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15 **ARTICLE 19. CAREER FACULTY REVIEW AND PROMOTION**

16  
17 **Preamble.** Career appointments are either Career instructional or Career research for the  
18 purposes of this Article.  
19

20 Career instructional faculty are those with appointments in the Career classification in the  
21 following categories: Instructor, Lecturer, Librarian, Clinical Professor (when an instructional  
22 appointment), Professor of Practice, and Teaching Professor.  
23

24 Career research faculty are those with appointments in the Career classification in the following  
25 categories: Research Professor, Clinical Professor (when a research appointment), Research  
26 Assistant, Research Associate, Research Scientist, Research Engineer, and Principal Research  
27 Scientist.  
28

29 **Career Faculty Review and Promotion**

30  
31 **Section 1.** Reviews for Career faculty will include reviews associated with performance,  
32 promotion, and continuous employment. A performance review will not be required in the year a  
33 bargaining unit faculty member has a promotion or continuous employment review.  
34

35 **Section 2. Policies and Procedures.** Each department or unit that employs Career faculty will  
36 maintain unit-level policies for Career faculty review and promotion in accordance with Article  
37 4.  
38

39  
40 **Career Faculty Performance Reviews**

41  
42 **Section 3. Performance Reviews.** Performance reviews for Career faculty are for the purpose of  
43 determining if the faculty member is meeting the standard of excellence appropriate to a Career  
44 instructional or Career research faculty member at an AAU institution based on their job duties.  
45 Performance reviews should be designed to help Career faculty members grow as educators,  
46 scholars, and researchers, as appropriate; identify areas of strength; and identify areas that need  
47 improvement associated with their position. Career performance reviews should include a stage-

48 appropriate assessment of the likelihood of success in a subsequent promotion review. As part of  
49 ~~P~~-performance reviews, ~~also allow~~ supervisors of Career faculty members with a position  
50 description should take the opportunity to consult ~~to shall collaborate~~ with those Career faculty  
51 members ~~on keeping~~ to keep the position description up to date as an accurate reflection of the  
52 position. Performance reviews shall consider any lack of resources necessary to the performance  
53 of professional responsibilities that were identified in previous workload discussions (Article 17,  
54 Section 3). ~~account for any lack of support and services necessary to the performance of~~  
55 ~~professional responsibilities - Bargaining unit faculty members who have not received from the~~  
56 ~~University the material support and services to perform their professional responsibilities shall be~~  
57 ~~held harmless for those particular professional responsibilities in performance review and~~  
58 ~~promotion processes.~~

59

60 **Section 4. Performance Review Timing.**

61

- 62 a. Career instructional faculty will have a performance review each year for the first three  
63 years of their employment and at least once every three years thereafter (academic years  
64 for 9-month appointments and fiscal years for 12-month appointments). The three-year  
65 schedule is reset after a successful promotion or continuous employment review.
- 66
- 67 b. Career research faculty will have a performance review annually, which will also serve as  
68 the basis for distributions if a merit pool is agreed to in Article 26.
- 69
- 70 c. Performance reviews may take place out of cycle when a department or unit head has  
71 identified or become aware of performance problems. The department or unit head shall  
72 meet with the Career faculty member to discuss areas of concern and evaluate whether a  
73 formal out-of-cycle performance review or performance improvement plan (Section 6.e)  
74 is warranted. Nothing in this Article changes the process for addressing poor performance  
75 for funding-contingent faculty set forth in Article 16, Section 18.
- 76

77

78 **Section 5. Performance Review Period and Criteria.** Reviews will consider the Career  
79 bargaining unit faculty member's performance since their last review. Career faculty members  
80 will be evaluated only by the criteria approved and made available to them. If the criteria have  
81 changed since their previous review, the faculty member must choose either the earlier or current  
82 set of criteria.

