

1 **UNITED ACADEMICS COUNTERPROPOSAL (12/5/2024)**  
2 **UNIVERSITY OF OREGON COUNTERPROPOSAL (11/21/2024)**  
3 UNITED ACADEMICS COUNTERPROPOSAL (11/13/2024)  
4 UNIVERSITY OF OREGON COUNTERPROPOSAL (10/17/2024)  
5 UNITED ACADEMICS COUNTERPROPOSAL (9/26/2024)  
6 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/13/2024)  
7 UNITED ACADEMICS COUNTERPROPOSAL (7/15/24)  
8 UNIVERSITY OF OREGON PROPOSAL (4/18/2024)  
9

10 **Document Key**

11 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored  
12

13 **[UO Trade: 10 vs. 14 days for a faculty member to provide a review response. UO can agree to**  
14 **go from 10 days to 14 days in Section 15, 16, 24, 31, 35, & 36 in exchange for moving the**  
15 **decision due date to June 15 from June 1 in Section 17 & 21. Current proposal reflects 10 days**  
16 **and maintains June 1.]**  
17

18 **United Academics modification of trade: We agree to an extension to 14 days in Section 15,**  
19 **16, 24, 31, 35 & 36 and moving the decision due date to June 5 in Section 17 & 21.)**  
20

21  
22 **ARTICLE 20. TENURE REVIEW AND PROMOTION**  
23

24 **Section 1.** This Article applies only to bargaining unit faculty members in the Tenure-Track and  
25 Tenured classification. Tenure is in the University, and not in a college, school, department,  
26 program, or discipline. The award of tenure requires an express grant by the Provost  
27 communicated in writing to the bargaining unit faculty member and signed by the Provost. There  
28 is no de facto tenure. Tenure means that the bargaining unit faculty member's employment may  
29 be terminated only for cause (Article 24), or in case of program eliminations or reductions  
30 (Article 25).  
31

32 **Section 2. Standards and Guidelines.** The University follows the same general timetable,  
33 process, and standards of performance for evaluation and promotion as do many other public  
34 research universities, particularly AAU institutions. The University also considers AAUP  
35 guidelines for tenure review and promotion. All department or unit review guidelines shall be  
36 established and revised by the processes set out in Article 4.  
37

38  
39 **Reviews**  
40

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

- 46 a. a tenure and/or promotion decision, or

- 47        b. a previous third-year review for associate professors (if a promotion to full professor  
48            review is not taking place in the same year);, or  
49        c. following a sixth-year post-tenure review for full professors;  
50 (5) promotion-to-full-professor review for tenured faculty in their sixth year or later after  
51 receiving tenure; and (6) sixth-year post-tenure reviews for full professors ~~tenured faculty~~ in  
52 their sixth year following a ~~tenure and/or~~ promotion to full decision or following a previous  
53 sixth-year review.  
54  
55

## 56 **General Review Provisions**

57  
58 **Section 4. Accelerated-Early Review.** An ~~accelerated-early~~ tenure review may occur in  
59 particularly meritorious cases as determined by the Office of the Provost in consultation with the  
60 appropriate dean, department, or unit head, and the bargaining unit faculty member.  
61

62 **Section 5. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
63 days' notice of any meeting or hearing, which the member is invited or required to attend with a  
64 dean or the Provost or designee regarding recommendations or decisions on promotion or tenure.  
65 The bargaining unit faculty member may have a colleague or Union representative present at the  
66 meeting as an observer.  
67

68 **Section 6. Waiver of Access to Materials.** Bargaining unit members have the right whether to  
69 waive in advance in writing their access to see any or all of the evaluative materials (see Article  
70 8, Personnel Files). The choice by the bargaining unit faculty member to waive or not waive  
71 access to evaluative materials shall not be considered during the evaluation process. Such  
72 waivers, however, shall not preclude the use of redacted versions of these documents in an  
73 appeal process (Article 21). The redacted versions are intended to protect the identity of  
74 reviewers, who are informed about the faculty member's waiver choice.  
75

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

- 79        a. ~~for one year~~ upon the birth or adoption of a child;  
80        b. due to a leave of absence or intermittent leave with a duration of twelve weeks or longer  
81            as a result of an ADA or FMLA qualifying event. No more than two extensions may be  
82            granted under this subsection between any clocked review (i.e., between successive  
83            PTRs).  
84

85 The review clock may also be stopped in other extraordinary circumstances, including up to two  
86 years for approved leaves of absence without pay lasting two or more terms during each year of  
87 the approved leave, as approved by the Office of the Provost.  
88

