTICLE 20. TENURE REVIEW AND PROMOTION
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11 **Section 1.** This Article applies only to bargaining unit faculty members in the Tenure-Track and
12 Tenured classification. Tenure is in the University, and not in a college, school, department,
13 program, or discipline. The award of tenure requires an express grant by the Provost
14 communicated in writing to the bargaining unit faculty member and signed by the Provost. There
15 is no de facto tenure. Tenure means that the bargaining unit faculty member's employment may
16 be terminated only for cause (Article 24), or in case of program eliminations or reductions
17 (Article 25).
18

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

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

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

37 (5) promotion-to-full-professor review for tenured faculty in their sixth year or later after
38 receiving tenure; and (6) sixth-year post-tenure reviews for full professors ~~tenured faculty~~ in
39 their sixth year following a ~~tenure and/or~~ promotion to full decision or following a previous
40 sixth-year review.
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43 **General Review Provisions**

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45 **Section 4. Accelerated-Early Review.** An ~~accelerated-early~~ tenure review may occur in
46 particularly meritorious cases as determined by the Office of the Provost in consultation with the
47 appropriate dean, department, or unit head, and the bargaining unit faculty member.

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Section 5. Notice of Meetings. A bargaining unit faculty member will receive at least three days’ notice of any meeting or hearing, which the member is invited or required to attend with a dean or the Provost or designee regarding recommendations or decisions on promotion or tenure. The bargaining unit faculty member may have a colleague or Union representative present at the meeting as an observer.

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

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

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

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

If the faculty member opts to restore the period when the clock was stopped, they may apply for review at the time they would have become eligible without the stopping of the clock. Leaves not resulting in a clock stoppage will be considered as a part of review periods. This Section applies to mid-term, tenure, and promotion reviews, as well as third-year and sixth-year post-tenure reviews. ~~No more than two one-year clock extensions may be granted between reviews for reasons a. and b. above (i.e., up to two one-year clock extensions may be granted between successive third-year reviews, with the second third-year review taking place in the fifth year).~~

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

~~Reviews shall consider any lack of resources necessary to the performance of professional responsibilities that were identified in previous workload discussions.~~

95 **Section 9. Review Evaluations and Recommendations.** If, at any level of review, the
96 evaluation or recommendation regarding the faculty member’s progress toward tenure and
97 promotion differs materially from any previous level of review, such evaluation must clearly
98 justify each material difference and cite specific evidence from the file to support the differing
99 evaluation.

100
101 **Section 10. Request for Clarification.** If, within periods to provide responsive material or
102 information for the evaluation file, the bargaining unit faculty member makes a good faith
103 request for clarification or additional detail regarding the reasoning or evidentiary basis for the
104 differing assessment of the faculty member’s file, the evaluator will make a good faith effort to
105 provide such additional detail or clarification within 14 days from the date of receiving such
106 request. The bargaining unit faculty member will then have an additional 14 days from receipt of
107 the response to provide supplemental responsive material or information for the evaluation file.
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109 **Pre-Tenure Reviews**

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111 **Section 9. Annual Pre-Tenure Reviews.** Each tenure-track bargaining unit faculty member who
112 has not received tenure and is not in the process of a tenure review will have an annual review
113 conducted by the department or unit head or designee. These annual reviews provide an
114 opportunity to evaluate the tenure-track bargaining unit faculty member’s performance and offer
115 an opportunity to address problems and to support faculty members in their progress toward the
116 mid-term and tenure reviews.
117

118 **Mid-Term Reviews**

119
120 **Section 10. Purpose, Outcomes and Appeals.** Mid-term reviews shall be an assessment of the
121 bargaining unit faculty member’s progress toward tenure and should assist the faculty member’s
122 development. The outcome of a mid-term review shall be *either: [inserted list formatting for
123 clarity]*

- 124
125
- 126 a. ~~(1) a contract until the end of the faculty member’s tenure and promotion review year,~~
127 ~~which allows for the possibility of identifying any concerns that should be addressed~~
128 ~~prior to consideration for promotion and tenure, as well as providing appropriate support;~~
129 ~~or, (2) a one- or two-year contract specifying an additional mid-term review; or (3)~~
 - 130 b. a one-year, terminal contract ~~in rare cases and when there is consensus across all levels of~~
131 ~~review.~~ Only a review decision resulting in a terminal contract may be appealed through
132 the process specified in Article 21. ~~If a two-year contract is issued under (2) and the~~
133 ~~subsequent mid-term review is not successful, the bargaining unit faculty member’s~~
134 ~~employment will end with the expiration of the contract.~~
135

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

142 prerequisite for contract renewal.

