

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (10/17/2024)
2 UNITED ACADEMICS COUNTERPROPOSAL (9/26/2024)
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/13/2024)
4 UNITED ACADEMICS COUNTERPROPOSAL (7/15/24)
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6

7 **Document Key**

8 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored
9

10 **ARTICLE 20. TENURE REVIEW AND PROMOTION**

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.
24
25
26

27 **Reviews**

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

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

38 (5) promotion-to-full-professor review for tenured faculty in their sixth year or later after
39 receiving tenure; and (6) sixth-year post-tenure reviews for full professors ~~tenured faculty~~ in
40 their sixth year following a ~~tenure and/or~~ promotion to full decision or following a previous
41 sixth-year review.
42
43

44 **General Review Provisions**

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

48 appropriate dean, department, or unit head, and the bargaining unit faculty member.

49

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

55

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

63

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

67

a. for one year upon the birth or adoption of a child;

68

b. due to a leave of absence or intermittent leave ~~with a duration of twelve weeks or longer~~
69 as a result of an ADA or FMLA qualifying event.

70

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

74

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

82

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

92

93 ~~[deletion moved to next section]Reviews shall consider any lack of resources necessary to the
94 performance of professional responsibilities that were identified in previous workload~~

95 discussions.

96

97 **Section 9. Review Evaluations and Considerations Recommendations.** Reviews should
98 provide justifications for their conclusion based on the file, previous levels of review, and the
99 unit-level policy. Reviews shall consider any lack of resources necessary to the performance of
100 professional responsibilities that were identified in previous workload discussions (Article 17,
101 Section 3). ~~If, at any level of review, the evaluation or recommendation regarding the faculty~~
102 ~~member's progress toward tenure and promotion differs materially from any previous level of~~
103 ~~review, such evaluation must clearly justify each material difference and cite specific evidence~~
104 ~~from the file to support the differing evaluation.~~

105

106

107 ~~**Section 10. Request for Clarification.** If, within periods to provide responsive material or~~
108 ~~information for the evaluation file, the bargaining unit faculty member makes a good faith~~
109 ~~request for clarification or additional detail regarding the reasoning or evidentiary basis for the~~
110 ~~differing assessment of the faculty member's file, the evaluator will make a good faith effort to~~
111 ~~provide such additional detail or clarification within 14 days from the date of receiving such~~
112 ~~request. The bargaining unit faculty member will then have an additional 14 days from receipt of~~
113 ~~the response to provide supplemental responsive material or information for the evaluation file.~~

114

115

116 Pre-Tenure Reviews

117

118 **Section 10. Annual Pre-Tenure Reviews.** Each tenure-track bargaining unit faculty member
119 who has not received tenure and is not in the process of a tenure review will have an annual
120 review conducted by the department or unit head or designee. These annual reviews provide an
121 opportunity to evaluate the tenure-track bargaining unit faculty member's performance and offer
122 an opportunity to address problems and to support faculty members in their progress toward the
123 mid-term and tenure reviews.

124

125

126 Mid-Term Reviews

127

128 **Section 11. Purpose, Outcomes and Appeals.** Mid-term reviews shall be an assessment of the
129 bargaining unit faculty member's progress toward tenure and should assist the faculty member's
130 development. The outcome of a mid-term review shall be either: *[inserted list formatting for*
131 *clarity]*

132

133 a. ~~(1)~~ a contract until the end of the faculty member's tenure and promotion review year,
134 which allows for the possibility of identifying any concerns that should be addressed
135 prior to consideration for promotion and tenure, as well as providing constructive
136 feedback appropriate support; or, ~~;~~ ~~(2)~~ a one- or two-year contract specifying an
137 additional mid-term review; or ~~(3)~~

138

139 b. a one-year, terminal contract in rare cases where the review determines the faculty
140 member will be unable to meet the unit-level criteria for tenure and promotion and when
there is consensus across all levels of review. Only a review decision resulting in a
terminal contract may be appealed through the process specified in Article 21. ~~If a two-~~

