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2 UNITED ACADEMICS COUNTERPROPOSAL (8/13/2024)  
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (7/15/2024)  
4 UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)  
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10 **Document Key**

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12

13 **ARTICLE 19. CAREER FACULTY REVIEW AND PROMOTION**  
14

15 **Preamble.** Career appointments are either Career instructional or Career research for the  
16 purposes of this Article.  
17

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

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

27 **Career Faculty Review and Promotion**  
28

29 **Section 1.** Reviews for Career faculty will include reviews associated with performance,  
30 promotion, and continuous employment. A performance review will not be required in the year a  
31 bargaining unit faculty member has a promotion or continuous employment review.  
32

33 **Section 2. Policies and Procedures.** Each department or unit that employs Career faculty will  
34 maintain unit-level policies for Career faculty review and promotion in accordance with Article  
35 4.  
36

37 **Career Faculty Performance Reviews**  
38

39 **Section 3. Performance Reviews.** Performance reviews for Career faculty are for the purpose of  
40 determining if the faculty member is meeting the standard of excellence appropriate to a Career  
41 instructional or Career research faculty member at an AAU institution based on their job duties.  
42 Performance reviews should be designed to help Career faculty members grow as educators,  
43 scholars, and researchers, as appropriate; identify areas of strength; and identify areas that need  
44 improvement associated with their position. Career performance reviews should include a stage-  
45 appropriate assessment of the likelihood of success in a subsequent promotion review. ~~As part of~~  
46 ~~p~~-Performance reviews, also allow supervisors of Career faculty members with a position  
47

48 description to ~~shall collaborate with those Career faculty members on keeping to keep the~~  
49 position description up to date as an accurate reflection of the position. Performance reviews  
50 shall consider any lack of resources necessary to the performance of professional responsibilities  
51 that were identified in previous workload discussions (Article 17, Section 3). ~~account for any~~  
52 ~~lack of support and services necessary to the performance of professional responsibilities -~~  
53 ~~Bargaining unit faculty members who have not received from the University the material support~~  
54 ~~and services to perform their professional responsibilities shall be held harmless for those~~  
55 ~~particular professional responsibilities in performance review and promotion processes.~~

56  
57 **Section 4. Performance Review Timing.**

- 58
- 59 a. Career instructional faculty will have a performance review each year for the first three  
60 years of their employment and at least once every three years thereafter (academic years  
61 for 9-month appointments and fiscal years for 12-month appointments). The three-year  
62 schedule is reset after a successful promotion or continuous employment review.  
63
  - 64 b. Career research faculty will have a performance review annually, which will also serve as  
65 the basis for distributions if a merit pool is agreed to in Article 26.  
66
  - 67 c. Performance reviews may take place out of cycle when a department or unit head has  
68 identified or become aware of performance problems. The department or unit head shall  
69 meet with the Career faculty member to discuss areas of concern and evaluate whether a  
70 formal out-of-cycle performance review or performance improvement plan (Section 6.e)  
71 is warranted. Nothing in this Article changes the process for addressing poor performance  
72 for funding-contingent faculty set forth in Article 16, Section 18.  
73

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

80 **Section 6. Performance Review Process.**

- 81
- 82 a. As part of each performance review, a Career faculty member will have an opportunity to  
83 submit a ~~brief~~ personal statement (~~no more than three pages~~) containing information  
84 relevant to their performance of assigned duties and responsibilities.  
85
  - 86 b. The review process will include an opportunity for the Career faculty member to discuss  
87 their efforts, performance, and goals or improvement opportunities with an appropriate  
88 supervisor, department, or unit head at least once during each review period.  
89
  - 90 c. Performance reviews must include a determination ~~whether~~ the Career faculty member  
91 meets, ~~exceeds~~ or does not meet expectations in each of their assigned duties. ~~as follows:~~  
92

93 [We are postponing discussion on this provision until we come to an agreement regarding merit

94 review provision]