143
144 **Section 12. Mid-Term Review Period.** The review will include all research, teaching, and
145 service accomplished since the beginning of the faculty member's employment in the current
146 position in addition to other materials specified by the faculty member's hiring agreement
147 (Article 16). Leaves are considered consistent with Section 7.

148
149 **Section 13. Initiating the Mid-Term Review.** To initiate the mid-term review process, the
150 department or unit head or designee will contact the bargaining unit faculty member during the
151 fall term of the year in which the review will take place and request the following:

- 152
153 1. **Election of Criteria:** The bargaining unit faculty member will be reviewed relative to the
154 criteria in effect when their employment began. If the criteria have changed since the
155 beginning of employment, the faculty member must choose either the earlier or current
156 set of criteria.
- 157
158 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the
159 faculty member's current research, scholarly and creative activities and accomplishments,
160 including publications, appointments, presentations, and similar activities.
- 161
162 3. **Scholarship portfolio:** A comprehensive portfolio of scholarship, research, and creative
163 activity during the review period; and appropriate evidence of national or international
164 recognition or impact.
- 165
166 4. **Personal statement:** A 3–6-page personal statement developed by the bargaining unit
167 faculty member ~~explaining how their provided material relates to demonstrates they are~~
168 ~~on track to meet meeting evaluating their performance measured against~~ the applicable
169 ~~unit-level~~ criteria for tenure and promotion. The personal statement should expressly
170 address the subjects of teaching; scholarship, research, and creative activity; service
171 contributions to the academic department, center or institute, school or college,
172 university, profession, and the community; and contributions to diversity, equity, and
173 inclusion.
- 174
175 5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions
176 of course content and instructional expectations for courses taught by the bargaining unit
177 faculty member, examples of class assignments and exams, information from student
178 experience surveys, which will be considered in light of the response rate, and similar
179 material.
- 180
181 6. **Service portfolio:** As ~~applicable available~~, evidence of the bargaining unit faculty
182 member's service contributions to their academic department, center or institute, school
183 or college, university, profession, and the community. Such evidence could include white
184 papers authored or co-authored by the faculty member, commendations, awards, op-ed
185 pieces, and/or letters of appreciation. The portfolio may also include a short statement on
186 the faculty member's unique service experiences or obligations.

187
188 **Section 14. Department or Unit Head's Role.** The department or unit head will obtain and

189 place in the evaluation file copies of summary reports from the **teaching student** evaluation
190 process, including Student Experience Surveys. The file must also include recent peer
191 evaluations of the bargaining unit faculty member's teaching that is aligned with the university-
192 wide teaching standards established by the University Senate.

193
194 Once the department or unit head has obtained all of the appropriate documents and information,
195 they will establish a committee of tenured faculty and provide the committee with access to the
196 documents and information. The department or unit head will then:

- 197
198 1. Obtain a report from the faculty committee including an assessment of the bargaining
199 unit faculty member's progress toward tenure and promotion; and
- 200
201 2. Prepare their own **independent** evaluation of the bargaining unit member's progress
202 toward tenure and promotion **that takes into account the committee report and**
203 **departmental discussion, and is consistent with Section 9;** and
- 204
205 3. Provide the department or unit head's written report to the bargaining unit faculty
206 member and allow the faculty member 10 days from the date of the receipt of the report
207 to provide responsive material or information, which shall be included in the evaluation
208 file; and
- 209
210 4. Submit the evaluation file to the appropriate dean.

211
212 If a department or unit has or develops a policy or practice of providing the report of the faculty
213 committee to the bargaining unit faculty member, the department or unit head shall do so.

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

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

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232
233 **Tenure Review Process**

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235 **Section 17. Eligibility for tenure review.** Except as authorized in writing by the Provost or

236 designee, a bargaining unit faculty member is entitled to a decision on tenure only after six
237 consecutive academic or fiscal years of employment at ~~or above the FTE at which they were~~
238 ~~hired. 1.0 FTE per year or the equivalent of consecutive part time employment at or above 0.5~~
239 ~~FTE per year.~~ An appointment is considered consecutive even if interrupted by one or more
240 approved leaves of absence. Leaves are considered consistent with Section 7.

241
242 **Section 18. Tenure Review period.** The tenure review will include all research, teaching, and
243 service accomplished since the beginning of the faculty member’s employment in the current
244 position in addition to other materials specified by the faculty member’s hiring agreement
245 (Article 16). Leaves of absence not resulting in a clock stoppage will be considered as part of the
246 review period.