83

84 **Section 6. Performance Review Process.**

85

- 86 a. As part of each performance review, a Career faculty member will have an opportunity to  
87 submit a ~~brief~~ personal statement (~~no more than three pages~~) containing information  
88 relevant to their performance of assigned duties and responsibilities.
- 89 b. The review process will include an opportunity for the Career faculty member to discuss  
90 their efforts, performance, and goals or improvement opportunities with an appropriate  
91 supervisor, department, or unit head at least once during each review period.
- 92
- 93 c. Performance reviews must include a determination ~~whether~~ the Career faculty member

94 meets, ~~exceeds~~ or does not meet expectations in each of their assigned duties. ~~as follows:~~

95  
96 [We are postponing discussion on this provision until we come to an agreement regarding merit  
97 review provision]

98  
99 ~~i. When the review is used in conjunction with a salary determination (i.e., merit),  
100 the performance review must include a determination whether or if the Career  
101 faculty member meets, exceeds, or does not meet expectations in each of their  
102 assigned duties.~~

103  
104 ~~ii. When the review is not in conjunction with a salary determination, the  
105 performance review must include a determination whether or if the Career faculty  
106 member meets, exceeds, or does not meet expectations in each of their assigned  
107 duties. If any salary increases not contemplated at the time of the performance  
108 review require a differentiation between meets and exceeds expectations, the  
109 determination will default to exceeds expectations.~~

- 110  
111 d. The supervisor, department, or unit head will summarize, in writing, any committee or  
112 peer review along with their own assessment and will communicate the results of the  
113 review and provide a copy of their summary in writing to the bargaining unit faculty  
114 member. The faculty member will have 10 days from the date of the receipt of the report  
115 to provide a response, which shall be appended to the completed performance review.  
116  
117 e. If the determination of the performance review is that the Career faculty member does not  
118 meet expectations in one or more of their assigned duties, the supervisor, department, or  
119 unit head will meet with the faculty member to discuss a performance improvement plan,  
120 which will include written documentation of the areas for improvement, instructions to  
121 meet expectations in those areas, a timeline to carry out those instructions, and an explicit  
122 timeframe for assessing progress. The performance improvement plan will be signed by  
123 the supervisor, faculty member, and vice president, vice provost, dean, or director.

124  
125 If that follow-up progress assessment, which may be a performance review, determines  
126 that the Career faculty member still does not meet expectations in one or more of the  
127 assigned duties previously identified as areas of concern, that Career faculty member may  
128 be subject to layoff (Article 16, Section 12.a.).  
129

## 130 131 **Career Promotion Reviews**

### 132 133 **General Career Promotion Review Considerations**

134  
135 **Section 7. Accelerated Review.** An accelerated promotion review may occur in particularly  
136 meritorious cases as determined by the Office of the Provost in consultation with the appropriate  
137 vice president, vice provost, dean, department or unit head, and the bargaining unit faculty  
138 member.  
139

140 **Section 8. Credit for Prior Service.** Bargaining unit faculty members reclassified or hired into  
141 Career positions from Pro Tem positions shall receive an assessment of credit towards promotion  
142 for comparable work by the Office of the Provost. ~~all faculty employment at 0.5 annualized FTE~~  
143 ~~or greater, provided they have met expectations when reviewed. Bargaining unit faculty members~~  
144 ~~at 0.5 annualized FTE or greater who have met expectations in the pro tem position at their most~~  
145 ~~recent review reclassified from Pro Tem to Career positions may shall receive credit towards~~  
146 ~~promotion when appropriate. to the same extent that they would have received credit had they~~  
147 ~~been classified as Career faculty. for the number of years employed as Pro Tem faculty.~~ When a  
148 bargaining unit faculty member receives credit for prior service ~~is agreed upon~~, the terms of hire  
149 or reclassification will state the number of years of credit granted for comparable work, specific  
150 review considerations, and the earliest date for promotion eligibility. ~~Bargaining unit faculty~~  
151 ~~members reclassified from Pro Tem to Career positions will receive credit towards promotion for~~  
152 ~~the number of years employed as Pro Tem faculty.~~

153  
154 **Section 9. Reapplication for Promotion.** An unsuccessful candidate for promotion may  
155 continue employment at their current rank as long as eligible to do so under this Agreement.  
156 Career faculty bargaining unit members who are denied promotion may reapply for promotion  
157 after having been employed by the university for an additional three years or longer at an average  
158 of 0.5 annualized FTE per year, accrued at no greater than three terms per academic year for  
159 bargaining unit faculty on 9-month appointments, and at four terms per year for bargaining unit  
160 faculty on 12-month appointments.

161  
162 **Section 10. Appeal of Promotion Denial.** Faculty who are denied promotion may appeal the  
163 decision through the procedures in Article 21, Tenure and Promotion Denial Appeal.

