

1 **UNITED ACADEMICS COUNTERPROPOSAL (11/21/2024)**  
2 **UNIVERSITY OF OREGON COUNTERPROPOSAL (11/13/2024)**  
3 UNITED ACADEMICS COUNTERPROPOSAL (10/31/2024)  
4 UNIVERSITY OF OREGON COUNTERPROPOSAL (10/17/2024)  
5 UNITED ACADEMICS COUNTERPROPOSAL (09/26/2024)  
6 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/26/2024)  
7 UNITED ACADEMICS COUNTERPROPOSAL (8/13/2024)  
8 UNIVERSITY OF OREGON COUNTERPROPOSAL (7/15/2024)  
9 UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)  
10 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)  
11 UNITED ACADEMICS COUNTERPROPOSAL (4/4/2024)  
12 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)  
13 UNITED ACADEMICS PROPOSAL (2/15/2024)  
14

15 **Document Key**

16 UA new | ~~UA-deletion~~ | UO new | ~~UO-deletion~~ | Accepted | Deleted | Status Quo | Restored  
17

18 **ARTICLE 19. CAREER FACULTY REVIEW AND PROMOTION**

19  
20 **Preamble.** Career appointments are either Career instructional or Career research for the  
21 purposes of this Article.  
22

23 Career instructional faculty are those with appointments in the Career classification in the  
24 following categories: Instructor, Lecturer, Librarian, Clinical Professor (when an instructional  
25 appointment), Professor of Practice, and Teaching Professor.  
26

27 Career research faculty are those with appointments in the Career classification in the following  
28 categories: Research Professor, Clinical Professor (when a research appointment), Research  
29 Assistant, Research Associate, Research Scientist, Research Engineer, and Principal Research  
30 Scientist.  
31

32 **Career Faculty Review and Promotion**  
33

34 **Section 1.** Reviews for Career faculty will include reviews associated with performance,  
35 promotion, and continuous employment. A performance review will not be required in the year a  
36 bargaining unit faculty member has a promotion or continuous employment review.  
37

38 **Section 2. Policies and Procedures.** Each department or unit that employs Career faculty will  
39 maintain unit-level policies for Career faculty review and promotion in accordance with Article  
40 4.  
41

42  
43 **Career Faculty Performance Reviews**  
44

45 **Section 3. Performance Reviews.** Performance reviews for Career faculty are for the purpose of  
46 determining if the faculty member is meeting the standard of excellence appropriate to a Career

47 instructional or Career research faculty member at an AAU institution based on their job duties.  
48 Performance reviews should be designed to help Career faculty members grow as educators,  
49 scholars, and researchers, as appropriate; identify areas of strength; and identify areas that need  
50 improvement associated with their position. Career performance reviews should include a stage-  
51 appropriate assessment of the likelihood of success in a subsequent promotion review. ~~As part of~~  
52 ~~P-performance reviews, also allow supervisors of Career faculty members with a position~~  
53 ~~description should take the opportunity to consult to~~ shall consult with as needed or at the request  
54 ~~of collaborate~~ those Career faculty members ~~on keeping~~ to keep the position description up to  
55 date as an accurate reflection of the position. Performance reviews shall consider any lack of  
56 resources necessary to the performance of professional responsibilities that were identified in  
57 previous workload discussions (Article 17, Section 3). ~~account for any lack of support and~~  
58 ~~services necessary to the performance of professional responsibilities. Bargaining unit faculty~~  
59 ~~members who have not received from the University the material support and services to perform~~  
60 ~~their professional responsibilities shall be held harmless for those particular professional~~  
61 ~~responsibilities in performance review and promotion processes.~~

62

#### 63 **Section 4. Performance Review Timing.**

64

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

79

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

85

#### 86 **Section 6. Performance Review Process.**

87

- 88 a. As part of each performance review, a Career faculty member will have an opportunity to  
89 submit a ~~brief~~ personal statement (~~no more than three pages~~) containing information  
90 relevant to their performance of assigned duties and responsibilities.
- 91
- 92 b. The review process will include an opportunity for the Career faculty member to discuss

93 their efforts, performance, and goals or improvement opportunities with an appropriate  
94 supervisor, department, or unit head at least once during each review period.

- 95  
96 c. Performance reviews must include a determination **whether** the Career faculty member  
97 meets, ~~exceeds~~ or does not meet expectations in each of their assigned duties. ~~as follows:~~

98  
99 [We are postponing discussion on this provision until we come to an agreement regarding merit  
100 review provision]

101  
102 ~~i. When the review is used in conjunction with a salary determination (i.e., merit),~~  
103 ~~the performance review must include a determination whether of if the Career~~  
104 ~~faculty member meets, exceeds, or does not meet expectations in each of their~~  
105 ~~assigned duties.~~

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

- 113  
114 d. The supervisor, department, or unit head will summarize, in writing, any committee or  
115 peer review along with their own assessment and will communicate the results of the  
116 review and provide a copy of their summary in writing to the bargaining unit faculty  
117 member. The faculty member will have 10 days from the date of the receipt of the report  
118 to provide a response, which shall be appended to the completed performance review.  
119  
120 e. If the determination of the performance review is that the Career faculty member does not  
121 meet expectations in one or more of their assigned duties, the supervisor, department, or  
122 unit head will meet with the faculty member to discuss a performance improvement plan,  
123 which will include written documentation of the areas for improvement, instructions to  
124 meet expectations in those areas, a timeline to carry out those instructions, and an explicit  
125 timeframe for assessing progress. The performance improvement plan will be signed by  
126 the supervisor, faculty member, and vice president, vice provost, dean, or director.

