

1 UNIVERSITY OF OREGON PROPOSAL (4/18/2024)

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3 Document Key

4 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

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6 ARTICLE 20. TENURE REVIEW AND PROMOTION

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

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

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23 **Reviews**

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

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

34 (5) promotion-to-full-professor review for tenured faculty in their sixth year or later after  
35 receiving tenure; and (6) sixth-year post-tenure reviews for full professors ~~tenured faculty~~ in  
36 their sixth year following a ~~tenure and/or~~ promotion to full decision or following a previous  
37 sixth-year review.

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40 **General Review Provisions**

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

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46 **Section 5. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
47 days’ notice of any meeting or hearing, which the member is invited or required to attend with a

48 dean or the Provost or designee regarding recommendations or decisions on promotion or tenure.  
49 The bargaining unit faculty member may have a colleague or Union representative present at the  
50 meeting as an observer.

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52 **Section 6. Waiver of Access to Materials.** Bargaining unit members have the right whether to  
53 waive in advance in writing their access to see any or all of the evaluative materials (see Article  
54 8, Personnel Files). The choice by the bargaining unit faculty member to waive or not waive  
55 access to evaluative materials shall not be considered during the evaluation process. Such  
56 waivers, however, shall not preclude the use of redacted versions of these documents in an  
57 appeal process (Article 21). The redacted versions are intended to protect the identity of  
58 reviewers, who are informed about the faculty member’s waiver choice.

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60 **Section 7. Stopping of the “Tenure, Promotion, and Review Clock.”** The “tenure, promotion,  
61 and review clock” shall be stopped **for one year** in the following circumstances, unless the  
62 bargaining unit faculty member specifies otherwise:

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

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

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71 If the faculty member opts to restore the period when the clock was stopped, they may apply for  
72 review at the time they would have become eligible without the stopping of the clock. Leaves not  
73 resulting in a clock stoppage will be considered as a part of review periods. This Section applies  
74 to mid-term, tenure, and promotion reviews, as well as third-year and sixth-year post-tenure  
75 reviews.

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

## 86 87 88 **Pre-Tenure Reviews**

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90 **Section 9. Annual Pre-Tenure Reviews.** Each tenure-track bargaining unit faculty member who  
91 has not received tenure and is not in the process of a tenure review will have an annual review  
92 conducted by the department or unit head or designee. These annual reviews provide an  
93 opportunity to evaluate the tenure-track bargaining unit faculty member’s performance and offer  
94 an opportunity to address problems and to support faculty members in their progress toward the

95 mid-term and tenure reviews.

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## 98 **Mid-Term Reviews**

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100 **Section 10. Purpose, Outcomes and Appeals.** Mid-term reviews shall be an assessment of the  
101 bargaining unit faculty member's progress toward tenure and should assist the faculty member's  
102 development. The outcome of a mid-term review shall be either: *[inserted list formatting for*  
103 *clarity]*

- 104 a. ~~(1) a contract until the end of the faculty member's tenure and promotion review year,~~  
105 ~~which allows for the possibility of identifying any concerns that should be addressed~~  
106 ~~prior to consideration for promotion and tenure; or, ; (2) a one- or two-year contract~~  
107 ~~specifying an additional mid-term review; or (3)~~  
108 b. a one-year, terminal contract. Only a review decision resulting in a terminal contract may  
109 be appealed through the process specified in Article 21. ~~If a two-year contract is issued~~  
110 ~~under (2) and the subsequent mid-term review is not successful, the bargaining unit~~  
111 ~~faculty member's employment will end with the expiration of the contract.~~  
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113 **Section 11. Timing.** Each tenure-track bargaining unit faculty member who has not received  
114 tenure will have a mid-term review approximately halfway between appointment and eligibility  
115 for tenure, ~~except those appointed with a tenure review date three years or less from the time of~~  
116 ~~their initial appointment (Article 16, Section 6).~~ The timing of this review generally will be  
117 established at the time of appointment, in that this review will usually take place during the last  
118 year of the bargaining unit faculty member's initial contract. A successful review is one  
119 prerequisite for contract renewal.  
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121 **Section 12. Mid-Term Review Period.** The review will include all research, teaching, and  
122 service accomplished since the beginning of the faculty member's employment in the current  
123 position in addition to other materials specified by the faculty member's hiring agreement  
124 (Article 16). Leaves are considered consistent with Section 7.  
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126 **Section 13. Initiating the Mid-Term Review.** To initiate the mid-term review process, the  
127 department or unit head or designee will contact the bargaining unit faculty member during the  
128 fall term of the year in which the review will take place and request the following:  
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- 130 1. **Election of Criteria:** The bargaining unit faculty member will be reviewed relative to the  
131 criteria in effect when their employment began. If the criteria have changed since the  
132 beginning of employment, the faculty member must choose either the earlier or current  
133 set of criteria.  
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- 135 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
136 faculty member's current research, scholarly and creative activities and accomplishments,  
137 including publications, appointments, presentations, and similar activities.  
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- 139 3. **Scholarship portfolio:** A comprehensive portfolio of scholarship, research, and creative  
140 activity during the review period; and appropriate evidence of national or international  
141 recognition or impact.