164  
165 **Section 11. Withdrawal of Application.** A candidate may withdraw an application for  
166 promotion in writing to the Provost and the dean at any time before the Provost's decision.

167  
168  
169 **Career Instructional Promotion Reviews**

170  
171 **Section 12. Eligibility for Promotion.** Career instructional faculty may elect to initiate the  
172 promotion process when eligible to do so. Career faculty members will be eligible for promotion  
173 after accumulating six years of employment less any credit for prior service granted (Section 8)  
174 as a faculty member at or above an average of 0.5 annualized FTE over ~~the~~ six years, accrued at  
175 no greater than three terms per academic year for bargaining unit faculty with 9-month  
176 appointments, and at four terms per year for bargaining unit faculty with 12-month  
177 appointments. The six years of employment do not have to be consecutive.

- 178  
179 a. Career instructional faculty members who will have completed five years of employment  
180 as a Career faculty member at or above 0.5 annualized FTE per year may initiate the  
181 promotion process in the Spring term of the fifth year if they have an expected  
182 appointment of 0.5 annualized FTE or greater for the sixth year.
- 183  
184 b. Career instructional faculty members who have completed more than five years of  
185 employment as a Career faculty member at or above 0.5 annualized FTE per year may

186 initiate the promotion process in the Spring term of any year.

187

188 c. Cases involving positions or terms of service below 0.5 FTE may be considered for  
189 promotion by the Office of the Provost in accordance with the principles set forth in this  
190 Article.

191

192 d. Career instructional faculty members who have achieved promotion must wait at least  
193 **five** ~~six~~ years before initiating the promotion process again (**for a promotion review in the**  
194 **subsequent year**), regardless of the number of accumulated years of employment.

195

196 **Section 13. Review Period and Election of Criteria.** The promotion review period for a Career  
197 instructional bargaining unit faculty member will be the time in their current classification and  
198 rank, with emphasis on the six most recent years.

199

200 The bargaining unit faculty member will be reviewed for promotion relative to the criteria in  
201 effect when the review period began. If the criteria have changed since their hire or previous  
202 review, the faculty member must choose either the earlier or current set of criteria.

203

204 **Section 14. Initiating the Promotion Process.** Career instructional faculty wishing to be  
205 considered for promotion should notify the appropriate department or unit head in the Spring  
206 term prior to the year when promotion is sought, and must provide the following **materials by**  
207 **Fall of the review year:**

208

209 ● **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
210 bargaining unit faculty member's current **teaching, professional development,** research,  
211 scholarly, and creative activities ~~and accomplishments~~, including publications,  
212 appointments, presentations, and similar activities and accomplishments **as applicable.**

213

214 ● **Personal statement:** A 2–6-page personal statement developed by the bargaining unit  
215 faculty member evaluating their performance measured against the applicable criteria for  
216 promotion. The personal statement should expressly address the subjects of teaching;  
217 scholarship, research and creative activity, as applicable; and service contributions to the  
218 academic department, center or institute, school or college, university, profession, and the  
219 community. The statement should also include discussion of contributions to diversity,  
220 equity, and inclusion.

221

222 ● **Teaching portfolio (if applicable):** Representative examples of course syllabi or  
223 equivalent descriptions of course content and instructional expectations for courses taught  
224 by the bargaining unit faculty member, examples of student work and exams, and similar  
225 material; information from student experience surveys, which will be considered in light  
226 of the response rate; information on the development of new courses and curriculum  
227 development; information on contributions to university-wide teaching practices (if  
228 applicable).

229

230 ● **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship,  
231 research, and creative activity; and appropriate evidence of national or international

232 recognition or impact.

233

234 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member's  
235 service contributions to their academic department, center or institute, school or college,  
236 university, profession, and the community, such as op ed pieces, white papers authored or  
237 co-authored by the faculty member, commendations, awards, or letters of appreciation.  
238 The service portfolio may also include a short narrative elaborating on the faculty  
239 member's unique service experiences or obligations.

240

241 ● **Professional development statement (if applicable):** A statement that provides a short  
242 narrative elaborating on the professional development activities of the bargaining unit  
243 faculty member related to their job duties.