89 If the faculty member opts to restore the period when the clock was stopped, they may apply for  
90 review at the time they would have become eligible without the stopping of the clock. Leaves not  
91 resulting in a clock stoppage will be considered as a part of review periods. This Section applies  
92 to mid-term, tenure, and promotion reviews, as well as third-year and sixth-year post-tenure  
93 reviews. ~~No more than two one-year clock extensions may be granted between reviews for~~

94 ~~reasons a. and b. above (i.e., up to two one-year clock extensions may be granted between~~  
95 ~~successive third-year reviews, with the second third-year review taking place in the fifth year).~~

96  
97 **Section 8. Relevant Information.** Only significant information relevant to the review shall be  
98 included in a review file. Relevant information is information that relates to the review criteria as  
99 defined in this Agreement. Relevant information may include disciplinary action taken against  
100 the bargaining unit faculty member, if the underlying acts relate to or affect the faculty member's  
101 ability to meet the review criteria. Information not relevant to the review or information that  
102 contains allegations that have not been fully reviewed by the appropriate office (research  
103 misconduct, office of investigations and civil rights compliance, employee and labor relations,  
104 etc.) shall not be included in the file initially, although allegations that relate to relevant  
105 information may be included if they are sustained after an appropriate review.

106  
107 ~~[deletion moved to next section] Reviews shall consider any lack of resources necessary to the~~  
108 ~~performance of professional responsibilities that were identified in previous workload~~  
109 ~~discussions.~~

110  
111 **Section 9. Review Evaluations and Considerations Recommendations.** Reviews should  
112 provide justifications for their conclusion based on the file, previous levels of review, and the  
113 unit-level policy. Reviews shall consider any lack of resources necessary to the performance of  
114 professional responsibilities that were identified in previous workload discussions (Article 17,  
115 Section 3). ~~–If, at any level of review, the evaluation or recommendation regarding the~~  
116 ~~faculty member's progress toward tenure and promotion differs materially from any previous~~  
117 ~~level of review, such evaluation must clearly justify each material difference and cite specific~~  
118 ~~evidence from the file to support the differing evaluation.~~

119  
120  
121 ~~**Section 10. Request for Clarification.** If, within periods to provide responsive material or~~  
122 ~~information for the evaluation file, the bargaining unit faculty member makes a good faith~~  
123 ~~request for clarification or additional detail regarding the reasoning or evidentiary basis for~~  
124 ~~the differing assessment of the faculty member's file, the evaluator will make a good faith~~  
125 ~~effort to provide such additional detail or clarification within 14 days from the date of~~  
126 ~~receiving such request. The bargaining unit faculty member will then have an additional 14~~  
127 ~~days from receipt of the response to provide supplemental responsive material or information~~  
128 ~~for the evaluation file.~~

## 129 130 131 **Pre-Tenure Reviews**

132  
133 **Section 10. Annual Pre-Tenure Reviews.** Each tenure-track bargaining unit faculty member  
134 who has not received tenure and is not in the process of a tenure review will have an annual  
135 review conducted by the department or unit head or designee. These annual reviews provide an  
136 opportunity to evaluate the tenure-track bargaining unit faculty member's performance and offer  
137 an opportunity to address problems and to support faculty members in their progress toward the

138 mid-term and tenure reviews.

139

140

141 **Mid-Term Reviews**

142

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

- 147 a. ~~(1) a contract until the end of the faculty member’s tenure and promotion review year,~~  
148 ~~which allows for the possibility of identifying any concerns that should be addressed~~  
149 ~~prior to consideration for promotion and tenure, as well as providing constructive~~  
150 ~~feedback and appropriate support identified in the review; or, ;(2) a one- or two-year~~  
151 ~~contract specifying an additional mid-term review; or (3)~~
- 152 b. a one-year, terminal contract in rare cases where the review determines the faculty  
153 member will be unable to meet the unit-level criteria for tenure and promotion by the  
154 time that the tenure decision would otherwise be expected is made and when there is  
155 consensus across all levels of review. Only a review decision resulting in a terminal  
156 contract may be appealed through the process specified in Article 21. ~~If a two-year~~  
157 ~~contract is issued under (2) and the subsequent mid-term review is not successful, the~~  
158 ~~bargaining unit faculty member’s employment will end with the expiration of the~~  
159 ~~contract.~~

160

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

168

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

173

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

177

- 178 1. **Election of Criteria:** The bargaining unit faculty member will be reviewed relative to the  
179 criteria in effect when their employment began. If the criteria have changed since the  
180 beginning of employment, the faculty member must choose either the earlier or current  
181 set of criteria.
- 182 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
183 faculty member’s current research, scholarly and creative activities and accomplishments,  
184

185 including publications, appointments, presentations, and similar activities.