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4. **Personal statement:** A 3–6-page personal statement developed by the bargaining unit faculty member ~~explaining how their provided material demonstrates meeting evaluating their performance measured against~~ the applicable criteria for tenure and promotion. 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.
  5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions of course content and instructional expectations for courses taught by the bargaining unit faculty member, examples of class assignments and exams, information from student experience surveys, which will be considered in light of the response rate, and similar material.
  6. **Service portfolio:** As ~~applicable available~~, evidence of the bargaining unit faculty member’s service contributions to their academic department, center or institute, school or college, university, profession, and the community. Such evidence could include white papers authored or co-authored by the faculty member, commendations, awards, op-ed pieces, and/or letters of appreciation. The portfolio may also include a short statement on the faculty member’s unique service experiences or obligations.

164 **Section 14. Department or Unit Head’s Role.** The department or unit head will obtain and  
165 place in the evaluation file copies of summary reports from the ~~teaching student~~-evaluation  
166 process, including Student Experience Surveys. The file must also include recent peer  
167 evaluations of the bargaining unit faculty member’s teaching that is aligned with the university-  
168 wide teaching standards established by the University Senate. Once the department or unit head  
169 has obtained all of the appropriate documents and information, they will establish a committee of  
170 tenured faculty and provide the committee with access to the documents and information. The  
171 department or unit head will then:

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1. Obtain a report from the faculty committee including an assessment of the bargaining unit faculty member’s progress toward tenure and promotion; and
  2. Prepare their own independent evaluation of the bargaining unit member’s progress toward tenure and promotion; and
  3. Provide the department or unit head’s written report to the bargaining unit faculty member and allow the faculty member 10 days from the date of the receipt of the report to provide responsive material or information, which shall be included in the evaluation file; and
  4. Submit the evaluation file to the appropriate dean.

186 If a department or unit has or develops a policy or practice of providing the report of the faculty  
187 committee to the bargaining unit faculty member, the department or unit head shall do so.  
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189 **Section 15. Dean’s Role.** The dean will review the file and may consult with appropriate persons  
190 and may obtain and document additional relevant information. Once the dean deems the file  
191 complete, they will prepare a separate report and recommendation. The dean will share their  
192 written report and recommendation with the bargaining unit faculty member and allow the  
193 faculty member 10 days from the date of receipt of the report to provide responsive material or  
194 information, which shall be included in the evaluation file. The dean then will submit a summary  
195 report including dean’s recommendation, department head’s recommendation, faculty committee  
196 report, and faculty member’s curriculum vitae, statement, and responsive material or information  
197 to the Provost or designee.

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199 **Section 16. Provost’s Role.** The Provost or designee will consider the cumulative  
200 recommendations received from department faculty, the department or unit head, and the dean,  
201 and then will decide the terms and duration of any subsequent appointment of the bargaining unit  
202 faculty member. Upon Provost review, the summary report will be placed in the faculty  
203 member’s departmental or college personnel file and a decision conveyed in writing to the  
204 faculty member no later than June 1.

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## 207 **Tenure Review Process**

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209 **Section 17. Eligibility for tenure review.** Except as authorized in writing by the Provost or  
210 designee, a bargaining unit faculty member is entitled to a decision on tenure only after six  
211 consecutive academic or fiscal years of employment at [or above the FTE which they were hired.](#)  
212 ~~1.0 FTE per year or the equivalent of consecutive part time employment at or above 0.5 FTE per~~  
213 ~~year.~~ An appointment is considered consecutive even if interrupted by one or more approved  
214 leaves of absence. Leaves are considered consistent with Section 7.