244

245 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of  
246 professional or consulting activities related to their discipline.

247

248 ● **Internal and/or external reviewers (if applicable):** A list of qualified internal and/or  
249 external reviewers provided by the bargaining unit faculty member.

250

251 **Section 15. Waiver of Access to Materials.** Bargaining unit faculty members may choose to  
252 waive in advance in writing their access to see any or all of the evaluative materials. Such  
253 waivers, however, shall not preclude the use of redacted versions of these documents in a denial  
254 review process. The redacted versions are intended to protect the identity of the reviewer. If  
255 redactions are insufficient to do so, the University may prepare a suitable summary. A waiver  
256 will be included in the promotion file.

257

258 **Section 16. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
259 business days' notice of any meeting or hearing which the member is invited or required to  
260 attend, with a dean, vice provost, or the Office of the Provost regarding recommendations or  
261 decisions on promotion. The bargaining unit faculty member may have a colleague or Union  
262 representative present at the meeting as an observer.

263

264 **Section 17. Evaluation file.** The promotion review file should generally include the following  
265 information:

266

- 267 ● Statement of duties and responsibilities
- 268 ● Curriculum vitae
- 269 ● Conditions of appointment
- 270 ● Criteria for promotion
- 271 ● Personal statement
- 272 ● Supervisors' letters of evaluation
- 273 ● Professional activities portfolio (if applicable)
- 274 ● Teaching portfolio (if applicable)
- 275 ● Scholarship portfolio (if applicable)
- 276 ● Service portfolio (if applicable)
- 277 ● Professional development statement (if applicable)

- 278 ● Internal and/or external reviews (if applicable)
- 279 ● Department or unit committee recommendation
- 280 ● Department, unit, center, or institute head's recommendation (if applicable)
- 281 ● Vice president's, dean's, or director's recommendation
- 282 ● Waiver of access to materials (if applicable)

283  
284 **Section 18. Review by Department or Unit.** The department or unit head or designee should  
285 solicit any internal and/or external reviews, as applicable. A department or unit committee will  
286 review the file and make a recommendation to the department or unit head. The department or  
287 unit head will then prepare an explanation of the merits of the promotion case and a  
288 recommendation on the case. The report will include the department or unit-level promotion  
289 committee report and recommendation and a voting summary, and the department or unit head's  
290 own independent recommendation. The file will then be sent to the appropriate vice president,  
291 vice provost, dean, or director for review.

292  
293 **Section 19. Review by Vice President, Vice Provost, Dean, or Director.** The vice president,  
294 vice provost, dean, or director, as appropriate, will review the file, and may consult with  
295 appropriate persons and ~~may~~ ask for and document additional non-confidential information.  
296 Once the vice president, vice provost, Provost, dean, or director deems the file complete, they  
297 will prepare a separate memorandum and recommendation.

298  
299 The vice president, vice provost, Provost, dean, or director will share their memorandum and  
300 recommendation with the candidate and notify the candidate that they may provide responsive  
301 material for the file within 10 days from the date of receipt of the memorandum; this response  
302 shall be included in the evaluation file. If the assessment of the dean or vice provost above  
303 differs from that of the department or unit head or the school- or college-level personnel  
304 committee, they will provide an explanation of the reasons underlying their judgment. The vice  
305 president, vice provost, dean, or director then will submit the complete evaluation file to the  
306 Office of the Provost.

307  
308 **Section 20. Review by the Office of the Provost.** By June 1, the Office of the Provost will  
309 review the file and decide whether to grant or deny promotion. The candidate will be notified of  
310 the decision in writing. If the Office of the Provost decides the review is unsuccessful, the  
311 decision letter will contain an explanation of the reasons underlying their decision **and any**  
312 **determinations that differ from the previous review levels.** ~~In the case of a decision to deny~~  
313 ~~promotion that is contrary to a recommendation of a vice president, vice provost, dean, or~~  
314 ~~director, the decision letter of the Office of the Provost shall include a detailed explanation of~~  
315 ~~reasons for rejecting the recommendation, which shall identify any assessments of merit and~~  
316 ~~representations of fact contained in the recommendation with which the Office of the Provost~~  
317 ~~disagrees.~~

318  
319 **Section 21. Assumption of New Rank.** Successful candidates for promotion will assume their  
320 new rank beginning with the next academic or fiscal year or the nearest next term of employment  
321 should their appointment not begin with fall term.

