

1 UNITED ACADEMICS COUNTERPROPOSAL (11/13/2024)  
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (10/17/2024)  
3 UNITED ACADEMICS COUNTERPROPOSAL (9/26/2024)  
4 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/13/2024)  
5 UNITED ACADEMICS COUNTERPROPOSAL (7/15/24)  
6 UNIVERSITY OF OREGON PROPOSAL (4/18/2024)  
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8 **Document Key**

9 UA new | ~~UA-deletion~~ | UO new | ~~UO-deletion~~ | Accepted | Deleted | Status Quo | Restored  
10

11 **ARTICLE 20. TENURE REVIEW AND PROMOTION**  
12

13 **Section 1.** This Article applies only to bargaining unit faculty members in the Tenure-Track and  
14 Tenured classification. Tenure is in the University, and not in a college, school, department,  
15 program, or discipline. The award of tenure requires an express grant by the Provost  
16 communicated in writing to the bargaining unit faculty member and signed by the Provost. There  
17 is no de facto tenure. Tenure means that the bargaining unit faculty member's employment may  
18 be terminated only for cause (Article 24), or in case of program eliminations or reductions  
19 (Article 25).  
20

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

27  
28 **Reviews**  
29

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

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

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

44  
45 **General Review Provisions**  
46

47 **Section 4. Accelerated-Early Review.** An ~~accelerated-early~~ tenure review may occur in

48 particularly meritorious cases as determined by the Office of the Provost in consultation with the  
49 appropriate dean, department, or unit head, and the bargaining unit faculty member.

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

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

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

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

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

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

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

93  
94 ~~[deletion moved to next section] Reviews shall consider any lack of resources necessary to the~~

95 performance of professional responsibilities that were identified in previous workload  
96 discussions.

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

106  
107  
108 ~~**Section 10. Request for Clarification.** If, within periods to provide responsive material or~~  
109 ~~information for the evaluation file, the bargaining unit faculty member makes a good faith~~  
110 ~~request for clarification or additional detail regarding the reasoning or evidentiary basis for the~~  
111 ~~differing assessment of the faculty member's file, the evaluator will make a good faith effort to~~  
112 ~~provide such additional detail or clarification within 14 days from the date of receiving such~~  
113 ~~request. The bargaining unit faculty member will then have an additional 14 days from receipt of~~  
114 ~~the response to provide supplemental responsive material or information for the evaluation file.~~

## 115 116 117 **Pre-Tenure Reviews**

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

## 125 126 127 **Mid-Term Reviews**

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

- 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 and appropriate support; or, ~~;~~ ~~(2)~~ a one- or two-year contract specifying an  
137 additional mid-term review; or ~~(3)~~
- 138 b. a one-year, terminal contract in rare cases where the review determines the faculty  
139 member will be unable to meet the unit-level criteria for tenure and promotion by the  
140 time that the tenure decision is made and when there is consensus across all levels of

141 ~~review. Only a review decision resulting in a terminal contract may be appealed through~~  
142 ~~the process specified in Article 21. If a two-year contract is issued under (2) and the~~  
143 ~~subsequent mid-term review is not successful, the bargaining unit faculty member's~~  
144 ~~employment will end with the expiration of the contract.~~

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

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

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

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

188 experience surveys, which will be considered in light of the response rate, and similar  
189 material.

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

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

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

- 207  
208 1. Obtain a report from the faculty committee including an assessment of the bargaining  
209 unit faculty member's progress toward tenure and promotion; and  
210
- 211 2. Prepare their own ~~independent~~ evaluation of the bargaining unit member's progress  
212 toward tenure and promotion ~~that considers the entire file along with previous levels of~~  
213 ~~review, takes into account the committee report and departmental discussion, and is~~  
214 ~~consistent with Section 9~~; and  
215
- 216 3. Provide the department or unit head's written report to the bargaining unit faculty  
217 member and allow the faculty member 10 days from the date of the receipt of the report  
218 to provide responsive material or information, which shall be included in the evaluation  
219 file; and  
220
- 221 4. Submit the evaluation file to the appropriate dean.

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

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

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

242  
243

## 244 **Tenure Review Process**

245

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

252

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

258

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

262

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

267

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

273

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

277

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

282 scholarship, research, and creative activity; service contributions to the academic  
283 department, center or institute, school or college, university, profession, and the  
284 community; and contributions to diversity, equity, and inclusion.

- 285
- 286 5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions  
287 of course content and instructional expectations for courses taught by the bargaining unit  
288 faculty member, examples of class assignments and exams, information from student  
289 experience surveys, which will be considered in light of the response rate, and similar  
290 material.
- 291
- 292 6. **Service portfolio:** As available, evidence of the bargaining unit faculty member’s service  
293 contributions to their academic department, center or institute, school or college,  
294 university, profession, and the community. Such evidence could include white papers  
295 authored or co-authored by the faculty member, commendations, awards, op-ed pieces,  
296 and/or letters of appreciation. The portfolio may also include a short narrative elaborating  
297 on the faculty member’s unique service experiences or obligations.
- 298
- 299 7. **External reviewers:** ~~At the option of the bargaining unit faculty member, A~~ a list of  
300 qualified outside reviewers ~~provided by the bargaining unit faculty member.~~
- 301

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

- 304
- 305 8. **Additional Information.** Faculty members and/or the University may submit relevant  
306 information during a review from the date information is initially submitted to their  
307 department head through the date the Provost issues the final decision. Late submissions  
308 of information may result in additional questions to the faculty member or to reviewers at  
309 the previous levels. Additional information may include work completed during the  
310 review year, if such information or material is included, it may not be included in the  
311 review period of subsequent reviews. If detrimental information is added to their file, the  
312 bargaining unit faculty member will be notified and may add a response or request the  
313 file go back to their department or unit faculty personnel committee for review, which  
314 may result in a decision delay. The additional faculty personnel committee report must be  
315 submitted along with the new information for inclusion in the Tenure Review File.
- 316
- 317 9. **Mid-Term Review(s).** The dean’s summary report and the Provost’s final decision from  
318 any mid-term reviews conducted will be included.
- 319