141 ~~year contract is issued under (2) and the subsequent mid-term review is not successful,~~
142 ~~the bargaining unit faculty member's employment will end with the expiration of the~~
143 ~~contract.~~

144
145 **Section 12. Timing.** Each tenure-track bargaining unit faculty member who has not received
146 tenure will have a mid-term review approximately halfway between appointment and eligibility
147 for tenure, ~~except those appointed with a tenure review date three years or less from the time of~~
148 ~~their initial appointment (Article 16, Section 6).~~ The timing of this review generally will be
149 established at the time of appointment, in that this review will usually take place during the last
150 year of the bargaining unit faculty member's initial contract. A successful review is one
151 prerequisite for contract renewal.

152
153 **Section 13. Mid-Term Review Period.** The review will include all research, teaching, and
154 service accomplished since the beginning of the faculty member's employment in the current
155 position in addition to other materials specified by the faculty member's hiring agreement
156 (Article 16). Leaves are considered consistent with Section 7.

157
158 **Section 14. Initiating the Mid-Term Review.** To initiate the mid-term review process, the
159 department or unit head or designee will contact the bargaining unit faculty member during the
160 fall term of the year in which the review will take place and request the following:

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

188 material.

189

190 6. **Service portfolio:** As **applicable available**, evidence of the bargaining unit faculty
191 member's service contributions to their academic department, center or institute, school
192 or college, university, profession, and the community. Such evidence could include white
193 papers authored or co-authored by the faculty member, commendations, awards, op-ed
194 pieces, and/or letters of appreciation. The portfolio may also include a short statement on
195 the faculty member's unique service experiences or obligations.

196

197 **Section 15. Department or Unit Head's Role.** The department or unit head will obtain and
198 place in the evaluation file copies of summary reports from the **teaching student**-evaluation
199 process, including Student Experience Surveys. The file must also include recent peer
200 evaluations of the bargaining unit faculty member's teaching that is aligned with the university-
201 wide teaching standards established by the University Senate.

202

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

206

207 1. Obtain a report from the faculty committee including an assessment of the bargaining
208 unit faculty member's progress toward tenure and promotion; and

209

210 2. Prepare their own **independent** evaluation of the bargaining unit member's progress
211 toward tenure and promotion ~~that considers the entire file along with previous levels of~~
212 ~~review, takes into account the committee report and departmental discussion, and is~~
213 ~~consistent with Section 9~~; and

214

215 3. Provide the department or unit head's written report to the bargaining unit faculty
216 member and allow the faculty member 10 days from the date of the receipt of the report
217 to provide responsive material or information, which shall be included in the evaluation
218 file; and

219

220 4. Submit the evaluation file to the appropriate dean.

221

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

224

225 **Section 16. Dean's Role.** The dean will review the file and may consult with appropriate persons
226 and may obtain and document additional relevant information. Once the dean deems the file
227 complete, they will prepare a separate report and recommendation. The dean will share their
228 written report and recommendation with the bargaining unit faculty member and allow the
229 faculty member 10 ~~14~~ days from the date of receipt of the report to provide responsive material
230 or information, which shall be included in the evaluation file. The dean then will submit a
231 summary report including dean's recommendation, department head's recommendation, faculty
232 committee report, and faculty member's curriculum vitae, statement, and responsive material or
233 information to the Provost or designee.

234

235 **Section 17. Provost’s Role.** The Provost or designee will consider the cumulative
236 recommendations received from department faculty, the department or unit head, and the dean,
237 and then will decide the terms and duration of any subsequent appointment of the bargaining unit
238 faculty member. Upon Provost review, the summary report will be placed in the faculty
239 member’s departmental or college personnel file and a decision conveyed in writing to the
240 faculty member no later than June 1.

241

242

243 **Tenure Review Process**

244

245 **Section 18. Eligibility for tenure review.** Except as authorized in writing by the Provost or
246 designee, a bargaining unit faculty member is entitled to a decision on tenure only after six
247 consecutive academic or fiscal years of employment at ~~or above the FTE at which they were~~
248 ~~hired. 1.0 FTE per year or the equivalent of consecutive part time employment at or above 0.5~~
249 ~~FTE per year.~~ An appointment is considered consecutive even if interrupted by one or more
250 approved leaves of absence. Leaves are considered consistent with Section 7.