247
248 **Section 19. Initiating the Tenure Review Process.** To initiate the tenure review process, the
249 department or unit head will contact the bargaining unit faculty member no later than winter term
250 of the year preceding the year in which a tenure decision is required and request the following:
251

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

283 university, profession, and the community. Such evidence could include white papers
284 authored or co-authored by the faculty member, commendations, awards, op-ed pieces,
285 and/or letters of appreciation. The portfolio may also include a short narrative elaborating
286 on the faculty member's unique service experiences or obligations.

- 287
288 7. **External reviewers:** ~~At the option of the bargaining unit faculty member,~~ A list of
289 qualified outside reviewers ~~provided by the bargaining unit faculty member.~~

290
291 All material in this Section, along with the following items, will be included in the Tenure
292 Review File:

- 293
294 8. **Additional Information.** Faculty members and/or the University may submit relevant
295 information during a review from the date information is initially submitted to their
296 department head through the date the Provost issues the final decision. Late submissions
297 of information may result in additional questions to the faculty member or to reviewers at
298 the previous levels. Additional information may include work completed during the
299 review year, if such information or material is included, it may not be included in the
300 review period of subsequent reviews. If detrimental information is added to their file, the
301 bargaining unit faculty member will be notified and may add a response or request the
302 file go back to their department or unit faculty personnel committee for review, which
303 may result in a decision delay. The additional faculty personnel committee report must be
304 submitted along with the new information for inclusion in the Tenure Review File.
305
306 9. **Mid-Term Review(s).** The dean's summary report and the Provost's final decision from
307 any mid-term reviews conducted will be included.
308

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

317
318 The new deadline must allow the University adequate time to complete the tenure review process
319 by June 1. If the faculty member misses the new deadline, tenure will be denied.

320
321 **Section 21. External reviews.** The department or unit head will prepare a list of qualified
322 external reviewers, with input from the department or unit faculty eligible to vote on a tenure and
323 promotion case. The department or unit head will select a majority of the external reviewers from
324 this independently prepared list, but the department or unit head's primary responsibility is to
325 obtain the best judgments from the most highly qualified experts in the appropriate areas. Most,
326 if not all, of the external reviewers should be at the rank for which the candidate is being
327 considered or above (i.e., associate professor or professor for tenure and promotion to associate
328 professor; professor for promotion to professor). Reviewers generally should come from
329 comparable AAU and research intensive institutions or programs. The suggestions regarding

330 affiliations apply to the majority of external reviewers and are not strict prohibitions. A
331 minimum of five substantive external evaluations is required for a tenure case to move forward.

332
333 The department or unit head will recruit external reviewers from the list prepared by the
334 department or unit head and the separate list provided by the bargaining unit faculty member. A
335 ~~absolute~~-majority of external reviews included in the file must be ~~provided by reviewers~~ selected
336 by the department or unit and not included on the list of reviewers provided by the faculty
337 member under review. If there is overlap between the independently prepared lists, the external
338 reviewer counts as a unit selection. The department or unit head will provide each external
339 reviewer with the candidate's signed and dated curriculum vitae, signed and dated personal
340 statement, the candidate's scholarship portfolio, and the department's or unit's written criteria for
341 promotion and tenure. External reviewers may not be asked to evaluate the candidate against the
342 standards of their own institution.

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

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

373
374 **Section 24. Provost's Review of File.** The Provost or designee will review the promotion and
375 tenure file for completeness, ~~and~~ general presentation, and may request additional information
376 from the dean. The file forwarded to the Provost or designee should include the contents listed in

377 Appendix 3: Tenure Review File Checklist.

378

379 **Section 25. University Faculty Personnel Committee Review.** After the Provost or designee
380 has reviewed the file and deemed it complete, the file is sent to the University Faculty Personnel
381 Committee (FPC). The committee will review the file, request additional information from the
382 Office of the Provost, or previous levels of review, if necessary, and then discuss and record a
383 vote to recommend that tenure and promotion is either granted or denied. The committee will
384 prepare a written summary of its discussion, which will include the outcome of the vote.

385

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

394

395 Successful candidates are granted tenure and assume their new classification and rank at the start
396 of the next academic year, or sooner at the discretion of the Provost. Candidates who are denied
397 tenure will receive a notice of appointment, which expires at the end of the academic or fiscal
398 year following the one in which the application for tenure was submitted.