95  
96 i. ~~When the review is used in conjunction with a salary determination (i.e., merit),~~  
97 ~~the performance review must include a determination whether of if the Career~~  
98 ~~faculty member meets, exceeds, or does not meet expectations in each of their~~  
99 ~~assigned duties.~~

100  
101 ii. ~~When the review is not in conjunction with a salary determination, the~~  
102 ~~performance review must include a determination whether of if the Career faculty~~  
103 ~~member meets, exceeds, or does not meet expectations in each of their assigned~~  
104 ~~duties. If any salary increases not contemplated at the time of the performance~~  
105 ~~review require a differentiation between meets and exceeds expectations, the~~  
106 ~~determination will default to exceeds expectations.~~

107  
108 d. The supervisor, department, or unit head will summarize, in writing, any committee or  
109 peer review along with their own assessment and will communicate the results of the  
110 review and provide a copy of their summary in writing to the bargaining unit faculty  
111 member. The faculty member will have 10 days from the date of the receipt of the report  
112 to provide a response, which shall be appended to the completed performance review.

113  
114 e. If the determination of the performance review is that the Career faculty member does not  
115 meet expectations in one or more of their assigned duties, the supervisor, department, or  
116 unit head will meet with the faculty member to discuss a performance improvement plan,  
117 which will include written documentation of the areas for improvement, instructions to  
118 meet expectations in those areas, a timeline to carry out those instructions, and an explicit  
119 timeframe for assessing progress. The performance improvement plan will be signed by  
120 the supervisor, faculty member, and vice president, vice provost, dean, or director.

121  
122 If that follow-up progress assessment, which may be a performance review, determines  
123 that the Career faculty member still does not meet expectations in one or more of the  
124 assigned duties previously identified as areas of concern, that Career faculty member may  
125 be subject to layoff (Article 16, Section 12.a.).

## 126 127 128 **Career Promotion Reviews**

### 129 130 **General Career Promotion Review Considerations**

131  
132 **Section 7. Accelerated Review.** An accelerated promotion review may occur in particularly  
133 meritorious cases as determined by the Office of the Provost in consultation with the appropriate  
134 vice president, vice provost, dean, department or unit head, and the bargaining unit faculty  
135 member.

136  
137 **Section 8. Credit for Prior Service.** ~~Bargaining unit faculty members at 0.5 annualized FTE or~~  
138 ~~greater reclassified from Pro Tem to Career positions may shall receive credit towards promotion~~  
139 ~~when appropriate. to the same extent that they would have received credit had they been~~

140 ~~classified as Career faculty. for the number of years employed as Pro Tem faculty.~~ When a  
141 ~~bargaining unit faculty member receives~~ credit for prior service ~~is agreed upon~~, the terms of hire  
142 or reclassification will state the number of years of credit granted for comparable work, specific  
143 review considerations, and the earliest date for promotion eligibility. ~~Bargaining unit faculty~~  
144 ~~members reclassified from Pro Tem to Career positions will receive credit towards promotion for~~  
145 ~~the number of years employed as Pro Tem faculty.~~

146  
147 **Section 9. Reapplication for Promotion.** An unsuccessful candidate for promotion may  
148 continue employment at their current rank as long as eligible to do so under this Agreement.  
149 Career faculty bargaining unit members who are denied promotion may reapply for promotion  
150 after having been employed by the university for an additional three years or longer at an average  
151 of 0.5 annualized FTE per year, accrued at no greater than three terms per academic year for  
152 bargaining unit faculty on 9-month appointments, and at four terms per year for bargaining unit  
153 faculty on 12-month appointments.

154  
155 **Section 10. Appeal of Promotion Denial.** Faculty who are denied promotion may appeal the  
156 decision through the procedures in Article 21, Tenure and Promotion Denial Appeal.

157  
158 **Section 11. Withdrawal of Application.** A candidate may withdraw an application for  
159 promotion in writing to the Provost and the dean at any time before the Provost's decision.