251

252 **Section 19. Tenure Review period.** The tenure review will include all research, teaching, and
253 service accomplished since the beginning of the faculty member’s employment in the current
254 position in addition to other materials specified by the faculty member’s hiring agreement
255 (Article 16). Leaves of absence not resulting in a clock stoppage will be considered as part of the
256 review period.

257

258 **Section 20. Initiating the Tenure Review Process.** To initiate the tenure review process, the
259 department or unit head will contact the bargaining unit faculty member no later than winter term
260 of the year preceding the year in which a tenure decision is required and request the following:

261

262 1. **Election of Criteria:** The bargaining unit faculty member will be reviewed relative to the
263 criteria in effect during their last mid-term review. If the criteria have changed since the
264 last mid-term review, the faculty member must choose either the earlier or current set of
265 criteria.

266

267 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the
268 faculty member’s current research, scholarly, and creative activities and
269 accomplishments, including publications, appointments, presentations, and similar
270 activities and accomplishments. This document should clearly differentiate between
271 accomplishments that occurred during the review period and those that did not.

272

273 3. **Scholarship portfolio:** A comprehensive portfolio of scholarship, research and creative
274 activity during the review period; and appropriate evidence of national or international
275 recognition or impact.

276

277 4. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit
278 faculty member ~~explaining how their provided material relates to demonstrates meeting~~
279 ~~evaluating their performance measured against~~ the applicable ~~unit-level~~ criteria for tenure
280 and promotion. The personal statement should expressly address the subjects of teaching;
281 scholarship, research, and creative activity; service contributions to the academic

282 department, center or institute, school or college, university, profession, and the
283 community; and contributions to diversity, equity, and inclusion.

284
285 5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions
286 of course content and instructional expectations for courses taught by the bargaining unit
287 faculty member, examples of class assignments and exams, information from student
288 experience surveys, which will be considered in light of the response rate, and similar
289 material.

290
291 6. **Service portfolio:** As available, evidence of the bargaining unit faculty member's service
292 contributions to their academic department, center or institute, school or college,
293 university, profession, and the community. Such evidence could include white papers
294 authored or co-authored by the faculty member, commendations, awards, op-ed pieces,
295 and/or letters of appreciation. The portfolio may also include a short narrative elaborating
296 on the faculty member's unique service experiences or obligations.

297
298 7. **External reviewers:** ~~At the option of the bargaining unit faculty member, A~~ a list of
299 qualified outside reviewers ~~provided by the bargaining unit faculty member.~~

300
301 All material in this Section, along with the following items, will be included in the Tenure
302 Review File:

303
304 8. **Additional Information.** Faculty members and/or the University may submit relevant
305 information during a review from the date information is initially submitted to their
306 department head through the date the Provost issues the final decision. Late submissions
307 of information may result in additional questions to the faculty member or to reviewers at
308 the previous levels. Additional information may include work completed during the
309 review year, if such information or material is included, it may not be included in the
310 review period of subsequent reviews. If detrimental information is added to their file, the
311 bargaining unit faculty member will be notified and may add a response or request the
312 file go back to their department or unit faculty personnel committee for review, which
313 may result in a decision delay. The additional faculty personnel committee report must be
314 submitted along with the new information for inclusion in the Tenure Review File.

315
316 9. **Mid-Term Review(s).** The dean's summary report and the Provost's final decision from
317 any mid-term reviews conducted will be included.

318
319 **Section 21. Schedule for Review of Tenure and Promotion Files.** The Office of the Provost
320 will establish a schedule for the compilation and review of tenure and promotion files. If the
321 bargaining unit faculty member fails to comply with the timeline established by the Provost for
322 submission of materials, the department or unit head will notify the faculty member of the
323 missed deadline by university email and the primary phone on record in the Banner system. If
324 the faculty member does not respond within 14 days, tenure may be denied. If the faculty
325 member responds within 14 days, the department or unit head will establish a new deadline for
326 submission of all materials.