- 186
- 187 3. **Scholarship portfolio:** A comprehensive portfolio of scholarship, research, and creative
- 188 activity during the review period; and appropriate evidence of national or international
- 189 recognition or impact.
- 190
- 191 4. **Personal statement:** A 3–6-page personal statement developed by the bargaining unit
- 192 faculty member ~~explaining how their provided material relates to demonstrates they are~~
- 193 ~~on track to meet meeting evaluating their performance measured against~~ the applicable
- 194 ~~unit-level~~ criteria for tenure and promotion. The personal statement should expressly
- 195 address the subjects of teaching; scholarship, research, and creative activity; service
- 196 contributions to the academic department, center or institute, school or college,
- 197 university, profession, and the community; and contributions to diversity, equity, and
- 198 inclusion.
- 199
- 200 5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions
- 201 of course content and instructional expectations for courses taught by the bargaining unit
- 202 faculty member, examples of class assignments and exams, information from student
- 203 experience surveys, which will be considered in light of the response rate, and similar
- 204 material.
- 205
- 206 6. **Service portfolio:** As ~~applicable available~~, evidence of the bargaining unit faculty
- 207 member’s service contributions to their academic department, center or institute, school
- 208 or college, university, profession, and the community. Such evidence could include white
- 209 papers authored or co-authored by the faculty member, commendations, awards, op-ed
- 210 pieces, and/or letters of appreciation. The portfolio may also include a short statement on
- 211 the faculty member’s unique service experiences or obligations.
- 212

213 **Section 15. Department or Unit Head’s Role.** The department or unit head will obtain and

214 place in the evaluation file copies of summary reports from the ~~teaching student~~-evaluation

215 process, including Student Experience Surveys. The file must also include recent peer

216 evaluations of the bargaining unit faculty member’s teaching that is aligned with the university-

217 wide teaching standards established by the University Senate.

218

219 Once the department or unit head has obtained all of the appropriate documents and information,

220 they will establish a committee of tenured faculty and provide the committee with access to the

221 documents and information. The department or unit head will then:

222

- 223 1. Obtain a report from the faculty committee including an assessment of the bargaining
- 224 unit faculty member’s progress toward tenure and promotion; and
- 225
- 226 2. Prepare their own ~~independent~~ evaluation of the bargaining unit member’s progress
- 227 toward tenure and promotion ~~that considers the entire file along with previous levels of~~
- 228 ~~review, takes into account the committee report and departmental discussion, and is~~
- 229 ~~consistent with Section 9~~; and
- 230
- 231 3. Provide the department or unit head’s written report to the bargaining unit faculty

232 member and allow the faculty member 10 days from the date of the receipt of the report  
233 to provide responsive material or information, which shall be included in the evaluation  
234 file; and

235  
236 4. Submit the evaluation file to the appropriate dean.

237  
238 If a department or unit has or develops a policy or practice of providing the report of the faculty  
239 committee to the bargaining unit faculty member, the department or unit head shall do so.

240  
241 **Section 16. Dean’s Role.** The dean will review the file and may consult with appropriate persons  
242 and may obtain and document additional relevant information. Once the dean deems the file  
243 complete, they will prepare a separate report and recommendation. The dean will share their  
244 written report and recommendation with the bargaining unit faculty member and allow the  
245 faculty member 10 ~~14~~ days from the date of receipt of the report to provide responsive material  
246 or information, which shall be included in the evaluation file. The dean then will submit a  
247 summary report including dean’s recommendation, department head’s recommendation, faculty  
248 committee report, and faculty member’s curriculum vitae, statement, and responsive material or  
249 information to the Provost or designee.

250  
251 **Section 17. Provost’s Role.** The Provost or designee will consider the cumulative  
252 recommendations received from department faculty, the department or unit head, and the dean,  
253 and then will decide the terms and duration of any subsequent appointment of the bargaining unit  
254 faculty member. Upon Provost review, the summary report will be placed in the faculty  
255 member’s departmental or college personnel file and a decision conveyed in writing to the  
256 faculty member no later than June 1.

257  
258  
259 **Tenure Review Process**

260  
261 **Section 18. Eligibility for tenure review.** Except as authorized in writing by the Provost or  
262 designee, a bargaining unit faculty member is entitled to a decision on tenure only after six  
263 consecutive academic or fiscal years of employment at ~~or above the FTE at which they were~~  
264 ~~hired. 1.0 FTE per year or the equivalent of consecutive part-time employment at or above 0.5~~  
265 ~~FTE per year.~~ An appointment is considered consecutive even if interrupted by one or more  
266 approved leaves of absence. Leaves are considered consistent with Section 7.