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216 **Section 18. Tenure Review period.** The tenure review will include all research, teaching, and  
217 service accomplished since the beginning of the faculty member’s employment in the current  
218 position in addition to other materials specified by the faculty member’s hiring agreement  
219 (Article 16). Leaves of absence not resulting in a clock stoppage will be considered as part of the  
220 review period.

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222 **Section 19. Initiating the Tenure Review Process.** To initiate the tenure review process, the  
223 department or unit head will contact the bargaining unit faculty member no later than winter term  
224 of the year preceding the year in which a tenure decision is required and request the following:

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- 226 1. **Election of Criteria:** The bargaining unit faculty member will be reviewed relative to the  
227 criteria in effect during their last mid-term review. If the criteria have changed since the  
228 last mid-term review, the faculty member must choose either the earlier or current set of  
229 criteria.
- 230  
231 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
232 faculty member’s current research, scholarly, and creative activities and  
233 accomplishments, including publications, appointments, presentations, and similar  
234 activities and accomplishments. This document should clearly differentiate between  
235 accomplishments that occurred during the review period and those that did not.

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3. **Scholarship portfolio:** A comprehensive portfolio of scholarship, research and creative activity during the review period; and appropriate evidence of national or international recognition or impact.
  4. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit faculty member ~~explaining how their provided material demonstrates meeting evaluating their performance measured against~~ the applicable criteria for tenure and promotion. 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.
  5. **Teaching portfolio:** Representative examples of course syllabi or equivalent descriptions of course content and instructional expectations for courses taught by the bargaining unit faculty member, examples of class assignments and exams, information from student experience surveys, which will be considered in light of the response rate, and similar material.
  6. **Service portfolio:** As available, evidence of the bargaining unit faculty member's service contributions to their academic department, center or institute, school or college, university, profession, and the community. Such evidence could include white papers authored or co-authored by the faculty member, commendations, awards, op-ed pieces, and/or letters of appreciation. The portfolio may also include a short narrative elaborating on the faculty member's unique service experiences or obligations.
  7. **External reviewers:** ~~At the option of the bargaining unit faculty member, A~~ a list of qualified outside reviewers ~~provided by the bargaining unit faculty member.~~

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

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

283 **Section 20. Schedule for Review of Tenure and Promotion Files.** The Office of the Provost  
284 will establish a schedule for the compilation and review of tenure and promotion files. If the  
285 bargaining unit faculty member fails to comply with the timeline established by the Provost for  
286 submission of materials, the department or unit head will notify the faculty member of the  
287 missed deadline by university email and the primary phone on record in the Banner system. If  
288 the faculty member does not respond within 14 days, tenure may be denied. If the faculty  
289 member responds within 14 days, the department or unit head will establish a new deadline for  
290 submission of all materials.