327
328 The new deadline must allow the University adequate time to complete the tenure review process

329 by June 1. If the faculty member misses the new deadline, tenure will be denied.

330

331 **Section 22. External reviews.** The department or unit head will prepare a list of qualified
332 external reviewers, with input from the department or unit faculty eligible to vote on a tenure and
333 promotion case. The department or unit head will select a majority of the external reviewers from
334 this independently prepared list, but the department or unit head's primary responsibility is to
335 obtain the best judgments from the most highly qualified experts in the appropriate areas. Most,
336 if not all, of the external reviewers should be at the rank for which the candidate is being
337 considered or above (i.e., associate professor or professor for tenure and promotion to associate
338 professor; professor for promotion to professor). Reviewers generally should come from
339 comparable AAU and research intensive institutions or programs. The suggestions regarding
340 affiliations apply to the majority of external reviewers and are not strict prohibitions. A
341 minimum of five substantive external evaluations is required for a tenure case to move forward.

342

343 The department or unit head will recruit external reviewers from the list prepared by the
344 department or unit head and the separate list provided by the bargaining unit faculty member. A
345 ~~absolute~~ majority of external reviews included in the file must be ~~provided by reviewers~~ selected
346 by the department or unit and not included on the list of reviewers provided by the faculty
347 member under review. If there is overlap between the independently prepared lists, the external
348 reviewer counts as a unit selection. The department or unit head will provide each external
349 reviewer with the candidate's signed and dated curriculum vitae, signed and dated personal
350 statement, the candidate's scholarship portfolio, and the department's or unit's written criteria for
351 promotion and tenure. External reviewers may not be asked to evaluate the candidate against the
352 standards of their own institution.

353

354 **Section 23. Faculty Review.** The eligible faculty in the candidate's department or unit, or a
355 personnel committee comprised of a subset of the eligible faculty (if the department's or unit's
356 internal policy specifies the creation of such a committee), will review the file and the external
357 reviews, prepare a report, and vote. In cases where there are too few eligible faculty members to
358 form a personnel committee within the candidate's department or unit, the department or unit
359 head will work with the appropriate dean to establish a committee including appropriate faculty
360 members from outside the department. A final vote will be conducted by signed ballot, ~~which~~
361 ~~may happen electronically~~, and the ballots will remain confidential to the extent permitted by
362 law. ~~The department or unit head will inform the faculty member whether the vote was positive~~
363 ~~or not.~~ A de-identified vote tally, however, will be provided to the faculty member by the
364 department or unit head ~~in the event of an appeal.~~

365

366 **Section 24. Review by Department or Unit Head, College or School Personnel Committee,**
367 **and Dean.** The department or unit head will prepare ~~their own an independent~~ report and
368 recommendation ~~that considers the entire file along with previous levels of review takes into~~
369 ~~account the committee report and departmental discussion consistent with Section 9~~ based on
370 ~~their own judgment of~~ the file, and then forward the entire file to the appropriate dean. The file
371 then will be reviewed by a school- or college-level personnel committee appointed by a process
372 determined by the dean. The committee will prepare ~~their own an independent~~ report ~~consistent~~
373 ~~with Section 9~~, and vote, and will forward the entire file to the dean. This step may be bypassed
374 in schools or colleges whose deans choose not to convene a personnel committee. The dean will
375 then prepare ~~their own an independent~~ report and recommendation based on ~~their own judgment~~

376 ~~of the~~ file and ~~consistent with Section 9, and~~ then meet with the candidate to discuss the case,
377 review the recommendations made by the department committee, department or unit head, and
378 the school or college-level personnel committee (if applicable), and the dean's own
379 recommendation. The candidate will be provided with a copy of the dean's report that has been
380 redacted in accordance with the waiver status to protect personally identifiable information. The
381 candidate may provide responsive material for the file within 10 ~~14~~ days of the meeting with the
382 dean or the receipt of the redacted report, whichever is later. The dean will then forward the
383 entire file to the Office of the Provost.