267  
268 **Section 19. Tenure Review period.** The tenure review will include all research, teaching, and  
269 service accomplished since the beginning of the faculty member’s employment in the current  
270 position in addition to other materials specified by the faculty member’s hiring agreement  
271 (Article 16). Leaves of absence not resulting in a clock stoppage will be considered as part of the  
272 review period.

273  
274 **Section 20. Initiating the Tenure Review Process.** To initiate the tenure review process, the  
275 department or unit head will contact the bargaining unit faculty member no later than winter term  
276 of the year preceding the year in which a tenure decision is required and request the following:

277  
278 1. **Election of Criteria:** The bargaining unit faculty member will be reviewed relative to the

279 criteria in effect during their last mid-term review. If the criteria have changed since the  
280 last mid-term review, the faculty member must choose either the earlier or current set of  
281 criteria.  
282

- 283 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
284 faculty member's current research, scholarly, and creative activities and  
285 accomplishments, including publications, appointments, presentations, and similar  
286 activities and accomplishments. This document should clearly differentiate between  
287 accomplishments that occurred during the review period and those that did not.  
288
- 289 3. **Scholarship portfolio:** A comprehensive portfolio of scholarship, research and creative  
290 activity during the review period; and appropriate evidence of national or international  
291 recognition or impact.  
292
- 293 4. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit  
294 faculty member ~~explaining how their provided material relates to demonstrates meeting~~  
295 ~~evaluating their performance measured against~~ the applicable unit-level criteria for tenure  
296 and promotion. The personal statement should expressly address the subjects of teaching;  
297 scholarship, research, and creative activity; service contributions to the academic  
298 department, center or institute, school or college, university, profession, and the  
299 community; and contributions to diversity, equity, and inclusion.  
300
- 301 5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions  
302 of course content and instructional expectations for courses taught by the bargaining unit  
303 faculty member, examples of class assignments and exams, information from student  
304 experience surveys, which will be considered in light of the response rate, and similar  
305 material.  
306
- 307 6. **Service portfolio:** As available, evidence of the bargaining unit faculty member's service  
308 contributions to their academic department, center or institute, school or college,  
309 university, profession, and the community. Such evidence could include white papers  
310 authored or co-authored by the faculty member, commendations, awards, op-ed pieces,  
311 and/or letters of appreciation. The portfolio may also include a short narrative elaborating  
312 on the faculty member's unique service experiences or obligations.  
313
- 314 7. **External reviewers:** ~~At the option of the bargaining unit faculty member,~~ A list of  
315 qualified outside reviewers ~~provided by the bargaining unit faculty member.~~  
316

317 All material in this Section, along with the following items, will be included in the Tenure  
318 Review File:  
319

- 320 8. **Additional Information.** Faculty members and/or the University may submit relevant  
321 information during a review from the date information is initially submitted to their  
322 department head through the date the Provost issues the final decision. Late submissions  
323 of information may result in additional questions to the faculty member or to reviewers at  
324 the previous levels. Additional information may include work completed during the  
325 review year, if such information or material is included, it may not be included in the

326 review period of subsequent reviews. If detrimental information is added to their file, the  
327 bargaining unit faculty member will be notified and may add a response or request the  
328 file go back to their department or unit faculty personnel committee for review, which  
329 may result in a decision delay. The additional faculty personnel committee report must be  
330 submitted along with the new information for inclusion in the Tenure Review File.  
331

- 332 9. **Mid-Term Review(s).** The dean’s summary report and the Provost’s final decision from  
333 any mid-term reviews conducted will be included.  
334

335 **Section 21. Schedule for Review of Tenure and Promotion Files.** The Office of the Provost  
336 will establish a schedule for the compilation and review of tenure and promotion files. If the  
337 bargaining unit faculty member fails to comply with the timeline established by the Provost for  
338 submission of materials, the department or unit head will notify the faculty member of the  
339 missed deadline by university email and the primary phone on record in the Banner system. If  
340 the faculty member does not respond within 14 days, tenure may be denied. If the faculty  
341 member responds within 14 days, the department or unit head will establish a new deadline for  
342 submission of all materials.  
343

344 The new deadline must allow the University adequate time to complete the tenure review process  
345 by June 1. If the faculty member misses the new deadline, tenure will be denied.  
346

347 **Section 22. External reviews.** The department or unit head will prepare a list of qualified  
348 external reviewers, with input from the department or unit faculty eligible to vote on a tenure and  
349 promotion case. The department or unit head will select a majority of the external reviewers from  
350 this independently prepared list, but the department or unit head’s primary responsibility is to  
351 obtain the best judgments from the most highly qualified experts in the appropriate areas. Most,  
352 if not all, of the external reviewers should be at the rank for which the candidate is being  
353 considered or above (i.e., associate professor or professor for tenure and promotion to associate  
354 professor; professor for promotion to professor). Reviewers generally should come from  
355 comparable AAU and research intensive institutions or programs. The suggestions regarding  
356 affiliations apply to the majority of external reviewers and are not strict prohibitions. A  
357 minimum of five substantive external evaluations is required for a tenure case to move forward.  
358

