

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (11/13/2024)

2 UNITED ACADEMICS COUNTERPROPOSAL (10/31/2024)

3 UNIVERSITY OF OREGON COUNTERPROPOSAL (10/17/2024)

4 UNITED ACADEMICS COUNTERPROPOSAL (09/26/2024)

5 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/26/2024)

6 UNITED ACADEMICS COUNTERPROPOSAL (8/13/2024)

7 UNIVERSITY OF OREGON COUNTERPROPOSAL (7/15/2024)

8 UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)

9 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)

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14 **Document Key**

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

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

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

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

30  
31 **Career Faculty Review and Promotion**

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

36  
37 **Section 2. Policies and Procedures.** Each department or unit that employs Career faculty will  
38 maintain unit-level policies for Career faculty review and promotion in accordance with Article  
39 4.

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41  
42 **Career Faculty Performance Reviews**

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44 **Section 3. Performance Reviews.** Performance reviews for Career faculty are for the purpose of  
45 determining if the faculty member is meeting the standard of excellence appropriate to a Career  
46 instructional or Career research faculty member at an AAU institution based on their job duties.  
47 Performance reviews should be designed to help Career faculty members grow as educators,

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

61

#### 62 **Section 4. Performance Review Timing.**

63

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

78

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

84

#### 85 **Section 6. Performance Review Process.**

86

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

- 94  
95 c. Performance reviews must include a determination **whether** the Career faculty member  
96 meets, ~~exceeds~~ or does not meet expectations in each of their assigned duties. ~~as follows:~~

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

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

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

- 112  
113 d. The supervisor, department, or unit head will summarize, in writing, any committee or  
114 peer review along with their own assessment and will communicate the results of the  
115 review and provide a copy of their summary in writing to the bargaining unit faculty  
116 member. The faculty member will have 10 days from the date of the receipt of the report  
117 to provide a response, which shall be appended to the completed performance review.

- 118  
119 e. If the determination of the performance review is that the Career faculty member does not  
120 meet expectations in one or more of their assigned duties, the supervisor, department, or  
121 unit head will meet with the faculty member to discuss a performance improvement plan,  
122 which will include written documentation of the areas for improvement, instructions to  
123 meet expectations in those areas, a timeline to carry out those instructions, and an explicit  
124 timeframe for assessing progress. The performance improvement plan will be signed by  
125 the supervisor, faculty member, and vice president, vice provost, dean, or director.

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

## 131 132 133 **Career Promotion Reviews**

### 134 135 **General Career Promotion Review Considerations**

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

140 member.

141

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

156

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

164

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

167

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

170

171

## 172 **Career Instructional Promotion Reviews**

173

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

181

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

- 186  
187 b. Career instructional faculty members who have completed more than five years of  
188 employment as a Career faculty member at or above 0.5 annualized FTE per year may  
189 initiate the promotion process in the Spring term of any year.  
190  
191 c. Cases involving positions or terms of service below 0.5 FTE may be considered for  
192 promotion by the Office of the Provost in accordance with the principles set forth in this  
193 Article.  
194  
195 d. Career instructional faculty members who have achieved promotion must wait at least  
196 **five** ~~six~~ years before initiating the promotion process again (**for a promotion review in the**  
197 **subsequent year**), regardless of the number of accumulated years of employment.  
198

199 **Section 13. Review Period and Election of Criteria.** The promotion review period for a Career  
200 instructional bargaining unit faculty member will be the time in their current classification and  
201 rank, with emphasis on the six most recent years.  
202

203 The bargaining unit faculty member will be reviewed for promotion relative to the criteria in  
204 effect when the review period began. If the criteria have changed since their hire or previous  
205 review, the faculty member must choose either the earlier or current set of criteria.  
206

207 **Section 14. Initiating the Promotion Process.** Career instructional faculty wishing to be  
208 considered for promotion should notify the appropriate department or unit head in the Spring  
209 term prior to the year when promotion is sought, and must provide the following **materials by**  
210 **Fall of the review year**:  
211

- 212 ● **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
213 bargaining unit faculty member's current **teaching, professional development**, research,  
214 scholarly, and creative activities ~~and accomplishments~~, including publications,  
215 appointments, presentations, and similar activities and accomplishments **as applicable**.  
216
- 217 ● **Personal statement:** A 2–6-page personal statement developed by the bargaining unit  
218 faculty member evaluating their performance measured against the applicable criteria for  
219 promotion. The personal statement should expressly address the subjects of teaching;  
220 scholarship, research and creative activity, as applicable; and service contributions to the  
221 academic department, center or institute, school or college, university, profession, and the  
222 community. The statement should also include discussion of contributions to diversity,  
223 equity, and inclusion.  
224
- 225 ● **Teaching portfolio (if applicable):** Representative examples of course syllabi or  
226 equivalent descriptions of course content and instructional expectations for courses taught  
227 by the bargaining unit faculty member, examples of student work and exams, and similar  
228 material; information from student experience surveys, which will be considered in light  
229 of the response rate; information on the development of new courses and curriculum  
230 development; information on contributions to university-wide teaching practices (if  
231 applicable).