384
385 **Section 25. Provost's Review of File.** The Provost or designee will review the promotion and
386 tenure file for completeness, ~~and~~ general presentation, and may request additional information
387 from the dean. The file forwarded to the Provost or designee should include the contents listed in
388 Appendix 3: Tenure Review File Checklist.

389
390 **Section 26. University Faculty Personnel Committee Review.** After the Provost or designee
391 has reviewed the file and deemed it complete, the file is sent to the University Faculty Personnel
392 Committee (FPC). The committee will review the file, request additional information from the
393 Office of the Provost, or previous levels of review, if necessary, and then discuss and record a
394 vote to recommend that tenure and promotion is either granted or denied. The committee will
395 prepare a written summary of its discussion, which will include the outcome of the vote.

396
397 **Section 27. Provost's Decision.** The Provost has plenary authority to award or deny tenure. The
398 candidate will be notified in writing of the Provost's decision. The letter accompanying the
399 decision will contain an explanation of the reasons underlying the Provost's decision, if the
400 decision is to deny tenure or promotion. A tenured appointment may not be less than 0.50 FTE.
401 If tenure is granted, the letter will include a statement indicating the FTE of the tenured
402 appointment. The letter will be placed in the candidate's personnel file. The foregoing does not
403 preclude a subsequent written agreement between the Provost or designee and the candidate
404 adjusting the FTE of the appointment, so long as the appointment is at least 0.50 FTE.

405
406 Successful candidates are granted tenure and assume their new classification and rank at the start
407 of the next academic year, or sooner at the discretion of the Provost. Candidates who are denied
408 tenure will receive a notice of appointment, which expires at the end of the academic or fiscal
409 year following the one in which the application for tenure was submitted.

410
411 **Section 28. Withdrawal of Application.** A bargaining unit faculty member may withdraw an
412 application for tenure in writing to the Provost and the dean at any time before the Provost's
413 decision. Upon withdrawal, a bargaining unit faculty member will receive a notice of
414 appointment which expires at the end of the academic or fiscal year following the one in which
415 the application for tenure was submitted.

416 417 418 **Promotion to Full Professor Review**

419
420 **Section 29. Promotion from Associate Professor to Professor.** ~~The criteria for promotion to~~
421 ~~full professor are those outlined in the bargaining unit faculty member's unit-level policy.~~ The
422 process and timelines for review and evaluation for promotion from associate professor to

423 professor are the same as those for promotion to associate professor and tenure, except:

- 424 1. There is no requirement to initiate the promotion process to professor.
- 425 2. Bargaining unit faculty members with tenure who are denied promotion from associate
- 426 3. If the review criteria have changed during the six years prior to the review, the faculty
- 427 4. The results of post-tenure reviews during the review period will be included in the
- 428 5. The review period for promotion reviews shall include all work accomplished since being
- 429 430 431 432 433 434 435 436 437 438

439 **Post-Tenure Reviews**

440
441 **Section 30.** Tenured bargaining unit faculty members at the rank of associate professor will have
442 a third-year review in the third year following promotion and every three years thereafter ~~until~~
443 ~~promotion to full professor~~. Tenured associate professors will not be required to complete a
444 third-year review in a year when they are seeking a promotion to full professor. Following
445 promotion, full professors will have alternating third-year reviews and major sixth-year post-
446 tenure reviews. The primary function of post-tenure reviews ~~is are~~ to foster continued faculty
447 professional growth and ~~is are~~ not a process to reevaluate the award of tenure. If a review is not
448 successful, then a development plan may be established (Section ~~38~~ ~~37~~). The post-tenure review
449 process may not be used to shift the university's burden of proof in a proceeding to terminate a
450 tenured faculty member for cause.