322  
323

324 **Career Research Promotion Reviews**

325

326 **Section 22. Eligibility for Promotion.** Career research faculty may elect to initiate the  
327 promotion process when eligible to do so. Career faculty members will be eligible for promotion  
328 after accumulating six years of employment as a Career faculty member less any credit for prior  
329 service granted (Section 8) at or above an average of 0.5 annualized FTE over six years. The six  
330 years of employment do not have to be consecutive.

331

332 Career research faculty members who have achieved promotion must wait at least **five ~~six~~** years  
333 before initiating the promotion process again (**for a promotion review in the subsequent year**),  
334 regardless of the number of accumulated years of employment.

335

336 **Section 23. Review Period and Election of Criteria.** The promotion review period for a Career  
337 research bargaining unit faculty member will be the time in their current classification and rank.

338

339 The bargaining unit faculty member will be reviewed for promotion relative to the criteria in  
340 effect when the review period began. If the criteria have changed since their hire or previous  
341 review, the faculty member must choose either the earlier or current set of criteria.

342

343 **Section 24. Initiating the Promotion Process for Career Research Faculty.** Candidates  
344 wishing to be considered for promotion should notify the appropriate department or unit head in  
345 the Spring term prior to the year when promotion is sought, and must provide the following  
346 **materials by Fall of the review year:**

347

348 ● **Curriculum vitae or resume:** A comprehensive and current curriculum vitae or resume  
349 that includes the bargaining unit faculty member's current research, scholarly, and  
350 creative activities **and accomplishments**, including publications, appointments,  
351 presentations, and similar activities and accomplishments, **as applicable.**

352

353 ● **Personal statement:** A 2-6-page personal statement developed by the bargaining unit  
354 faculty member evaluating their performance measured against the applicable criteria for  
355 promotion. The personal statement should expressly address their impact and  
356 contribution to research excellence relative to their job duties. This statement should also  
357 include discussion of contributions to diversity, equity, and inclusion.

358

359 ● **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship,  
360 research, and creative activity; and appropriate evidence of national or international  
361 recognition or impact.

362

363 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member's  
364 service contributions to their academic department, center or institute, school or college,  
365 university, profession, and the community, such as op ed pieces, white papers authored or  
366 co-authored by the faculty member, commendations, awards, or letters of appreciation.  
367 The portfolio may also include a short narrative elaborating on the faculty member's  
368 unique service experiences or obligations.

369

370 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of



371 professional or consulting activities related to their discipline.

- 372
- 373 ● **List of reviewers (if applicable):** A list of qualified internal and/or external reviewers  
374 provided by the bargaining unit faculty member. Normally, external reviews are not  
375 expected for those in the research assistant ranks.

376

377 **Section 25. Waiver of Access to Materials.** Bargaining unit faculty members may choose to  
378 waive in advance in writing their access to see any or all of the evaluative materials. Such  
379 waivers, however, shall not preclude the use of redacted versions of these documents in a denial  
380 review process. The redacted versions are intended to protect the identity of the reviewer. If  
381 redactions are insufficient to do so, the University may prepare a suitable summary. A waiver  
382 will be included in the promotion file.

383

384 **Section 26. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
385 business days' notice of any meeting or hearing which the member is invited or required to  
386 attend, with a dean, vice provost, or the Office of the Provost regarding recommendations or  
387 decisions on promotion. The bargaining unit faculty member may have a colleague or Union  
388 representative present at the meeting as an observer.

389

390 **Section 27. Evaluation file.** The promotion review file should generally include the following  
391 information:

- 392
- 393 ● Statement of duties and responsibilities
  - 394 ● Curriculum vitae
  - 395 ● Conditions of appointment
  - 396 ● Criteria for promotion
  - 397 ● Personal statement
  - 398 ● Supervisors' letters of evaluation
  - 399 ● Professional activities portfolio (if applicable)
  - 400 ● Scholarship portfolio (if applicable)
  - 401 ● Service portfolio (if applicable)
  - 402 ● Internal and/or external reviews (if applicable)
  - 403 ● Department, unit, center, or institute head's recommendation
  - 404 ● Vice president's, dean's, or director's recommendation
  - 405 ● Waiver of access to materials (if applicable)

406

407 **Section 28. Review by Department Head or Unit Director or Manager.** The department or  
408 unit head or designee should solicit any internal and/or external reviews, as applicable. The  
409 department or unit head will then review the file, including any internal or external reviews, and  
410 prepare a recommendation and an explanation of the merits of the promotion case. The file will  
411 then be sent to the appropriate vice president, vice provost, or dean for review. In the event that  
412 the unit head is the faculty member's supervisor/director/manager, the supervisor letter of  
413 evaluation and the unit head review may be combined into a single recommendation.