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- **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship, research, and creative activity; and appropriate evidence of national or international recognition or impact.
  
- **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member’s service contributions to their academic department, center or institute, school or college, university, profession, and the community, such as op ed pieces, white papers authored or co-authored by the faculty member, commendations, awards, or letters of appreciation. The service portfolio may also include a short narrative elaborating on the faculty member’s unique service experiences or obligations.
  
- **Professional development statement (if applicable):** A statement that provides a short narrative elaborating on the professional development activities of the bargaining unit faculty member related to their job duties.
  
- **Professional activities portfolio (if applicable):** A comprehensive portfolio of professional or consulting activities related to their discipline.
  
- **Internal and/or external reviewers (if applicable):** A list of qualified internal and/or external reviewers provided by the bargaining unit faculty member.

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

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

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

- Statement of duties and responsibilities
- Curriculum vitae
- Conditions of appointment
- Criteria for promotion
- Personal statement
- Supervisors’ letters of evaluation
- Professional activities portfolio (if applicable)
- Teaching portfolio (if applicable)

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

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

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

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

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

321  
322 **Section 21. Assumption of New Rank.** Successful candidates for promotion will assume their  
323 new rank beginning with the next academic or fiscal year or the nearest next term of employment

324 should their appointment not begin with fall term.

325

326

## 327 **Career Research Promotion Reviews**

328

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

334

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

338

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

341

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

345

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

350

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

355

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

361

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

365

366 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member's  
367 service contributions to their academic department, center or institute, school or college,  
368 university, profession, and the community, such as op ed pieces, white papers authored or  
369 co-authored by the faculty member, commendations, awards, or letters of appreciation.

370 The portfolio may also include a short narrative elaborating on the faculty member's  
371 unique service experiences or obligations.

- 372
- 373 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of  
374 professional or consulting activities related to their discipline.
- 375
- 376 ● **List of reviewers (if applicable):** A list of qualified internal and/or external reviewers  
377 provided by the bargaining unit faculty member. Normally, external reviews are not  
378 expected for those in the research assistant ranks.
- 379

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

386

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

392

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

- 395
- 396 ● Statement of duties and responsibilities
- 397 ● Curriculum vitae
- 398 ● Conditions of appointment
- 399 ● Criteria for promotion
- 400 ● Personal statement
- 401 ● Supervisors' letters of evaluation
- 402 ● Professional activities portfolio (if applicable)
- 403 ● Scholarship portfolio (if applicable)
- 404 ● Service portfolio (if applicable)
- 405 ● Internal and/or external reviews (if applicable)
- 406 ● Department, unit, center, or institute head's recommendation
- 407 ● Vice president's, dean's, or director's recommendation
- 408 ● Waiver of access to materials (if applicable)
- 409

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

416 evaluation and the unit head review may be combined into a single recommendation.

417  
418 **Section 29. Review by Vice President, Vice Provost, Dean, or Director.** The vice president or  
419 dean, as appropriate, will review the file, and may consult with appropriate persons and may ask  
420 for and document additional non-confidential information. Once the vice president or dean  
421 deems the file complete, they will prepare a separate memorandum with a recommendation.

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

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

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

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

#### 447 448 449 **Career Continuous Employment Reviews**

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

454  
455 **Section 33. Eligibility.** To be eligible for a Career Continuous Employment Review, a  
456 bargaining member must satisfy the following:  
457 a. Must have a Career appointment in a single-rank category or at the highest rank in their  
458 category; and,  
459 b. Must have an annualized 0.5 FTE or greater; and,

- 460 c. Must have accumulated six years of service at 0.5 FTE or greater, as measured from their  
461 appointment in the single-rank category, since achieving promotion to the highest rank in  
462 their category, or since their most recent Career Continuous Employment Review.

463  
464 **Section 34. Process.** To initiate the Career Continuous Employment Review, the eligible  
465 bargaining unit faculty member must notify their department or unit head consistent with Section  
466 14 or 24, as appropriate. Continuous employment reviews for Career faculty will generally  
467 mirror the scope and process for Career instructional or Career research promotion reviews to the  
468 highest rank. If the final 'Review by the Office of the Provost' (Section 20 or 30 equivalent) in a  
469 Continuous Employment Review determines that the bargaining unit faculty member's  
470 performance in all categories meets ~~or exceeds~~ expectations, the bargaining unit faculty member  
471 will receive an increase to their base salary per Article 26. ~~Senior Instructor IIs and Senior~~  
472 ~~Lecturer IIs that exceed expectations in all categories on a Career Continuous Employment~~  
473 ~~Review may be nominated by their dean to be considered by the Provost for the Distinguished~~  
474 ~~Teaching Professor award under Appendix 4.~~