

1 **UNITED ACADEMICS COUNTERPROPOSAL (10/31/2024)**  
2 **UNIVERSITY OF OREGON COUNTERPROPOSAL (10/17/2024)**  
3 UNITED ACADEMICS COUNTERPROPOSAL (09/26/2024)  
4 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/26/2024)  
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9 **Document Key**

10 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored  
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12 **ARTICLE 19. CAREER FACULTY REVIEW AND PROMOTION**  
13

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

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

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

26 **Career Faculty Review and Promotion**  
27

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

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

37 **Career Faculty Performance Reviews**  
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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 **description should take the opportunity to consult to shall consult collaborate with those Career**

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

130  
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 reclassified or hired into  
138 Career positions from Pro Tem positions shall receive ~~an assessment of~~ credit towards promotion  
139 for ~~comparable work by the Office of the Provost.~~ all faculty employment at 0.5 annualized FTE

140 or greater, provided they have met expectations when reviewed. ~~Bargaining unit faculty~~  
141 ~~members at 0.5 annualized FTE or greater who have met expectations in the pro tem position at~~  
142 ~~their most recent review reclassified from Pro Tem to Career positions may shall receive credit~~  
143 ~~towards promotion when appropriate. to the same extent that they would have received credit~~  
144 ~~had they been classified as Career faculty. for the number of years employed as Pro Tem faculty.~~  
145 When a bargaining unit faculty member receives credit for prior service ~~is agreed upon~~, the terms  
146 of hire or reclassification will state the number of years of credit granted for comparable work,  
147 specific review considerations, and the earliest date for promotion eligibility. ~~Bargaining unit~~  
148 ~~faculty members reclassified from Pro Tem to Career positions will receive credit towards~~  
149 ~~promotion for the number of years employed as Pro Tem faculty.~~

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

158  
159 **Section 10. Appeal of Promotion Denial.** Faculty who are denied promotion may appeal the  
160 decision through the procedures in Article 21, Tenure and Promotion Denial Appeal.

161  
162 **Section 11. Withdrawal of Application.** A candidate may withdraw an application for  
163 promotion in writing to the Provost and the dean at any time before the Provost's decision.

## 164 165 166 **Career Instructional Promotion Reviews**

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

- 175  
176 a. Career instructional faculty members who will have completed five years of employment  
177 as a Career faculty member at or above 0.5 annualized FTE per year may initiate the  
178 promotion process in the Spring term of the fifth year if they have an expected  
179 appointment of 0.5 annualized FTE or greater for the sixth year.
- 180  
181 b. Career instructional faculty members who have completed more than five years of  
182 employment as a Career faculty member at or above 0.5 annualized FTE per year may  
183 initiate the promotion process in the Spring term of any year.
- 184

185 c. Cases involving positions or terms of service below 0.5 FTE may be considered for  
186 promotion by the Office of the Provost in accordance with the principles set forth in this  
187 Article.

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

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

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

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

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

- 231 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member’s  
 232 service contributions to their academic department, center or institute, school or college,  
 233 university, profession, and the community, such as op ed pieces, white papers authored or  
 234 co-authored by the faculty member, commendations, awards, or letters of appreciation.  
 235 The service portfolio may also include a short narrative elaborating on the faculty  
 236 member’s unique service experiences or obligations.  
 237
- 238 ● **Professional development statement (if applicable):** A statement that provides a short  
 239 narrative elaborating on the professional development activities of the bargaining unit  
 240 faculty member related to their job duties.  
 241
- 242 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of  
 243 professional or consulting activities related to their discipline.  
 244
- 245 ● **Internal and/or external reviewers (if applicable):** A list of qualified internal and/or  
 246 external reviewers provided by the bargaining unit faculty member.  
 247

248 **Section 15. Waiver of Access to Materials.** Bargaining unit faculty members may choose to  
 249 waive in advance in writing their access to see any or all of the evaluative materials. Such  
 250 waivers, however, shall not preclude the use of redacted versions of these documents in a denial  
 251 review process. The redacted versions are intended to protect the identity of the reviewer. If  
 252 redactions are insufficient to do so, the University may prepare a suitable summary. A waiver  
 253 will be included in the promotion file.  
 254

255 **Section 16. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
 256 business days’ notice of any meeting or hearing which the member is invited or required to  
 257 attend, with a dean, vice provost, or the Office of the Provost regarding recommendations or  
 258 decisions on promotion. The bargaining unit faculty member may have a colleague or Union  
 259 representative present at the meeting as an observer.  
 260

261 **Section 17. Evaluation file.** The promotion review file should generally include the following  
 262 information:  
 263