414

415 **Section 29. Review by Vice President, Vice Provost, Dean, or Director.** The vice president or  
416 dean, as appropriate, will review the file, and may consult with appropriate persons and may ask

417 for and document additional non-confidential information. Once the vice president or dean  
418 deems the file complete, they will prepare a separate memorandum with a recommendation.

419  
420 If the vice president, vice provost, dean, or director's assessment differs from that of the  
421 department or unit committee or the department or unit head, the memorandum and  
422 recommendation will provide an explanation of the reasons underlying their judgment.

423  
424 The vice president, vice provost, dean, or director will share their memorandum and  
425 recommendation with the candidate and notify the candidate that they may provide responsive  
426 material for the file within 10 days from the date of receipt of the memorandum. This response  
427 shall be included in the evaluation file. The vice president, vice provost, dean, or director then  
428 will submit the complete evaluation file to the Office of the Provost.

429  
430 **Section 30. Review by the Office of the Provost.** By June 1, the Office of the Provost will  
431 review the file, with appropriate input, and decide whether to grant or deny promotion. The  
432 candidate will be notified of the decision in writing. If the Provost decides the review is  
433 unsuccessful, the decision letter will contain an explanation of the reasons underlying their  
434 decision and any determinations that differ from the previous review levels. ~~In the case of a~~  
435 ~~decision to deny promotion that is contrary to a recommendation of a vice president, vice~~  
436 ~~provost, dean, or director, the decision letter of the Office of the Provost shall include a detailed~~  
437 ~~explanation of reasons for rejecting the recommendation, which shall identify any assessments of~~  
438 ~~merit and representations of fact contained in the recommendation with which the Office of the~~  
439 ~~Provost disagrees.~~

440  
441 **Section 31. Assumption of New Rank.** Successful candidates for promotion will assume their  
442 new rank beginning with the fiscal year following notification of their promotion, or other date  
443 as approved, by the Office of the Provost, whichever comes first.

#### 444 445 446 **Career Continuous Employment Reviews**

447  
448 **Section 32. Purpose.** The primary function of Career Continuous Employment Reviews is to  
449 foster continued professional growth and reward excellence. Career Continuous Employment  
450 Reviews are optional.

451  
452 **Section 33. Eligibility.** To be eligible for a Career Continuous Employment Review, a  
453 bargaining member must satisfy the following:  
454 a. Must have a Career appointment in a single-rank category or at the highest rank in their  
455 category; and,  
456 b. Must have an annualized 0.5 FTE or greater; and,  
457 c. Must have accumulated six years of service at 0.5 FTE or greater, as measured from their  
458 appointment in the single-rank category, since achieving promotion to the highest rank in  
459 their category, or since their most recent Career Continuous Employment Review.

460  
461 **Section 34. Process.** To initiate the Career Continuous Employment Review, the eligible  
462 bargaining unit faculty member must notify their department or unit head consistent with Section

463 14 or 24, as appropriate. Continuous employment reviews for Career faculty will generally  
464 mirror the scope and process for Career instructional or Career research promotion reviews to the  
465 highest rank. If the final 'Review by the Office of the Provost' (Section 20 or 30 equivalent) in a  
466 Continuous Employment Review determines that the bargaining unit faculty member's  
467 performance in all categories meets ~~or exceeds~~ expectations, the bargaining unit faculty member  
468 will receive an increase to their base salary per Article 26. ~~Senior Instructor IIs and Senior~~  
469 ~~Lecturer IIs that exceed expectations in all categories on a Career Continuous Employment~~  
470 ~~Review may be nominated by their dean to be considered by the Provost for the Distinguished~~  
471 ~~Teaching Professor award under Appendix 4.~~