## 160 161 162 **Career Instructional Promotion Reviews**

163  
164 **Section 12. Eligibility for Promotion.** Career instructional faculty may elect to initiate the  
165 promotion process when eligible to do so. Career faculty members will be eligible for promotion  
166 after accumulating six years of employment less any credit for prior service granted (Section 8)  
167 as a faculty member at or above an average of 0.5 annualized FTE over ~~the~~ six years, accrued at  
168 no greater than three terms per academic year for bargaining unit faculty with 9-month  
169 appointments, and at four terms per year for bargaining unit faculty with 12-month  
170 appointments. The six years of employment do not have to be consecutive.

- 171  
172 a. Career instructional faculty members who will have completed five years of employment  
173 as a Career faculty member at or above 0.5 annualized FTE per year may initiate the  
174 promotion process in the Spring term of the fifth year if they have an expected  
175 appointment of 0.5 annualized FTE or greater for the sixth year.
- 176  
177 b. Career instructional faculty members who have completed more than five years of  
178 employment as a Career faculty member at or above 0.5 annualized FTE per year may  
179 initiate the promotion process in the Spring term of any year.
- 180  
181 c. Cases involving positions or terms of service below 0.5 FTE may be considered for  
182 promotion by the Office of the Provost in accordance with the principles set forth in this  
183 Article.

- 185 d. Career instructional faculty members who have achieved promotion must wait at least  
186 **five** ~~six~~ years before initiating the promotion process again (**for a promotion review in the**  
187 **subsequent year**), regardless of the number of accumulated years of employment.  
188

189 **Section 13. Review Period and Election of Criteria.** The promotion review period for a Career  
190 instructional bargaining unit faculty member will be the time in their current classification and  
191 rank, with emphasis on the six most recent years.  
192

193 The bargaining unit faculty member will be reviewed for promotion relative to the criteria in  
194 effect when the review period began. If the criteria have changed since their hire or previous  
195 review, the faculty member must choose either the earlier or current set of criteria.  
196

197 **Section 14. Initiating the Promotion Process.** Career instructional faculty wishing to be  
198 considered for promotion should notify the appropriate department or unit head in the Spring  
199 term prior to the year when promotion is sought, and must provide the following **materials by**  
200 **Fall of the review year**:  
201

- 202 ● **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
203 bargaining unit faculty member's current **teaching, professional development**, research,  
204 scholarly, and creative activities ~~and accomplishments~~, including publications,  
205 appointments, presentations, and similar activities and accomplishments **as applicable**.  
206
- 207 ● **Personal statement:** A 2–6-page personal statement developed by the bargaining unit  
208 faculty member evaluating their performance measured against the applicable criteria for  
209 promotion. The personal statement should expressly address the subjects of teaching;  
210 scholarship, research and creative activity, as applicable; and service contributions to the  
211 academic department, center or institute, school or college, university, profession, and the  
212 community. The statement should also include discussion of contributions to diversity,  
213 equity, and inclusion.  
214
- 215 ● **Teaching portfolio (if applicable):** Representative examples of course syllabi or  
216 equivalent descriptions of course content and instructional expectations for courses taught  
217 by the bargaining unit faculty member, examples of student work and exams, and similar  
218 material; information from student experience surveys, which will be considered in light  
219 of the response rate; information on the development of new courses and curriculum  
220 development; information on contributions to university-wide teaching practices (if  
221 applicable).  
222
- 223 ● **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship,  
224 research, and creative activity; and appropriate evidence of national or international  
225 recognition or impact.  
226
- 227 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member's  
228 service contributions to their academic department, center or institute, school or college,  
229 university, profession, and the community, such as op ed pieces, white papers authored or  
230 co-authored by the faculty member, commendations, awards, or letters of appreciation.

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

233  
234 ● **Professional development statement (if applicable):** A statement that provides a short  
235 narrative elaborating on the professional development activities of the bargaining unit  
236 faculty member related to their job duties.

237  
238 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of  
239 professional or consulting activities related to their discipline.

240  
241 ● **Internal and/or external reviewers (if applicable):** A list of qualified internal and/or  
242 external reviewers provided by the bargaining unit faculty member.