451
452 **Section 31. Third-Year Post-Tenure Reviews.** Third-year ~~post-tenure~~ reviews will be ~~informal~~
453 ~~reviews unless a department head and dean agree, or the Office of the Provost determines, that a~~
454 ~~formal review is necessary for the faculty member to meet expectations for a subsequent review.~~
455 **a. Informal Third-Year Reviews.** ~~The informal third-year post-tenure review is~~ conducted by
456 the appropriate department or unit head with the bargaining unit faculty member. ~~Review~~
457 ~~Informal review~~ materials will typically consist of a curriculum vitae, a ~~brief~~ personal statement
458 ~~(up to 3 pages) accounting for and explaining anything not clear from their CV,~~ materials for the
459 evaluation of teaching (where applicable), and a sabbatical report (where applicable) (Section
460 33). ~~As a result of the review,~~ ~~†~~The department or unit head will prepare a concise statement ~~that~~
461 ~~includes an evaluation of whether the faculty member is exceeding, meeting, or not meeting~~
462 ~~expectations under their unit level policy (or Section 39~~ ~~38,~~ as appropriate). The department head
463 ~~will and share their statement †~~with the bargaining unit faculty member, who will have 10 ~~14~~
464 ~~business~~-days to respond in writing. The review materials, head's statement, and faculty
465 ~~member's~~ response are then sent to the dean and then to ~~the~~ Office of the Provost for approval.
466 The head's statement and any response ~~from the bargaining unit faculty member, dean, and~~
467 ~~Office of the Provost will be placed in the bargaining unit faculty member's personnel file. †~~
468 ~~in the process of the informal review, the department or unit head and dean agree, or the Office of~~
469 ~~the Provost determines, that a formal review is necessary to meet expectations on a subsequent~~

470 review, they will initiate the Formal Review process below and notify the faculty member. If a
471 formal review is initiated, the statement and response will become part of the formal review
472 dossier. **b. Formal Third-Year Reviews.** This process applies to associate and full professors
473 who undergo a formal third-year post-tenure review. The department or unit head will convene a
474 faculty personnel committee (if one does not already exist in the department or unit) that will
475 review a faculty member's work in relation to the unit-level post-tenure review criteria, or the
476 criteria in Section 38. If unit-level policies require a vote, the tenured department faculty with the
477 same or higher rank, not including the candidate, will vote to endorse the committee's report and
478 recommendation. The department or unit head will write a separate report in light of the
479 materials gathered and the faculty committee's report and, if required, the faculty vote. The
480 department or unit head will meet with the faculty member and will provide a copy of the head's
481 report and the redacted faculty committee's report. The faculty member will have 10 business
482 days from the date of the receipt of the report to provide responsive material or information,
483 which shall be included in the evaluation file. These will be reviewed by the dean and the Office
484 of the Provost. If the unit-level review criteria were not met by the faculty member and the
485 recommendation is re-is consensus between the head, dean, or and Office of the Provost result of
486 the review is to recommends to implement a development plan, then the head and faculty
487 member will develop one in consultation with the dean to be approved by the Office of the
488 Provost (Section 38 37).

489
490 **Section 32. Sixth-Year Review.** Only full professors will have sixth-year post-tenure reviews,
491 which will be .Tenured bargaining unit faculty members will have a review in the sixth year
492 following promotion to full professor or six years after their previous-a sixth-year post-tenure
493 review.

494
495 **Section 33. Sixth-Year Review Period.** The review period will include all work accomplished
496 during the previous six years, taking into account any leaves and resulting clock stoppages
497 (Section 7).

498
499 **Section 34. Initiating the Sixth-Year Review.** To initiate the review process, the department or
500 unit head or designee will contact the bargaining unit faculty member during the fall term of the
501 year in which the review will take place and request the following:

- 502
- 503 1. **Criteria:** Criteria for sixth-year post-tenure reviews will be as specified in Section 39 38
504 below unless the department or unit has approved post-tenure review criteria. If the
505 review criteria have changed during the six years prior to the review, the faculty member
506 may elect either the earlier or current set of criteria.
507
 - 508 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the
509 faculty member's current research, scholarly, and creative activities and
510 accomplishments, including publications, appointments, presentations and similar
511 activities. This document should clearly differentiate between accomplishments that
512 occurred during the review period and those that did not.
513
 - 514 3. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit
515 faculty member explaining how their provided material relates to demonstrates meeting
516 or exceeding evaluating their performance measured against the applicable unit-level

517 criteria for post-tenure review. The personal statement should expressly address the
518 subjects of teaching; scholarship, research, and creative activity; service contributions to
519 the academic department, center or institute, school or college, university, profession, and
520 the community; and contributions to diversity, equity and inclusion.