399

400 **Section 27. Withdrawal of Application.** A bargaining unit faculty member may withdraw an
401 application for tenure in writing to the Provost and the dean at any time before the Provost's
402 decision. Upon withdrawal, a bargaining unit faculty member will receive a notice of
403 appointment which expires at the end of the academic or fiscal year following the one in which
404 the application for tenure was submitted.

405

406

407 **Promotion to Full Professor Review**

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409 **Section 28. Promotion from Associate Professor to Professor.** The criteria for promotion to
410 full professor are those outlined in the bargaining unit faculty member's unit-level policy. The
411 process and timelines for review and evaluation for promotion from associate professor to
412 professor are the same as those for promotion to associate professor and tenure, except:

413

414 1. There is no requirement to initiate the promotion process to professor.

415

416 2. Bargaining unit faculty members with tenure who are denied promotion from associate
417 professor to professor will remain employed at the associate professor rank.

418

419 3. If the review criteria have changed during the six years prior to the review, the faculty
420 member may elect either the earlier or current set of criteria.

421

422 4. The results of post-tenure reviews during the review period will be included in the
423 promotion file.

- 424
425 5. The review period for promotion reviews shall include all work accomplished since being
426 awarded tenure.
427

428 **Post-Tenure Reviews**

429
430 **Section 29.** Tenured bargaining unit faculty members at the rank of associate professor will have
431 a third-year review in the third year following promotion and every three years thereafter ~~until~~
432 ~~promotion to full professor~~. Tenured associate professors will not be required to complete a
433 third-year review in a year when they are seeking a promotion to full professor. Following
434 promotion, full professors will have alternating third-year reviews and major sixth-year post-
435 tenure reviews. The primary function of post-tenure reviews ~~is are~~ to foster continued faculty
436 professional growth and ~~is are~~ not a process to reevaluate the award of tenure. If a review is not
437 successful, then a development plan may be established (Section 37). The post-tenure review
438 process may not be used to shift the university's burden of proof in a proceeding to terminate a
439 tenured faculty member for cause.
440

441 **Section 30. Third-Year Post-Tenure Reviews.** Third-year ~~post-tenure~~ reviews will be ~~informal~~
442 ~~reviews unless a department head and dean agree, or the Office of the Provost determines, that a~~
443 ~~formal review is necessary for the faculty member to meet expectations for a subsequent review.~~
444 **a. Informal Third-Year Reviews.** ~~The informal third-year post-tenure review is~~ conducted by
445 the appropriate department or unit head with the bargaining unit faculty member. ~~Review~~
446 ~~Informal review~~ materials will typically consist of a curriculum vitae, a brief personal statement
447 ~~(up to 3 pages)~~ accounting for and explaining anything not clear from their CV, materials for the
448 evaluation of teaching (where applicable), and a sabbatical report (where applicable) (Section
449 33). ~~As a result of the review, †The department or unit head will prepare a concise statement that~~
450 ~~includes an evaluation of whether the faculty member is exceeding, meeting, or not meeting~~
451 ~~expectations under their unit level policy (or Section 38, as appropriate). The department head~~
452 ~~will and share their statement †with the bargaining unit faculty member, who will have †10 14~~
453 ~~business-days to respond in writing. The review materials, head's statement, and faculty~~
454 ~~member's response are then sent to the dean and then to the Office of the Provost for approval.~~
455 ~~The head's statement and any response from the bargaining unit faculty member, dean, and~~
456 ~~Office of the Provost will be placed in the bargaining unit faculty member's personnel file. †If in~~
457 ~~the process of the informal review, the department or unit head and dean agree, or the Office of~~
458 ~~the Provost determines, that a formal review is necessary to meet expectations on a subsequent~~
459 ~~review, they will initiate the Formal Review process below and notify the faculty member. †If a~~
460 ~~formal review is initiated, the statement and response will become part of the formal review~~
461 ~~dossier.~~ **b. Formal Third-Year Reviews.** ~~This process applies to associate and full professors~~
462 ~~who undergo a formal third-year post-tenure review. The department or unit head will convene a~~
463 ~~faculty personnel committee (if one does not already exist in the department or unit) that will~~
464 ~~review a faculty member's work in relation to the unit-level post-tenure review criteria, or the~~
465 ~~criteria in Section 38. If unit-level policies require a vote, the tenured department faculty with the~~
466 ~~same or higher rank, not including the candidate, will vote to endorse the committee's report and~~
467 ~~recommendation. The department or unit head will write a separate report in light of the~~
468 ~~materials gathered and the faculty committee's report and, if required, the faculty vote. The~~
469 ~~department or unit head will meet with the faculty member and will provide a copy of the head's~~
470 ~~report and the redacted faculty committee's report. The faculty member will have 10 business~~

471 days from the date of the receipt of the report to provide responsive material or information,
472 which shall be included in the evaluation file. These will be reviewed by the dean and the Office
473 of the Provost. If there is consensus between the head, dean, or and Office of the Provost result
474 of the review is to recommends to implement a development plan, then the head and faculty
475 member will develop one in consultation with the dean to be approved by the Office of the
476 Provost (Section 37).