359 The department or unit head will recruit external reviewers from the list prepared by the  
360 department or unit head and the separate list provided by the bargaining unit faculty member. A  
361 ~~absolute~~ majority of external reviews included in the file must be ~~provided by reviewers~~ selected  
362 by the department or unit and not included on the list of reviewers provided by the faculty  
363 member under review. If there is overlap between the independently prepared lists, the external  
364 reviewer counts as a unit selection. The department or unit head will provide each external  
365 reviewer with the candidate’s signed and dated curriculum vitae, signed and dated personal  
366 statement, the candidate’s scholarship portfolio, and the department’s or unit’s written criteria for  
367 promotion and tenure. External reviewers may not be asked to evaluate the candidate against the  
368 standards of their own institution.  
369

370 **Section 23. Faculty Review.** The eligible faculty in the candidate’s department or unit, or a  
371 personnel committee comprised of a subset of the eligible faculty (if the department’s or unit’s  
372 internal policy specifies the creation of such a committee), will review the file and the external



373 reviews, prepare a report, and vote. In cases where there are too few eligible faculty members to  
374 form a personnel committee within the candidate's department or unit, the department or unit  
375 head will work with the appropriate dean to establish a committee including appropriate faculty  
376 members from outside the department. A final vote will be conducted by signed ballot, **which**  
377 **may happen electronically**, and the ballots will remain confidential to the extent permitted by  
378 law. **The department or unit head will inform the faculty member whether the vote was positive**  
379 **or not**. A de-identified vote tally, however, will be provided to the faculty member by the  
380 department or unit head **in the event of an appeal**.

381  
382 **Section 24. Review by Department or Unit Head, College or School Personnel Committee,**  
383 **and Dean.** The department or unit head will prepare **their own an independent** report and  
384 recommendation **that considers the entire file along with previous levels of review takes into**  
385 **account the committee report and departmental discussion consistent with Section 9** based on  
386 **their own judgment of** the file, and then forward the entire file to the appropriate dean. The file  
387 then will be reviewed by a school- or college-level personnel committee appointed by a process  
388 determined by the dean. The committee will prepare **their own an independent** report **consistent**  
389 **with Section 9**, and vote, and will forward the entire file to the dean. This step may be bypassed  
390 in schools or colleges whose deans choose not to convene a personnel committee. The dean will  
391 then prepare **their own an independent** report and recommendation based on **their own judgment**  
392 **of the** file and **consistent with Section 9, and** then meet with the candidate to discuss the case,  
393 review the recommendations made by the department committee, department or unit head, and  
394 the school or college-level personnel committee (if applicable), and the dean's own  
395 recommendation. The candidate will be provided with a copy of the dean's report that has been  
396 redacted in accordance with the waiver status to protect personally identifiable information. The  
397 candidate may provide responsive material for the file within **10 14**-days of the meeting with the  
398 dean or the receipt of the redacted report, whichever is later. The dean will then forward the  
399 entire file to the Office of the Provost.

400  
401 **Section 25. Provost's Review of File.** The Provost or designee will review the promotion and  
402 tenure file for completeness, **and**-general presentation, and may request additional information  
403 from the dean. The file forwarded to the Provost or designee should include the contents listed in  
404 Appendix 3: Tenure Review File Checklist.

405  
406 **Section 26. University Faculty Personnel Committee Review.** After the Provost or designee  
407 has reviewed the file and deemed it complete, the file is sent to the University Faculty Personnel  
408 Committee (FPC). The committee will review the file, request additional information from the  
409 Office of the Provost, or previous levels of review, if necessary, and then discuss and record a  
410 vote to recommend that tenure and promotion is either granted or denied. The committee will  
411 prepare a written summary of its discussion, which will include the outcome of the vote.

412  
413 **Section 27. Provost's Decision.** The Provost has plenary authority to award or deny tenure. The  
414 candidate will be notified in writing of the Provost's decision. The letter accompanying the  
415 decision will contain an explanation of the reasons underlying the Provost's decision, if the  
416 decision is to deny tenure or promotion. A tenured appointment may not be less than **0.50** FTE.  
417 If tenure is granted, the letter will include a statement indicating the FTE of the tenured  
418 appointment. The letter will be placed in the candidate's personnel file. The foregoing does not  
419 preclude a subsequent written agreement between the Provost or designee and the candidate

420 adjusting the FTE of the appointment, so long as the appointment is at least 0.50 FTE.