- 521
522 4. **Sabbatical report:** A report of the accomplishments and benefits resulting from
523 sabbatical, if applicable.
524

525 **Section 35. Department or Unit Head's Role.** The department or unit head or designee will
526 obtain and place in the evaluation file copies of summary reports drawn, as appropriate, from the
527 system of ~~teaching student~~ evaluation ~~of teaching evaluation~~ that was in effect prior to Fall 2019
528 and the Student Experience Surveys that were effective as of Fall 2019. The file must also
529 include a recent peer evaluation of the bargaining unit faculty member's teaching. Peer teaching
530 reviews should be aligned with the university-wide teaching standards as established by the
531 University Senate.
532

533 Once the department or unit head has obtained all of the appropriate documents and information,
534 they will establish a committee of full professors and provide the committee with access to the
535 documents and information. The faculty committee will prepare a report and a recommendation
536 regarding the outcome of the review. The report and recommendation will be reviewed by the
537 committee who will vote on the recommendation. The department or unit head or designee will
538 then:
539

- 540 1. Obtain a report from the faculty committee including an assessment of the bargaining
541 unit faculty member's performance, a recommendation regarding the outcome of the
542 review, and the results of the faculty vote; and
543
544 2. Prepare their own ~~independent an~~ evaluation ~~based on their own judgment~~ of the
545 bargaining unit faculty member's performance ~~that considers the entire file along with~~
546 ~~previous levels of review takes into account the committee report and departmental~~
547 ~~discussion consistent with Section 9~~; and
548
549 3. Provide the department or unit head's report to the bargaining unit faculty member and
550 allow them 10 days from the date of the receipt of the report to provide responsive
551 material or information, which shall be included in the evaluation file; and
552
553 4. Submit the evaluation file to the appropriate dean.
554

555 If a department or unit has or develops a policy or practice of providing the report of the faculty
556 committee to the bargaining unit faculty member, the department or unit head shall do so.
557

558 **Section 36. Dean's Role.** The dean will review the file and may consult with appropriate persons
559 and may obtain and document additional relevant information. Once the dean deems the file
560 complete, they will prepare a separate report and independent recommendation. The dean will
561 share their written report and recommendation with the bargaining unit faculty member, redacted
562 as appropriate, and allow them 10 ~~14~~ days from the date of receipt of the report to provide
563 responsive material and information, which shall be included in the evaluation file. The dean will

564 then submit the complete evaluation file to the Office of the Provost.

565

566 **Section 37. Provost’s Role.** The Provost or designee will consider the cumulative evaluations
567 received from the faculty committee, the department or unit head, and the dean.

568

569 [We are postponing discussion on this provision until we come to an agreement regarding merit
570 review provision]

571

572

573 If the Provost or designee concludes that the bargaining unit faculty member’s performance
574 meets ~~or exceeds~~ expectations in all areas of a sixth-year review, the bargaining unit faculty
575 member will receive an increase in their base salary per Article 26.

576

577 **Section 38. Development Plans.** If the Provost concludes that the bargaining unit faculty
578 member’s performance does not meet expectations in one or more areas, the dean and the
579 department or unit head shall consult with the bargaining unit faculty member and shall
580 recommend to the Provost a development plan for demonstrable improvement in the area(s) at
581 issue. The goal of the plan is to put the faculty member on track to meet expectations in that area
582 or areas at their subsequent review. The development plan should be implemented no later than
583 the first term of the academic year following the review. Development plans may require
584 adjustment of professional responsibilities (e.g., reduced service or teaching in order to support
585 more research) and must specify a follow-up review timeline.