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292 The new deadline must allow the University adequate time to complete the tenure review process  
293 by June 1. If the faculty member misses the new deadline, tenure will be denied.  
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295 **Section 21. External reviews.** The department or unit head will prepare a list of qualified  
296 external reviewers, with input from the department or unit faculty eligible to vote on a tenure and  
297 promotion case. The department or unit head will select a majority of the external reviewers from  
298 this independently prepared list, but the department or unit head's primary responsibility is to  
299 obtain the best judgments from the most highly qualified experts in the appropriate areas. Most,  
300 if not all, of the external reviewers should be at the rank for which the candidate is being  
301 considered or above (i.e., associate professor or professor for tenure and promotion to associate  
302 professor; professor for promotion to professor). Reviewers generally should come from  
303 comparable AAU and research intensive institutions or programs. The suggestions regarding  
304 affiliations apply to the majority of external reviewers and are not strict prohibitions. A  
305 minimum of five substantive external evaluations is required for a tenure case to move forward.  
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307 The department or unit head will recruit external reviewers from the list prepared by the  
308 department or unit head and the separate list provided by the bargaining unit faculty member. A  
309 ~~absolute~~ majority of external reviews included in the file must be ~~provided by reviewers~~ selected  
310 by the department or unit and not included on the list of reviewers provided by the faculty  
311 member under review. If there is overlap between the independently prepared lists, the external  
312 reviewer counts as a unit selection. The department or unit head will provide each external  
313 reviewer with the candidate's signed and dated curriculum vitae, signed and dated personal  
314 statement, the candidate's scholarship portfolio, and the department's or unit's written criteria for  
315 promotion and tenure. External reviewers may not be asked to evaluate the candidate against the  
316 standards of their own institution.  
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318 **Section 22. Faculty Review.** The eligible faculty in the candidate's department or unit, or a  
319 personnel committee comprised of a subset of the eligible faculty (if the department's or unit's  
320 internal policy specifies the creation of such a committee), will review the file and the external  
321 reviews, prepare a report, and vote. In cases where there are too few eligible faculty members to  
322 form a personnel committee within the candidate's department or unit, the department or unit  
323 head will work with the appropriate dean to establish a committee including appropriate faculty  
324 members from outside the department. A final vote will be conducted by signed ballot, ~~which~~  
325 ~~may happen electronically~~, and the ballots will remain confidential to the extent permitted by  
326 law. ~~The department or unit head will inform the faculty member whether the vote was positive~~  
327 ~~or not. A de-identified vote tally, however, will be provided to the faculty member by the~~  
328 ~~department or unit head.~~  
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330 **Section 23. Review by Department or Unit Head, College or School Personnel Committee,**  
331 **and Dean.** The department or unit head will prepare an ~~independent~~ report and recommendation  
332 ~~based on their own judgment of the file~~, and then forward the entire file to the appropriate dean.  
333 The file then will be reviewed by a school- or college-level personnel committee appointed by a  
334 process determined by the dean. The committee will prepare an independent report and vote, and  
335 will forward the entire file to the dean. This step may be bypassed in schools or colleges whose  
336 deans choose not to convene a personnel committee. The dean will then prepare an ~~independent~~  
337 report and recommendation ~~based on their own judgment of the file~~, and then meet with the  
338 candidate to discuss the case, review the recommendations made by the department committee,  
339 department or unit head, and the school or college-level personnel committee (if applicable), and  
340 the dean's own recommendation. The candidate will be provided with a copy of the dean's report  
341 that has been redacted in accordance with the waiver status to protect personally identifiable  
342 information. The candidate may provide responsive material for the file within 10 days of the  
343 meeting with the dean or the receipt of the redacted report, whichever is later. The dean will then  
344 forward the entire file to the Office of the Provost.

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346 **Section 24. Provost's Review of File.** The Provost or designee will review the promotion and  
347 tenure file for completeness, ~~and~~ general presentation, and may request additional information  
348 from the dean. The file forwarded to the Provost or designee should include the contents listed in  
349 Appendix 3: Tenure Review File Checklist.

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351 **Section 25. University Faculty Personnel Committee Review.** After the Provost or designee  
352 has reviewed the file and deemed it complete, the file is sent to the University Faculty Personnel  
353 Committee (FPC). The committee will review the file, request additional information from the  
354 Office of the Provost, or previous levels of review, if necessary, and then discuss and record a  
355 vote to recommend that tenure and promotion is either granted or denied. The committee will  
356 prepare a written summary of its discussion, which will include the outcome of the vote.

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358 **Section 26. Provost's Decision.** The Provost has plenary authority to award or deny tenure. The  
359 candidate will be notified in writing of the Provost's decision. The letter accompanying the  
360 decision will contain an explanation of the reasons underlying the Provost's decision, if the  
361 decision is to deny tenure or promotion. A tenured appointment may not be less than 0.50 FTE.  
362 If tenure is granted, the letter will include a statement indicating the FTE of the tenured  
363 appointment. The letter will be placed in the candidate's personnel file. The foregoing does not  
364 preclude a subsequent written agreement between the Provost or designee and the candidate  
365 adjusting the FTE of the appointment, so long as the appointment is at least 0.50 FTE.

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

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372 **Section 27. Withdrawal of Application.** A bargaining unit faculty member may withdraw an  
373 application for tenure in writing to the Provost and the dean at any time before the Provost's  
374 decision. Upon withdrawal, a bargaining unit faculty member will receive a notice of  
375 appointment which expires at the end of the academic or fiscal year following the one in which  
376 the application for tenure was submitted.



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## Promotion to Full Professor Review

**Section 28. Promotion from Associate Professor to Professor.** The criteria for promotion to full professor are those outlined in the bargaining unit faculty member’s unit-level policy. The process and timelines for review and evaluation for promotion from associate professor to professor are the same as those for promotion to associate professor and tenure, except:

1. There is no requirement to initiate the promotion process to professor.
2. Bargaining unit faculty members with tenure who are denied promotion from associate professor to professor will remain employed at the associate professor rank.
3. 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.
4. The results of post-tenure reviews during the review period will be included in the promotion file.
5. The review period for promotion reviews shall include all work accomplished since being awarded tenure.