421  
422 Successful candidates are granted tenure and assume their new classification and rank at the start  
423 of the next academic year, or sooner at the discretion of the Provost. Candidates who are denied  
424 tenure will receive a notice of appointment, which expires at the end of the academic or fiscal  
425 year following the one in which the application for tenure was submitted.

426  
427 **Section 28. Withdrawal of Application.** A bargaining unit faculty member may withdraw an  
428 application for tenure in writing to the Provost and the dean at any time before the Provost's  
429 decision. Upon withdrawal, a bargaining unit faculty member will receive a notice of  
430 appointment which expires at the end of the academic or fiscal year following the one in which  
431 the application for tenure was submitted.

### 432 433 434 **Promotion to Full Professor Review**

435  
436 **Section 29. Promotion from Associate Professor to Professor.** The criteria for promotion to  
437 full professor are those outlined in the bargaining unit faculty member's unit-level policy. The  
438 process and timelines for review and evaluation for promotion from associate professor to  
439 professor are the same as those for promotion to associate professor and tenure, except:

- 440  
441 1. There is no requirement to initiate the promotion process to professor.
- 442  
443 2. Bargaining unit faculty members with tenure who are denied promotion from associate  
444 professor to professor will remain employed at the associate professor rank.
- 445  
446 3. If the review criteria have changed during the six years prior to the review, the faculty  
447 member may elect either the earlier or current set of criteria.
- 448  
449 4. The results of post-tenure reviews during the review period will be included in the  
450 promotion file.
- 451  
452 5. The review period for promotion reviews shall include all work accomplished since being  
453 awarded tenure.

### 454 455 **Post-Tenure Reviews**

456  
457 **Section 30.** Tenured bargaining unit faculty members at the rank of associate professor will have  
458 a third-year review in the third year following promotion and every three years thereafter ~~until~~  
459 ~~promotion to full professor~~. Tenured associate professors will not be required to complete a  
460 third-year review in a year when they are seeking a promotion to full professor. Following  
461 promotion, full professors will have alternating third-year reviews and major sixth-year post-  
462 tenure reviews. The primary function of post-tenure reviews ~~is are~~ to foster continued faculty  
463 professional growth and ~~is are~~ not a process to reevaluate the award of tenure. If a review is not  
464 successful, then a development plan may be established (Section ~~38 37~~). The post-tenure review  
465 process may not be used to shift the university's burden of proof in a proceeding to terminate a  
466 tenured faculty member for cause.

467  
468 **Section 31. Third-Year Post-Tenure Reviews.** Third-year post-tenure reviews will be informal  
469 reviews unless a department head and dean agree, or the Office of the Provost determines, that a  
470 formal review is necessary for the faculty member to meet expectations for a subsequent review.  
471 **a. Informal Third-Year Reviews.** The informal third-year post-tenure review is conducted by  
472 the appropriate department or unit head with the bargaining unit faculty member. Review  
473 Informal review materials will typically consist of a curriculum vitae, a brief personal statement  
474 (up to 3 pages) accounting for and explaining anything not clear from their CV, materials for the  
475 evaluation of teaching (where applicable), and a sabbatical report (where applicable) (Section  
476 33). As a result of the review, the department or unit head will prepare a concise statement that  
477 includes an evaluation of whether the faculty member is exceeding, meeting, or not meeting  
478 expectations under their unit level policy (or Section 39 38, as appropriate). The department head  
479 will and share their statement with the bargaining unit faculty member, who will have 10 14  
480 business days to respond in writing. The review materials, head's statement, and faculty  
481 member's response are then sent to the dean and then to the Office of the Provost for approval.  
482 The head's statement and any response from the bargaining unit faculty member, dean, and  
483 Office of the Provost will be placed in the bargaining unit faculty member's personnel file. If in  
484 the process of the informal review, the department or unit head and dean agree, or the Office of  
485 the Provost determines, that a formal review is necessary to meet expectations on a subsequent  
486 review, they will initiate the Formal Review process below and notify the faculty member. If a  
487 formal review is initiated, the statement and response will become part of the formal review  
488 dossier. **b. Formal Third-Year Reviews.** This process applies to associate and full professors  
489 who undergo a formal third-year post-tenure review. The department or unit head will convene a  
490 faculty personnel committee (if one does not already exist in the department or unit) that will  
491 review a faculty member's work in relation to the unit-level post-tenure review criteria, or the  
492 criteria in Section 38. If unit-level policies require a vote, the tenured department faculty with the  
493 same or higher rank, not including the candidate, will vote to endorse the committee's report and  
494 recommendation. The department or unit head will write a separate report in light of the  
495 materials gathered and the faculty committee's report and, if required, the faculty vote. The  
496 department or unit head will meet with the faculty member and will provide a copy of the head's  
497 report and the redacted faculty committee's report. The faculty member will have 10 business  
498 days from the date of the receipt of the report to provide responsive material or information,  
499 which shall be included in the evaluation file. These will be reviewed by the dean and the Office  
500 of the Provost. If the unit-level review criteria (or Section 39, as appropriate) were not met by the  
501 faculty member and the recommendation is re is consensus between the head, dean, or and  
502 Office of the Provost result of the review is to recommends to implement a development plan,  
503 then the head and faculty member will develop one in consultation with the dean to be approved  
504 by the Office of the Provost (Section 38 37).