243  
244 **Section 15. Waiver of Access to Materials.** Bargaining unit faculty members may choose to  
245 waive in advance in writing their access to see any or all of the evaluative materials. Such  
246 waivers, however, shall not preclude the use of redacted versions of these documents in a denial  
247 review process. The redacted versions are intended to protect the identity of the reviewer. If  
248 redactions are insufficient to do so, the University may prepare a suitable summary. A waiver  
249 will be included in the promotion file.

250  
251 **Section 16. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
252 business days' notice of any meeting or hearing which the member is invited or required to  
253 attend, with a dean, vice provost, or the Office of the Provost regarding recommendations or  
254 decisions on promotion. The bargaining unit faculty member may have a colleague or Union  
255 representative present at the meeting as an observer.

256  
257 **Section 17. Evaluation file.** The promotion review file should generally include the following  
258 information:

- 259
- 260 ● Statement of duties and responsibilities
  - 261 ● Curriculum vitae
  - 262 ● Conditions of appointment
  - 263 ● Criteria for promotion
  - 264 ● Personal statement
  - 265 ● Supervisors' letters of evaluation
  - 266 ● Professional activities portfolio (if applicable)
  - 267 ● Teaching portfolio (if applicable)
  - 268 ● Scholarship portfolio (if applicable)
  - 269 ● Service portfolio (if applicable)
  - 270 ● Professional development statement (if applicable)
  - 271 ● Internal and/or external reviews (if applicable)
  - 272 ● Department or unit committee recommendation
  - 273 ● Department, unit, center, or institute head's recommendation (if applicable)
  - 274 ● Vice president's, dean's, or director's recommendation
  - 275 ● Waiver of access to materials (if applicable)
- 276

277 **Section 18. Review by Department or Unit.** The department or unit head or designee should  
278 solicit any internal and/or external reviews, as applicable. A department or unit committee will  
279 review the file and make a recommendation to the department or unit head. The department or  
280 unit head will then prepare an explanation of the merits of the promotion case and a  
281 recommendation on the case. The report will include the department or unit-level promotion  
282 committee report and recommendation and a voting summary, and the department or unit head's  
283 own independent recommendation. The file will then be sent to the appropriate vice president,  
284 vice provost, dean, or director for review.

285  
286 **Section 19. Review by Vice President, Vice Provost, Dean, or Director.** The vice president,  
287 vice provost, dean, or director, as appropriate, will review the file, and may consult with  
288 appropriate persons and ~~may~~ ask for and document additional non-confidential information.  
289 Once the vice president, vice provost, Provost, dean, or director deems the file complete, they  
290 will prepare a separate memorandum and recommendation.

291  
292 The vice president, vice provost, Provost, dean, or director will share their memorandum and  
293 recommendation with the candidate and notify the candidate that they may provide responsive  
294 material for the file within 10 days from the date of receipt of the memorandum; this response  
295 shall be included in the evaluation file. If the assessment of the dean or vice provost above  
296 differs from that of the department or unit head or the school- or college-level personnel  
297 committee, they will provide an explanation of the reasons underlying their judgment. The vice  
298 president, vice provost, dean, or director then will submit the complete evaluation file to the  
299 Office of the Provost.

300  
301 **Section 20. Review by the Office of the Provost.** By June 1, the Office of the Provost will  
302 review the file and decide whether to grant or deny promotion. The candidate will be notified of  
303 the decision in writing. If the Office of the Provost decides the review is unsuccessful, the  
304 decision letter will contain an explanation of the reasons underlying their decision **and any**  
305 **determinations that differ from the previous review levels.** ~~In the case of a decision to deny~~  
306 ~~promotion that is contrary to a recommendation of a vice president, vice provost, dean, or~~  
307 ~~director, the decision letter of the Office of the Provost shall include a detailed explanation of~~  
308 ~~reasons for rejecting the recommendation, which shall identify any assessments of merit and~~  
309 ~~representations of fact contained in the recommendation with which the Office of the Provost~~  
310 ~~disagrees.~~

311  
312 **Section 21. Assumption of New Rank.** Successful candidates for promotion will assume their  
313 new rank beginning with the next academic or fiscal year or the nearest next term of employment  
314 should their appointment not begin with fall term.