## Post-Tenure Reviews

**Section 29.** Tenured bargaining unit faculty members at the rank of associate professor will have a third-year review in the third year following promotion and every three years thereafter ~~until promotion to full professor~~. Tenured associate professors will not be required to complete a third-year review in a year when they are seeking a promotion to full professor. Following promotion, full professors will have alternating third-year reviews and major sixth-year post-tenure reviews. The primary function of post-tenure reviews ~~is are~~ to foster continued faculty professional growth and ~~is are~~ not a process to reevaluate the award of tenure. If a review is not successful, then a development plan may be established (Section 37). The post-tenure review process may not be used to shift the university’s burden of proof in a proceeding to terminate a tenured faculty member for cause.

**Section 30. Third-Year Reviews.** Third-year reviews will be ~~informal reviews unless a department head and dean agree, or the Office of the Provost determines, that a formal review is necessary for the faculty member to meet expectations for a subsequent review.~~ **a. Informal Third-Year Reviews.** ~~The informal third-year post-tenure review is~~ conducted by the appropriate department or unit head with the bargaining unit faculty member. ~~Review Informal review~~ materials will typically consist of a curriculum vitae, ~~a brief~~ personal statement (up to 3 pages) accounting for and explaining anything not clear from their CV, materials for the evaluation of teaching (where applicable), and a sabbatical report (where applicable) (Section 33). As a result of the review, the department or unit head will prepare a concise statement ~~that includes an evaluation of whether the faculty member is meeting or not meeting expectations under their unit level policy (or Section 38, as appropriate).~~ The department head will ~~and~~ share

424 ~~their statement #~~ with the bargaining unit faculty member, who will have 10 ~~business~~ days to  
425 respond in writing. The review materials, head's statement, and faculty ~~member's~~ response are  
426 then sent to the dean and then to Office of the Provost for approval. The head's statement and  
427 any response ~~from the bargaining unit faculty member, dean, and Office of the Provost will be~~  
428 ~~placed in the bargaining unit faculty member's personnel file. If in the process of the informal~~  
429 ~~review, the department or unit head and dean agree, or the Office of the Provost determines, that~~  
430 ~~a formal review is necessary to meet expectations on a subsequent review, they will initiate the~~  
431 ~~Formal Review process below and notify the faculty member. If a formal review is initiated, the~~  
432 ~~statement and response will become part of the formal review dossier. **b. Formal Third-Year**~~  
433 ~~**Reviews.** This process applies to associate and full professors who undergo a formal third-year~~  
434 ~~post-tenure review. The department or unit head will convene a faculty personnel committee (if~~  
435 ~~one does not already exist in the department or unit) that will review a faculty member's work in~~  
436 ~~relation to the unit level post-tenure review criteria, or the criteria in Section 38. If unit level~~  
437 ~~policies require a vote, the tenured department faculty with the same or higher rank, not~~  
438 ~~including the candidate, will vote to endorse the committee's report and recommendation. The~~  
439 ~~department or unit head will write a separate report in light of the materials gathered and the~~  
440 ~~faculty committee's report and, if required, the faculty vote. The department or unit head will~~  
441 ~~meet with the faculty member and will provide a copy of the head's report and the redacted~~  
442 ~~faculty committee's report. The faculty member will have 10 business days from the date of the~~  
443 ~~receipt of the report to provide responsive material or information, which shall be included in the~~  
444 ~~evaluation file. These will be reviewed by the dean and the Office of the Provost. If the head,~~  
445 ~~dean, or Office of the Provost result of the review is to~~ recommends a development plan, then the  
446 head and faculty member will develop one in consultation with the dean to be approved by the  
447 Office of the Provost (Section 37).

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449 **Section 31. Sixth-Year Review.** Only full professors will have sixth-year post-tenure reviews,  
450 ~~which will be . Tenured bargaining unit faculty members will have a review~~ in the sixth year  
451 following promotion to full professor or ~~six years~~ after ~~their previous a sixth-year~~ post-tenure  
452 review.

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454 **Section 32. Sixth-Year Review Period.** The review period will include all work accomplished  
455 during the previous six years, taking into account any leaves and resulting clock stoppages  
456 (Section 7).