505  
506 **Section 32. Sixth-Year Review.** Only full professors will have sixth-year post-tenure reviews,  
507 which will be . Tenured bargaining unit faculty members will have a review in the sixth year  
508 following promotion to full professor or six years after their previous a sixth-year post-tenure  
509 review.

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

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

1. **Criteria:** Criteria for sixth-year post-tenure reviews will be as specified in Section 39 38 below unless the department or unit has approved post-tenure review criteria. If the review criteria have changed during the six years prior to the review, the faculty member may elect either the earlier or current set of criteria.
2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the faculty member’s current research, scholarly, and creative activities and accomplishments, including publications, appointments, presentations and similar activities. This document should clearly differentiate between accomplishments that occurred during the review period and those that did not.
3. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit faculty member explaining how their provided material relates to ~~demonstrates meeting or exceeding~~ evaluating their performance measured against the applicable unit-level criteria for post-tenure review. The personal statement should expressly address the subjects of teaching; scholarship, research, and creative activity; service contributions to the academic department, center or institute, school or college, university, profession, and the community; and contributions to diversity, equity and inclusion.
4. **Sabbatical report:** A report of the accomplishments and benefits resulting from sabbatical, if applicable.

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

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

1. Obtain a report from the faculty committee including an assessment of the bargaining unit faculty member’s performance, a recommendation regarding the outcome of the review, and the results of the faculty vote; and
2. Prepare their own ~~independent an~~ evaluation ~~based on their own judgment~~ of the

561 bargaining unit faculty member's performance ~~that considers the entire file along with~~  
562 ~~previous levels of review takes into account the committee report and departmental~~  
563 ~~discussion consistent with Section 9~~; and

- 564
- 565 3. Provide the department or unit head's report to the bargaining unit faculty member and  
566 allow them 10 days from the date of the receipt of the report to provide responsive  
567 material or information, which shall be included in the evaluation file; and  
568
  - 569 4. Submit the evaluation file to the appropriate dean.  
570

571 If a department or unit has or develops a policy or practice of providing the report of the faculty  
572 committee to the bargaining unit faculty member, the department or unit head shall do so.  
573

574 **Section 36. Dean's Role.** The dean will review the file and may consult with appropriate persons  
575 and may obtain and document additional relevant information. Once the dean deems the file  
576 complete, they will prepare a separate report and independent recommendation. The dean will  
577 share their written report and recommendation with the bargaining unit faculty member, redacted  
578 as appropriate, and allow them 10 ~~14~~ days from the date of receipt of the report to provide  
579 responsive material and information, which shall be included in the evaluation file. The dean will  
580 then submit the complete evaluation file to the Office of the Provost.  
581

582 **Section 37. Provost's Role.** The Provost or designee will consider the cumulative evaluations  
583 received from the faculty committee, the department or unit head, and the dean.  
584

585 ~~{We are postponing discussion on this provision until we come to an agreement regarding merit~~  
586 ~~review provision}~~

587

588 If the Provost or designee concludes that the bargaining unit faculty member's performance  
589 meets or exceeds expectations in all areas of a sixth-year review, the bargaining unit faculty  
590 member will receive an increase in their base salary per Article 26.  
591

592 **Section 38. Development Plans.** If the Provost concludes that the bargaining unit faculty  
593 member's performance does not meet expectations in one or more areas, the dean and the  
594 department or unit head shall consult with the bargaining unit faculty member and shall  
595 recommend to the Provost a development plan for demonstrable improvement in the area(s) at  
596 issue. The goal of the plan is to put the faculty member on track to meet expectations in that area  
597 or areas at their subsequent review. The development plan should be implemented no later than  
598 the first term of the academic year following the review. Development plans may require  
599 adjustment of professional responsibilities (e.g., reduced service or teaching in order to support  
600 more research) and must specify a follow-up review timeline.  
601

602 If a faculty member has a development plan, the criteria in the area(s) specified in the  
603 development plan will be in effect for those areas of the subsequent review. If the faculty  
604 member does not meet expectations in the specified area(s), the Provost may ~~reduce~~ or ~~reassign~~  
605 the faculty member's FTE associated with the specified area(s) or may establish a new  
606 development plan or both. If the faculty member's FTE is adjusted, future reviews will reflect  
607 the adjustment of duties.