586

587 If a faculty member has a development plan, the criteria in the area(s) specified in the
588 development plan will be in effect for those areas of the subsequent review. If the faculty
589 member does not meet expectations in the specified area(s), the Provost may ~~reduce~~ or **reassign**
590 the faculty member’s FTE associated with the specified area(s) or may establish a new
591 development plan or both. If the faculty member’s FTE is adjusted, future reviews will reflect
592 the adjustment of duties.

593

594 [We are postponing discussion on this provision until we come to an agreement regarding merit
595 review provision]

596

597

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

604

605 **Section 39. Post-Tenure Review Criteria.** Review criteria for third- and sixth-year post-tenure
606 review are as follows, unless a department or unit has an approved unit-level policy establishing
607 their own post-tenure review criteria through the process specified in Article 4.

608

609 In cases where a tenured faculty member has a workload other than the standard tenure-track
610 workload in the department or unit (e.g., with larger teaching and smaller research FTE, or vice

611 versa) or is working under a development plan, the standard for meeting expectations in a third-
612 or sixth-year review will be established by these alternate arrangements and informed by the
613 unit-level policy and the guidelines below. *[moved up from below]* Each of the three areas below
614 should include contributions in teaching, research, and service that demonstrably promote
615 diversity, equity, and inclusion.
616

- 617 1. **Teaching:** Teaching standards as established by the University Senate.
618
- 619 2. **Research, scholarship, creative, and artistic achievement:** In general, research,
620 scholarship, and creative achievement is demonstrated in the following categories. Each
621 category applies in a given case only if that category is specified in the unit promotion
622 and tenure policy. The standards of evaluation, unless otherwise specified by the unit
623 policy, will be the standards established for promotion to full professor. Some categories
624 to be considered include:
 - 625 a. publications and/or creative activities of significance and;
 - 626 b. externally funded research;
 - 627 c. patents, intellectual property developed; technologies licensed, companies spun-
628 off;
 - 629 d. adoptions of research innovations by other researchers, organizations, or the
630 public;
 - 631 e. research awards and prizes;
 - 632 f. membership in the national academies or other selective research societies;
 - 633 g. research in progress and substantially planned work (including grant proposals);
 - 634 h. translational research or scholarship that influences public policy or contributes to
635 societal benefits;
 - 636 i. participation in conferences, conventions, seminars, and professional meetings;
 - 637 j. professional peer review, holding office in academic and professional
638 organizations, serving on committees and/or on editorial boards;
 - 639 k. association with organizations and groups that will result in professional
640 improvement of the faculty member and bring recognition to the university;
 - 641 l. research or professional consultation for federal agencies, foundations, or other
642 research sponsors;
 - 643 m. recognized evidence of scholarly and professional visibility, such as special
644 awards, scholarly citations, and the republication of work;
 - 645 n. scope and depth of scholarship as revealed in public lectures, book reviews, and,
646 in special circumstances, discussions;
 - 647 o. works of art, such as painting, sculpture, design, planning, musical composition,
648 poetry, fiction, drama, dance, photography, and film disseminated or exhibited in
649 recognized venues of quality and distinction;
 - 650 p. public performances: musical recitals, concerts, conducting, theater performance
651 and production, dance performance and production, radio or television production
652 disseminated/exhibited in recognized venues of quality and distinction;
 - 653 q. public recognition: exhibitions, commissions, acceptance of work for permanent
654 collections, awards.
- 655
- 656 3. **Service:** Consistent with promotion to full professor as specified in the collective
657 bargaining agreement, senior faculty are expected to engage in significant service

- 658 demonstrating leadership and commitment both within and outside the candidate's
659 department or unit. Service must include some of the following:
- 660 a. leadership in academic and administrative roles:
 - 661 i. academic program area or departmental administration and curriculum;
 - 662 ii. personnel and policy committees or activities;
 - 663 iii. college or school administration and committees or activities;
 - 664 iv. university or state system administration and committees or activities.
 - 665 b. service and activities on behalf of the larger community (local, state, national, and
666 international governmental bodies, NGOs, etc.);
 - 667 c. academic contributions to community activities, either as an individual or as a
668 representative of the university;
 - 669 d. service to professional and disciplinary organizations;
 - 670 e. academic service on behalf of the public interest.

671

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