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458 **Section 33. Initiating the Sixth-Year Review.** To initiate the review process, the department or  
459 unit head or designee will contact the bargaining unit faculty member during the fall term of the  
460 year in which the review will take place and request the following:

- 461
- 462 1. **Criteria:** Criteria for sixth-year post-tenure reviews will be as specified in Section 38  
463 below unless the department or unit has approved post-tenure review criteria. If the  
464 review criteria have changed during the six years prior to the review, the faculty member  
465 may elect either the earlier or current set of criteria.
  - 466
  - 467 2. **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
468 faculty member's current research, scholarly, and creative activities and  
469 accomplishments, including publications, appointments, presentations and similar  
470 activities. This document should clearly differentiate between accomplishments that

471 occurred during the review period and those that did not.

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- 473 3. **Personal statement:** A 3-6 page personal statement developed by the bargaining unit
- 474 faculty member ~~explaining how their provided material demonstrates meeting evaluating~~
- 475 ~~their performance measured against~~ the applicable criteria for post-tenure review. The
- 476 personal statement should expressly address the subjects of teaching; scholarship,
- 477 research, and creative activity; service contributions to the academic department, center
- 478 or institute, school or college, university, profession, and the community; and
- 479 contributions to diversity, equity and inclusion.
- 480
- 481 4. **Sabbatical report:** A report of the accomplishments and benefits resulting from
- 482 sabbatical, if applicable.
- 483

484 **Section 34. Department or Unit Head's Role.** The department or unit head or designee will

485 obtain and place in the evaluation file copies of summary reports drawn, as appropriate, from the

486 system of ~~teaching student~~ evaluation of teaching evaluation that was in effect prior to Fall 2019

487 and the Student Experience Surveys that were effective as of Fall 2019. The file must also

488 include a recent peer evaluation of the bargaining unit faculty member's teaching. Peer teaching

489 reviews should be aligned with the university-wide teaching standards as established by the

490 University Senate.

491

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

493 they will establish a committee of full professors and provide the committee with access to the

494 documents and information. The faculty committee will prepare a report and a recommendation

495 regarding the outcome of the review. The report and recommendation will be reviewed by the

496 committee who will vote on the recommendation. The department or unit head or designee will

497 then:

498

- 499 1. Obtain a report from the faculty committee including an assessment of the bargaining
- 500 unit faculty member's performance, a recommendation regarding the outcome of the
- 501 review, and the results of the faculty vote; and
- 502
- 503 2. Prepare ~~their own independent~~ an evaluation ~~based on their own judgment~~ of the
- 504 bargaining unit faculty member's performance; and
- 505
- 506 3. Provide the department or unit head's report to the bargaining unit faculty member and
- 507 allow them 10 days from the date of the receipt of the report to provide responsive
- 508 material or information, which shall be included in the evaluation file; and
- 509
- 510 4. Submit the evaluation file to the appropriate dean.
- 511

512 ~~If a department or unit has or develops a policy or practice of providing the report of the faculty~~

513 ~~committee to the bargaining unit faculty member, the department or unit head shall do so.~~

514

515 **Section 35. Dean's Role.** The dean will review the file and may consult with appropriate persons

516 and may obtain and document additional relevant information. Once the dean deems the file

517 complete, they will prepare a separate report and independent recommendation. The dean will

518 share their written report and recommendation with the bargaining unit faculty member, redacted  
519 as appropriate, and allow them 10 days from the date of receipt of the report to provide  
520 responsive material and information, which shall be included in the evaluation file. The dean will  
521 then submit the complete evaluation file to the Office of the Provost.

522  
523 **Section 36. Provost's Role.** The Provost or designee will consider the cumulative evaluations  
524 received from the faculty committee, the department or unit head, and the dean.

525  
526 If the Provost or designee concludes that the bargaining unit faculty member's performance  
527 meets or exceeds expectations in all areas of a sixth-year review, the bargaining unit faculty  
528 member will receive an increase in their base salary per Article 26.

529  
530 **Section 37. Development Plans.** If the Provost concludes that the bargaining unit faculty  
531 member's performance does not meet expectations in one or more areas, the dean and the  
532 department or unit head shall consult with the bargaining unit faculty member and shall  
533 recommend to the Provost a development plan for demonstrable improvement in the area(s) at  
534 issue. The goal of the plan is to put the faculty member on track to meet expectations in that area  
535 or areas at their subsequent review. The development plan should be implemented no later than  
536 the first term of the academic year following the review. Development plans may require  
537 adjustment of professional responsibilities (e.g., reduced service or teaching in order to support  
538 more research) and must specify a follow-up review timeline.