608  
609 ~~{We are postponing discussion on this provision until we come to an agreement regarding merit~~  
610 ~~review provision}~~  
611

612 A bargaining unit faculty member who has had their FTE or duties adjusted as the result of an  
613 unsuccessful development plan may elect to have their standard workload restored if, on a  
614 subsequent post-tenure review, they meet or exceed expectations in the areas in which the faculty  
615 member had previously been determined not to have met expectations. If the faculty member  
616 meets or exceeds expectations as outlined in the unit policies, they may, if they so choose,  
617 resume their standard workload the Fall following the year the post-tenure review was initiated.  
618

619 **Section 39. Post-Tenure Review Criteria.** Review criteria for third- and sixth-year post-tenure  
620 review are as follows, unless a department or unit has an approved unit-level policy establishing  
621 their own post-tenure review criteria through the process specified in Article 4.  
622

623 In cases where a tenured faculty member has a workload other than the standard tenure-track  
624 workload in the department or unit (e.g., with larger teaching and smaller research FTE, or vice  
625 versa) or is working under a development plan, the standard for meeting expectations in a third-  
626 or sixth-year review will be established by these alternate arrangements and informed by the  
627 unit-level policy and the guidelines below. *[moved up from below]* Each of the three areas below  
628 should include contributions in teaching, research, and service that demonstrably promote  
629 diversity, equity, and inclusion.  
630

- 631 1. **Teaching:** Teaching standards as established by the University Senate.  
632
- 633 2. **Research, scholarship, creative, and artistic achievement:** In general, research,  
634 scholarship, and creative achievement is demonstrated in the following categories. Each  
635 category applies in a given case only if that category is specified in the unit promotion  
636 and tenure policy. The standards of evaluation, unless otherwise specified by the unit  
637 policy, will be the standards established for promotion to full professor. Some categories  
638 to be considered include:
  - 639 a. publications and/or creative activities of significance and;
  - 640 b. externally funded research;
  - 641 c. patents, intellectual property developed; technologies licensed, companies spun-  
642 off;
  - 643 d. adoptions of research innovations by other researchers, organizations, or the  
644 public;
  - 645 e. research awards and prizes;
  - 646 f. membership in the national academies or other selective research societies;
  - 647 g. research in progress and substantially planned work (including grant proposals);
  - 648 h. translational research or scholarship that influences public policy or contributes to  
649 societal benefits;
  - 650 i. participation in conferences, conventions, seminars, and professional meetings;
  - 651 j. professional peer review, holding office in academic and professional  
652 organizations, serving on committees and/or on editorial boards;
  - 653 k. association with organizations and groups that will result in professional  
654 improvement of the faculty member and bring recognition to the university;

- 655 l. research or professional consultation for federal agencies, foundations, or other  
656 research sponsors;
- 657 m. recognized evidence of scholarly and professional visibility, such as special  
658 awards, scholarly citations, and the republication of work;
- 659 n. scope and depth of scholarship as revealed in public lectures, book reviews, and,  
660 in special circumstances, discussions;
- 661 o. works of art, such as painting, sculpture, design, planning, musical composition,  
662 poetry, fiction, drama, dance, photography, and film disseminated or exhibited in  
663 recognized venues of quality and distinction;
- 664 p. public performances: musical recitals, concerts, conducting, theater performance  
665 and production, dance performance and production, radio or television production  
666 disseminated/exhibited in recognized venues of quality and distinction;
- 667 q. public recognition: exhibitions, commissions, acceptance of work for permanent  
668 collections, awards.
- 669
- 670 3. **Service:** Consistent with promotion to full professor as specified in the collective  
671 bargaining agreement, senior faculty are expected to engage in significant service  
672 demonstrating leadership and commitment both within and outside the candidate's  
673 department or unit. Service must include some of the following:
- 674 a. leadership in academic and administrative roles:
- 675 i. academic program area or departmental administration and curriculum;
- 676 ii. personnel and policy committees or activities;
- 677 iii. college or school administration and committees or activities;
- 678 iv. university or state system administration and committees or activities.
- 679 b. service and activities on behalf of the larger community (local, state, national, and  
680 international governmental bodies, NGOs, etc.);
- 681 c. academic contributions to community activities, either as an individual or as a  
682 representative of the university;
- 683 d. service to professional and disciplinary organizations;
- 684 e. academic service on behalf of the public interest.
- 685

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