477
478 **Section 31. Sixth-Year Review.** Only full professors will have sixth-year post-tenure reviews,
479 which will be ~~Tenured bargaining unit faculty members will have a review~~ in the sixth year
480 following promotion to full professor or six years after their previous a sixth-year post-tenure
481 review.

482
483 **Section 32. Sixth-Year Review Period.** The review period will include all work accomplished
484 during the previous six years, taking into account any leaves and resulting clock stoppages
485 (Section 7).

486
487 **Section 33. Initiating the Sixth-Year Review.** To initiate the review process, the department or
488 unit head or designee will contact the bargaining unit faculty member during the fall term of the
489 year in which the review will take place and request the following:

- 490
491 1. **Criteria:** Criteria for sixth-year post-tenure reviews will be as specified in Section 38
492 below unless the department or unit has approved post-tenure review criteria. If the
493 review criteria have changed during the six years prior to the review, the faculty member
494 may elect either the earlier or current set of criteria.
- 495
496 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the
497 faculty member's current research, scholarly, and creative activities and
498 accomplishments, including publications, appointments, presentations and similar
499 activities. This document should clearly differentiate between accomplishments that
500 occurred during the review period and those that did not.
- 501
502 3. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit
503 faculty member ~~explaining how their provided material relates to demonstrates meeting~~
504 ~~or exceeding evaluating their performance measured against~~ the applicable unit-level
505 criteria for post-tenure review. The personal statement should expressly address the
506 subjects of teaching; scholarship, research, and creative activity; service contributions to
507 the academic department, center or institute, school or college, university, profession, and
508 the community; and contributions to diversity, equity and inclusion.
- 509
510 4. **Sabbatical report:** A report of the accomplishments and benefits resulting from
511 sabbatical, if applicable.

512
513 **Section 34. Department or Unit Head's Role.** The department or unit head or designee will
514 obtain and place in the evaluation file copies of summary reports drawn, as appropriate, from the
515 system of ~~teaching student~~ evaluation ~~of teaching evaluation~~ that was in effect prior to Fall 2019
516 and the Student Experience Surveys that were effective as of Fall 2019. The file must also
517 include a recent peer evaluation of the bargaining unit faculty member's teaching. Peer teaching

518 reviews should be aligned with the university-wide teaching standards as established by the
519 University Senate.

520
521 Once the department or unit head has obtained all of the appropriate documents and information,
522 they will establish a committee of full professors and provide the committee with access to the
523 documents and information. The faculty committee will prepare a report and a recommendation
524 regarding the outcome of the review. The report and recommendation will be reviewed by the
525 committee who will vote on the recommendation. The department or unit head or designee will
526 then:

- 527
- 528 1. Obtain a report from the faculty committee including an assessment of the bargaining
529 unit faculty member's performance, a recommendation regarding the outcome of the
530 review, and the results of the faculty vote; and
 - 531
 - 532 2. Prepare their own ~~independent an~~ evaluation ~~based on their own judgment~~ of the
533 bargaining unit faculty member's performance ~~that takes into account the committee~~
534 ~~report and departmental discussion consistent with Section 9~~; and
 - 535
 - 536 3. Provide the department or unit head's report to the bargaining unit faculty member and
537 allow them 10 days from the date of the receipt of the report to provide responsive
538 material or information, which shall be included in the evaluation file; and
 - 539
 - 540 4. Submit the evaluation file to the appropriate dean.

541
542 If a department or unit has or develops a policy or practice of providing the report of the faculty
543 committee to the bargaining unit faculty member, the department or unit head shall do so.

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

552
553 **Section 36. Provost's Role.** The Provost or designee will consider the cumulative evaluations
554 received from the faculty committee, the department or unit head, and the dean.

555
556 [We are postponing discussion on this provision until we come to an agreement regarding merit
557 review provision]

558
559
560 If the Provost or designee concludes that the bargaining unit faculty member's performance
561 meets ~~or exceeds~~ expectations in all areas of a sixth-year review, the bargaining unit faculty
562 member will receive an increase in their base salary per Article 26.