### 315 316 317 **Career Research Promotion Reviews**

318  
319 **Section 22. Eligibility for Promotion.** Career research faculty may elect to initiate the  
320 promotion process when eligible to do so. Career faculty members will be eligible for promotion  
321 after accumulating six years of employment as a Career faculty member less any credit for prior  
322 service granted (Section 8) at or above an average of 0.5 annualized FTE over six years. The six

323 years of employment do not have to be consecutive.

324

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

328

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

331

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

335

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

340

- 341 ● **Curriculum vitae or resume:** A comprehensive and current curriculum vitae or resume  
342 that includes the bargaining unit faculty member's current research, scholarly, and  
343 creative activities ~~and accomplishments~~, including publications, appointments,  
344 presentations, and similar activities and accomplishments, **as applicable**.
- 345
- 346 ● **Personal statement:** A 2-6-page personal statement developed by the bargaining unit  
347 faculty member evaluating their performance measured against the applicable criteria for  
348 promotion. The personal statement should expressly address their impact and  
349 contribution to research excellence relative to their job duties. This statement should also  
350 include discussion of contributions to diversity, equity, and inclusion.
- 351
- 352 ● **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship,  
353 research, and creative activity; and appropriate evidence of national or international  
354 recognition or impact.
- 355
- 356 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member's  
357 service contributions to their academic department, center or institute, school or college,  
358 university, profession, and the community, such as op ed pieces, white papers authored or  
359 co-authored by the faculty member, commendations, awards, or letters of appreciation.  
360 The portfolio may also include a short narrative elaborating on the faculty member's  
361 unique service experiences or obligations.
- 362
- 363 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of  
364 professional or consulting activities related to their discipline.
- 365
- 366 ● **List of reviewers (if applicable):** A list of qualified internal and/or external reviewers  
367 provided by the bargaining unit faculty member. Normally, external reviews are not  
368 expected for those in the research assistant ranks.



369  
370 **Section 25. Waiver of Access to Materials.** Bargaining unit faculty members may choose to  
371 waive in advance in writing their access to see any or all of the evaluative materials. Such  
372 waivers, however, shall not preclude the use of redacted versions of these documents in a denial  
373 review process. The redacted versions are intended to protect the identity of the reviewer. If  
374 redactions are insufficient to do so, the University may prepare a suitable summary. A waiver  
375 will be included in the promotion file.

376  
377 **Section 26. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
378 business days' notice of any meeting or hearing which the member is invited or required to  
379 attend, with a dean, vice provost, or the Office of the Provost regarding recommendations or  
380 decisions on promotion. The bargaining unit faculty member may have a colleague or Union  
381 representative present at the meeting as an observer.

382  
383 **Section 27. Evaluation file.** The promotion review file should generally include the following  
384 information:

- 385
- 386 ● Statement of duties and responsibilities
  - 387 ● Curriculum vitae
  - 388 ● Conditions of appointment
  - 389 ● Criteria for promotion
  - 390 ● Personal statement
  - 391 ● Supervisors' letters of evaluation
  - 392 ● Professional activities portfolio (if applicable)
  - 393 ● Scholarship portfolio (if applicable)
  - 394 ● Service portfolio (if applicable)
  - 395 ● Internal and/or external reviews (if applicable)
  - 396 ● Department, unit, center, or institute head's recommendation
  - 397 ● Vice president's, dean's, or director's recommendation
  - 398 ● Waiver of access to materials (if applicable)
- 399

400 **Section 28. Review by Department Head or Unit Director or Manager.** The department or  
401 unit head or designee should solicit any internal and/or external reviews, as applicable. The  
402 department or unit head will then review the file, including any internal or external reviews, and  
403 prepare a recommendation and an explanation of the merits of the promotion case. The file will  
404 then be sent to the appropriate vice president, vice provost, or dean for review. In the event that  
405 the unit head is the faculty member's supervisor/director/manager, the supervisor letter of  
406 evaluation and the unit head review may be combined into a single recommendation.