539  
540 If a faculty member has a development plan, the criteria in the area(s) specified in the  
541 development plan will be in effect for those areas of the subsequent review. If the faculty  
542 member does not meet expectations in the specified area(s), the Provost may reduce or reassign  
543 the faculty member's FTE associated with the specified area(s) or may establish a new  
544 development plan or both. If the faculty member's FTE is adjusted, future reviews will reflect  
545 the adjustment of duties.

546  
547 A bargaining unit faculty member who has had their FTE or duties adjusted as the result of an  
548 unsuccessful development plan may elect to have their standard workload restored if, on a  
549 subsequent post-tenure review, they meet or exceed expectations in the areas in which the faculty  
550 member had previously been determined not to have met expectations. If the faculty member  
551 meets or exceeds expectations as outlined in the unit policies, they may, if they so choose,  
552 resume their standard workload the Fall following the year the post-tenure review was initiated.

553  
554 **Section 38. Post-Tenure Review Criteria.** Review criteria for third- and sixth-year post-tenure  
555 review are as follows, unless a department or unit has an approved unit-level policy establishing  
556 their own post-tenure review criteria through the process specified in Article 4.

557  
558 In cases where a tenured faculty member has a workload other than the standard tenure-track  
559 workload in the department or unit (e.g., with larger teaching and smaller research FTE, or vice  
560 versa) or is working under a development plan, the standard for meeting expectations in a third-  
561 or sixth-year review will be established by these alternate arrangements and informed by the  
562 unit-level policy and the guidelines below. *[moved up from below]* Each of the three areas below  
563 should include contributions in teaching, research, and service that demonstrably promote  
564 diversity, equity, and inclusion.

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1. **Teaching:** Teaching standards as established by the University Senate.
  2. **Research, scholarship, creative, and artistic achievement:** In general, research, scholarship, and creative achievement is demonstrated in the following categories. Each category applies in a given case only if that category is specified in the unit promotion and tenure policy. The standards of evaluation, unless otherwise specified by the unit policy, will be the standards established for promotion to full professor. Some categories to be considered include:
    - a. publications and/or creative activities of significance and;
    - b. externally funded research;
    - c. patents, intellectual property developed; technologies licensed, companies spun-off;
    - d. adoptions of research innovations by other researchers, organizations, or the public;
    - e. research awards and prizes;
    - f. membership in the national academies or other selective research societies;
    - g. research in progress and substantially planned work (including grant proposals);
    - h. translational research or scholarship that influences public policy or contributes to societal benefits;
    - i. participation in conferences, conventions, seminars, and professional meetings;
    - j. professional peer review, holding office in academic and professional organizations, serving on committees and/or on editorial boards;
    - k. association with organizations and groups that will result in professional improvement of the faculty member and bring recognition to the university;
    - l. research or professional consultation for federal agencies, foundations, or other research sponsors;
    - m. recognized evidence of scholarly and professional visibility, such as special awards, scholarly citations, and the republication of work;
    - n. scope and depth of scholarship as revealed in public lectures, book reviews, and, in special circumstances, discussions;
    - o. works of art, such as painting, sculpture, design, planning, musical composition, poetry, fiction, drama, dance, photography, and film disseminated or exhibited in recognized venues of quality and distinction;
    - p. public performances: musical recitals, concerts, conducting, theater performance and production, dance performance and production, radio or television production disseminated/exhibited in recognized venues of quality and distinction;
    - q. public recognition: exhibitions, commissions, acceptance of work for permanent collections, awards.
  3. **Service:** Consistent with promotion to full professor as specified in the collective bargaining agreement, senior faculty are expected to engage in significant service demonstrating leadership and commitment both within and outside the candidate's department or unit. Service must include some of the following:
    - a. leadership in academic and administrative roles:
      - i. academic program area or departmental administration and curriculum;
      - ii. personnel and policy committees or activities;

- 612                   iii. college or school administration and committees or activities;  
613                   iv. university or state system administration and committees or activities.  
614           b. service and activities on behalf of the larger community (local, state, national, and  
615           international governmental bodies, NGOs, etc.);  
616           c. academic contributions to community activities, either as an individual or as a  
617           representative of the university;  
618           d. service to professional and disciplinary organizations;  
619           e. academic service on behalf of the public interest.

620

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