563
564 **Section 37. Development Plans.** If the Provost concludes that the bargaining unit faculty
565 member's performance does not meet expectations in one or more areas, the dean and the

566 department or unit head shall consult with the bargaining unit faculty member and shall
567 recommend to the Provost a development plan for demonstrable improvement in the area(s) at
568 issue. The goal of the plan is to put the faculty member on track to meet expectations in that area
569 or areas at their subsequent review. The development plan should be implemented no later than
570 the first term of the academic year following the review. Development plans may require
571 adjustment of professional responsibilities (e.g., reduced service or teaching in order to support
572 more research) and must specify a follow-up review timeline.

573

574 If a faculty member has a development plan, the criteria in the area(s) specified in the
575 development plan will be in effect for those areas of the subsequent review. If the faculty
576 member does not meet expectations in the specified area(s), the Provost may **reduce or reassign**
577 the faculty member's FTE associated with the specified area(s) or may establish a new
578 development plan or both. If the faculty member's FTE is adjusted, future reviews will reflect
579 the adjustment of duties.

580

581 **[We are postponing discussion on this provision until we come to an agreement regarding merit**
582 **review provision]**

583

584

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

591

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

595

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

603

604 1. **Teaching:** Teaching standards as established by the University Senate.

605

606 2. **Research, scholarship, creative, and artistic achievement:** In general, research,
607 scholarship, and creative achievement is demonstrated in the following categories. Each
608 category applies in a given case only if that category is specified in the unit promotion
609 and tenure policy. The standards of evaluation, unless otherwise specified by the unit
610 policy, will be the standards established for promotion to full professor. Some categories
611 to be considered include:

612

- a. publications and/or creative activities of significance and;

- 613 b. externally funded research;
- 614 c. patents, intellectual property developed; technologies licensed, companies spun-
- 615 off;
- 616 d. adoptions of research innovations by other researchers, organizations, or the
- 617 public;
- 618 e. research awards and prizes;
- 619 f. membership in the national academies or other selective research societies;
- 620 g. research in progress and substantially planned work (including grant proposals);
- 621 h. translational research or scholarship that influences public policy or contributes to
- 622 societal benefits;
- 623 i. participation in conferences, conventions, seminars, and professional meetings;
- 624 j. professional peer review, holding office in academic and professional
- 625 organizations, serving on committees and/or on editorial boards;
- 626 k. association with organizations and groups that will result in professional
- 627 improvement of the faculty member and bring recognition to the university;
- 628 l. research or professional consultation for federal agencies, foundations, or other
- 629 research sponsors;
- 630 m. recognized evidence of scholarly and professional visibility, such as special
- 631 awards, scholarly citations, and the republication of work;
- 632 n. scope and depth of scholarship as revealed in public lectures, book reviews, and,
- 633 in special circumstances, discussions;
- 634 o. works of art, such as painting, sculpture, design, planning, musical composition,
- 635 poetry, fiction, drama, dance, photography, and film disseminated or exhibited in
- 636 recognized venues of quality and distinction;
- 637 p. public performances: musical recitals, concerts, conducting, theater performance
- 638 and production, dance performance and production, radio or television production
- 639 disseminated/exhibited in recognized venues of quality and distinction;
- 640 q. public recognition: exhibitions, commissions, acceptance of work for permanent
- 641 collections, awards.
- 642
- 643 3. **Service:** Consistent with promotion to full professor as specified in the collective
- 644 bargaining agreement, senior faculty are expected to engage in significant service
- 645 demonstrating leadership and commitment both within and outside the candidate's
- 646 department or unit. Service must include some of the following:
- 647 a. leadership in academic and administrative roles:
- 648 i. academic program area or departmental administration and curriculum;
- 649 ii. personnel and policy committees or activities;
- 650 iii. college or school administration and committees or activities;
- 651 iv. university or state system administration and committees or activities.
- 652 b. service and activities on behalf of the larger community (local, state, national, and
- 653 international governmental bodies, NGOs, etc.);
- 654 c. academic contributions to community activities, either as an individual or as a
- 655 representative of the university;
- 656 d. service to professional and disciplinary organizations;
- 657 e. academic service on behalf of the public interest.
- 658

659 *[moved up for clarity]* ~~4. Contributions in teaching, research, and service that demonstrably~~

660 ~~promote diversity, equity, and inclusion.~~