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

328

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

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

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

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

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

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

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

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

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

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

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

## 417 418 419 **Promotion to Full Professor Review**

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

423 process and timelines for review and evaluation for promotion from associate professor to  
424 professor are the same as those for promotion to associate professor and tenure, except:

- 425
- 426 1. There is no requirement to initiate the promotion process to professor.
- 427
- 428 2. Bargaining unit faculty members with tenure who are denied promotion from associate  
429 professor to professor will remain employed at the associate professor rank.
- 430
- 431 3. If the review criteria have changed during the six years prior to the review, the faculty  
432 member may elect either the earlier or current set of criteria.
- 433
- 434 4. The results of post-tenure reviews during the review period will be included in the  
435 promotion file.
- 436
- 437 5. The review period for promotion reviews shall include all work accomplished since being  
438 awarded tenure.
- 439

#### 440 **Post-Tenure Reviews**

441

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

452

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

470 ~~the Provost determines, that a formal review is necessary to meet expectations on a subsequent~~  
471 ~~review, they will initiate the Formal Review process below and notify the faculty member. If a~~  
472 ~~formal review is initiated, the statement and response will become part of the formal review~~  
473 ~~dossier. b. Formal Third-Year Reviews. This process applies to associate and full professors~~  
474 ~~who undergo a formal third-year post-tenure review. The department or unit head will convene a~~  
475 ~~faculty personnel committee (if one does not already exist in the department or unit) that will~~  
476 ~~review a faculty member's work in relation to the unit-level post-tenure review criteria, or the~~  
477 ~~criteria in Section 38. If unit-level policies require a vote, the tenured department faculty with the~~  
478 ~~same or higher rank, not including the candidate, will vote to endorse the committee's report and~~  
479 ~~recommendation. The department or unit head will write a separate report in light of the~~  
480 ~~materials gathered and the faculty committee's report and, if required, the faculty vote. The~~  
481 ~~department or unit head will meet with the faculty member and will provide a copy of the head's~~  
482 ~~report and the redacted faculty committee's report. The faculty member will have 10 business~~  
483 ~~days from the date of the receipt of the report to provide responsive material or information,~~  
484 ~~which shall be included in the evaluation file. These will be reviewed by the dean and the Office~~  
485 ~~of the Provost. If the unit-level review criteria (or Section 39, as appropriate) were not met by the~~  
486 ~~faculty member and the recommendation is re is consensus between the head, dean, or and~~  
487 ~~Office of the Provost result of the review is to recommends to implement a development plan,~~  
488 then the head and faculty member will develop one in consultation with the dean to be approved  
489 by the Office of the Provost (Section 38 37).

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

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

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

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

517 ~~or exceeding evaluating their performance measured against~~ the applicable unit-level  
518 criteria for post-tenure review. The personal statement should expressly address the  
519 subjects of teaching; scholarship, research, and creative activity; service contributions to  
520 the academic department, center or institute, school or college, university, profession, and  
521 the community; and contributions to diversity, equity and inclusion.  
522

- 523 4. **Sabbatical report:** A report of the accomplishments and benefits resulting from  
524 sabbatical, if applicable.  
525

526 **Section 35. Department or Unit Head's Role.** The department or unit head or designee will  
527 obtain and place in the evaluation file copies of summary reports drawn, as appropriate, from the  
528 system of ~~teaching student~~ evaluation ~~of teaching evaluation~~ that was in effect prior to Fall 2019  
529 and the Student Experience Surveys that were effective as of Fall 2019. The file must also  
530 include a recent peer evaluation of the bargaining unit faculty member's teaching. Peer teaching  
531 reviews should be aligned with the university-wide teaching standards as established by the  
532 University Senate.  
533

534 Once the department or unit head has obtained all of the appropriate documents and information,  
535 they will establish a committee of full professors and provide the committee with access to the  
536 documents and information. The faculty committee will prepare a report and a recommendation  
537 regarding the outcome of the review. The report and recommendation will be reviewed by the  
538 committee who will vote on the recommendation. The department or unit head or designee will  
539 then:  
540

- 541 1. Obtain a report from the faculty committee including an assessment of the bargaining  
542 unit faculty member's performance, a recommendation regarding the outcome of the  
543 review, and the results of the faculty vote; and  
544
- 545 2. Prepare their own ~~independent an~~ evaluation ~~based on their own judgment~~ of the  
546 bargaining unit faculty member's performance ~~that considers the entire file along with~~  
547 ~~previous levels of review takes into account the committee report and departmental~~  
548 ~~discussion consistent with Section 9~~; and  
549
- 550 3. Provide the department or unit head's report to the bargaining unit faculty member and  
551 allow them 10 days from the date of the receipt of the report to provide responsive  
552 material or information, which shall be included in the evaluation file; and  
553
- 554 4. Submit the evaluation file to the appropriate dean.  
555

556 If a department or unit has or develops a policy or practice of providing the report of the faculty  
557 committee to the bargaining unit faculty member, the department or unit head shall do so.  
558

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

564 responsive material and information, which shall be included in the evaluation file. The dean will  
565 then submit the complete evaluation file to the Office of the Provost.

566

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

569

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

572

573

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

577

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

587

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

594

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

597

598

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

605

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

609

610 In cases where a tenured faculty member has a workload other than the standard tenure-track

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

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

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

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