407  
408 **Section 29. Review by Vice President, Vice Provost, Dean, or Director.** The vice president or  
409 dean, as appropriate, will review the file, and may consult with appropriate persons and may ask  
410 for and document additional non-confidential information. Once the vice president or dean  
411 deems the file complete, they will prepare a separate memorandum with a recommendation.

412  
413 If the vice president, vice provost, dean, or director's assessment differs from that of the  
414 department or unit committee or the department or unit head, the memorandum and

415 recommendation will provide an explanation of the reasons underlying their judgment.

416  
417 The vice president, vice provost, dean, or director will share their memorandum and  
418 recommendation with the candidate and notify the candidate that they may provide responsive  
419 material for the file within 10 days from the date of receipt of the memorandum. This response  
420 shall be included in the evaluation file. The vice president, vice provost, dean, or director then  
421 will submit the complete evaluation file to the Office of the Provost.

422  
423 **Section 30. Review by the Office of the Provost.** By June 1, the Office of the Provost will  
424 review the file, with appropriate input, and decide whether to grant or deny promotion. The  
425 candidate will be notified of the decision in writing. If the Provost decides the review is  
426 unsuccessful, the decision letter will contain an explanation of the reasons underlying their  
427 decision and any determinations that differ from the previous review levels. ~~In the case of a~~  
428 ~~decision to deny promotion that is contrary to a recommendation of a vice president, vice~~  
429 ~~provost, dean, or director, the decision letter of the Office of the Provost shall include a detailed~~  
430 ~~explanation of reasons for rejecting the recommendation, which shall identify any assessments of~~  
431 ~~merit and representations of fact contained in the recommendation with which the Office of the~~  
432 ~~Provost disagrees.~~

433  
434 **Section 31. Assumption of New Rank.** Successful candidates for promotion will assume their  
435 new rank beginning with the fiscal year following notification of their promotion, or other date  
436 as approved, by the Office of the Provost, whichever comes first.

437  
438  
439 **Career Continuous Employment Reviews**

440  
441 **Section 32. Purpose.** The primary function of Career Continuous Employment Reviews is to  
442 foster continued professional growth and reward excellence. Career Continuous Employment  
443 Reviews are optional.

444  
445 **Section 33. Eligibility.** To be eligible for a Career Continuous Employment Review, a  
446 bargaining member must satisfy the following:  
447 a. Must have a Career appointment in a single-rank category or at the highest rank in their  
448 category; and,  
449 b. Must have an annualized 0.5 FTE or greater; and,  
450 c. Must have accumulated six years of service at 0.5 FTE or greater, as measured from their  
451 appointment in the single-rank category, since achieving promotion to the highest rank in  
452 their category, or since their most recent Career Continuous Employment Review.

453  
454 **Section 34. Process.** To initiate the Career Continuous Employment Review, the eligible  
455 bargaining unit faculty member must notify their department or unit head consistent with Section  
456 14 or 24, as appropriate. Continuous employment reviews for Career faculty will generally  
457 mirror the scope and process for Career instructional or Career research promotion reviews to the  
458 highest rank. If the final 'Review by the Office of the Provost' (Section 20 or 30 equivalent) in a  
459 Continuous Employment Review determines that the bargaining unit faculty member's  
460 performance in all categories meets ~~or exceeds~~ expectations, the bargaining unit faculty member

461 will receive an increase to their base salary per Article 26. ~~Senior Instructor IIs and Senior~~  
462 ~~Lecturer IIs that exceed expectations in all categories on a Career Continuous Employment~~  
463 ~~Review may be nominated by their dean to be considered by the Provost for the Distinguished~~  
464 ~~Teaching Professor award under Appendix 4.~~