- 264 ● Statement of duties and responsibilities
- 265 ● Curriculum vitae
- 266 ● Conditions of appointment
- 267 ● Criteria for promotion
- 268 ● Personal statement
- 269 ● Supervisors’ letters of evaluation
- 270 ● Professional activities portfolio (if applicable)
- 271 ● Teaching portfolio (if applicable)
- 272 ● Scholarship portfolio (if applicable)
- 273 ● Service portfolio (if applicable)
- 274 ● Professional development statement (if applicable)
- 275 ● Internal and/or external reviews (if applicable)
- 276 ● Department or unit committee recommendation

- 277 ● Department, unit, center, or institute head’s recommendation (if applicable)
- 278 ● Vice president’s, dean’s, or director’s recommendation
- 279 ● Waiver of access to materials (if applicable)

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

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

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

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

315  
316 **Section 21. Assumption of New Rank.** Successful candidates for promotion will assume their  
317 new rank beginning with the next academic or fiscal year or the nearest next term of employment  
318 should their appointment not begin with fall term.

319  
320  
321 **Career Research Promotion Reviews**  
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323 **Section 22. Eligibility for Promotion.** Career research faculty may elect to initiate the  
324 promotion process when eligible to do so. Career faculty members will be eligible for promotion  
325 after accumulating six years of employment as a Career faculty member less any credit for prior  
326 service granted (Section 8) at or above an average of 0.5 annualized FTE over six years. The six  
327 years of employment do not have to be consecutive.

328

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

332

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

335

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

339

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

344

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

349

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

355

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

359

360 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member's  
361 service contributions to their academic department, center or institute, school or college,  
362 university, profession, and the community, such as op ed pieces, white papers authored or  
363 co-authored by the faculty member, commendations, awards, or letters of appreciation.  
364 The portfolio may also include a short narrative elaborating on the faculty member's  
365 unique service experiences or obligations.

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



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- **List of reviewers (if applicable):** A list of qualified internal and/or external reviewers provided by the bargaining unit faculty member. Normally, external reviews are not expected for those in the research assistant ranks.

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

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

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

- Statement of duties and responsibilities
- Curriculum vitae
- Conditions of appointment
- Criteria for promotion
- Personal statement
- Supervisors’ letters of evaluation
- Professional activities portfolio (if applicable)
- Scholarship portfolio (if applicable)
- Service portfolio (if applicable)
- Internal and/or external reviews (if applicable)
- Department, unit, center, or institute head’s recommendation
- Vice president’s, dean’s, or director’s recommendation
- Waiver of access to materials (if applicable)

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

**Section 29. Review by Vice President, Vice Provost, Dean, or Director.** The vice president or dean, as appropriate, will review the file, and may consult with appropriate persons and may ask for and document additional non-confidential information. Once the vice president or dean

415 deems the file complete, they will prepare a separate memorandum with a recommendation.

416

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

420

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

426

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

437

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

441

442

### 443 **Career Continuous Employment Reviews**

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445 **Section 32. Purpose.** The primary function of Career Continuous Employment Reviews is to  
446 foster continued professional growth and reward excellence. Career Continuous Employment  
447 Reviews are optional.

448

449 **Section 33. Eligibility.** To be eligible for a Career Continuous Employment Review, a  
450 bargaining member must satisfy the following:

451

- 452 a. Must have a Career appointment in a single-rank category or at the highest rank in their  
453 category; and,
- 454 b. Must have an annualized 0.5 FTE or greater; and,
- 455 c. Must have accumulated six years of service at 0.5 FTE or greater, as measured from their  
456 appointment in the single-rank category, since achieving promotion to the highest rank in  
457 their category, or since their most recent Career Continuous Employment Review.

457

458 **Section 34. Process.** To initiate the Career Continuous Employment Review, the eligible  
459 bargaining unit faculty member must notify their department or unit head consistent with Section  
460 14 or 24, as appropriate. Continuous employment reviews for Career faculty will generally

461 mirror the scope and process for Career instructional or Career research promotion reviews to the  
462 highest rank. If the final 'Review by the Office of the Provost' (Section 20 or 30 equivalent) in a  
463 Continuous Employment Review determines that the bargaining unit faculty member's  
464 performance in all categories meets ~~or exceeds~~ expectations, the bargaining unit faculty member  
465 will receive an increase to their base salary per Article 26. ~~Senior Instructor IIs and Senior~~  
466 ~~Lecturer IIs that exceed expectations in all categories on a Career Continuous Employment~~  
467 ~~Review may be nominated by their dean to be considered by the Provost for the Distinguished~~  
468 ~~Teaching Professor award under Appendix 4.~~