127  
128 If that follow-up progress assessment, which may be a performance review, determines  
129 that the Career faculty member still does not meet expectations in one or more of the  
130 assigned duties previously identified as areas of concern, that Career faculty member may  
131 be subject to layoff (Article 16, Section 12.a.).  
132

## 133 134 **Career Promotion Reviews**

### 135 136 **General Career Promotion Review Considerations**

137  
138 **Section 7. Accelerated Review.** An accelerated promotion review may occur in particularly

139 meritorious cases as determined by the Office of the Provost in consultation with the appropriate  
140 vice president, vice provost, dean, department or unit head, and the bargaining unit faculty  
141 member.

142

143 **Section 8. Credit for Prior Service.** Bargaining unit faculty members reclassified or hired into  
144 Career positions from Pro Tem positions shall receive ~~an assessment of~~ credit towards promotion  
145 equivalent to the faculty member's Pro Tem employment for work within the same category (i.e.,  
146 instructional or research) of employment ~~work of a comparable character by the Office of the~~  
147 ~~Provost~~ when such ~~all faculty employment was at 0.5 annualized FTE or greater, and provided~~  
148 ~~the faculty member y have met expectations when reviewed. When work is not of comparable~~  
149 ~~character not within the same category of employment, the bargaining unit member shall receive~~  
150 ~~an assessment of credit towards promotion by the Office of the Provost. Bargaining unit faculty~~  
151 ~~members at 0.5 annualized FTE or greater who have met expectations in the pro tem position at~~  
152 ~~their most recent review reclassified from Pro Tem to Career positions may shall receive credit~~  
153 ~~towards promotion when appropriate. to the same extent that they would have received credit~~  
154 ~~had they been classified as Career faculty. for the number of years employed as Pro Tem faculty.~~  
155 When a bargaining unit faculty member receives credit for prior service ~~is agreed upon~~, the terms  
156 of hire or reclassification will state the number of years of credit granted for comparable work,  
157 specific review considerations, and the earliest date for promotion eligibility. ~~Bargaining unit~~  
158 ~~faculty members reclassified from Pro Tem to Career positions will receive credit towards~~  
159 ~~promotion for the number of years employed as Pro Tem faculty.~~

160

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

168

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

171

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

174

175

### 176 **Career Instructional Promotion Reviews**

177

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

- 185  
186 a. Career instructional faculty members who will have completed five years of employment  
187 as a Career faculty member at or above 0.5 annualized FTE per year may initiate the  
188 promotion process in the Spring term of the fifth year if they have an expected  
189 appointment of 0.5 annualized FTE or greater for the sixth year.  
190  
191 b. Career instructional faculty members who have completed more than five years of  
192 employment as a Career faculty member at or above 0.5 annualized FTE per year may  
193 initiate the promotion process in the Spring term of any year.  
194  
195 c. Cases involving positions or terms of service below 0.5 FTE may be considered for  
196 promotion by the Office of the Provost in accordance with the principles set forth in this  
197 Article.  
198  
199 d. Career instructional faculty members who have achieved promotion must wait at least  
200 **five** ~~six~~ years before initiating the promotion process again (**for a promotion review in the**  
201 **subsequent year**), regardless of the number of accumulated years of employment.  
202

203 **Section 13. Review Period and Election of Criteria.** The promotion review period for a Career  
204 instructional bargaining unit faculty member will be the time in their current classification and  
205 rank, with emphasis on the six most recent years.  
206

207 The bargaining unit faculty member will be reviewed for promotion relative to the criteria in  
208 effect when the review period began. If the criteria have changed since their hire or previous  
209 review, the faculty member must choose either the earlier or current set of criteria.  
210

211 **Section 14. Initiating the Promotion Process.** Career instructional faculty wishing to be  
212 considered for promotion should notify the appropriate department or unit head in the Spring  
213 term prior to the year when promotion is sought, and must provide the following **materials by**  
214 **Fall of the review year:**  
215

- 216 ● **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the  
217 bargaining unit faculty member's current **teaching, professional development,** research,  
218 scholarly, and creative activities **and accomplishments,** including publications,  
219 appointments, presentations, and similar activities and accomplishments **as applicable.**  
220
- 221 ● **Personal statement:** A 2–6-page personal statement developed by the bargaining unit  
222 faculty member evaluating their performance measured against the applicable criteria for  
223 promotion. The personal statement should expressly address the subjects of teaching;  
224 scholarship, research and creative activity, as applicable; and service contributions to the  
225 academic department, center or institute, school or college, university, profession, and the  
226 community. The statement should also include discussion of contributions to diversity,  
227 equity, and inclusion.  
228
- 229 ● **Teaching portfolio (if applicable):** Representative examples of course syllabi or  
230 equivalent descriptions of course content and instructional expectations for courses taught

231 by the bargaining unit faculty member, examples of student work and exams, and similar  
232 material; information from student experience surveys, which will be considered in light  
233 of the response rate; information on the development of new courses and curriculum  
234 development; information on contributions to university-wide teaching practices (if  
235 applicable).

- 236
- 237 ● **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship,  
238 research, and creative activity; and appropriate evidence of national or international  
239 recognition or impact.
- 240
- 241 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member's  
242 service contributions to their academic department, center or institute, school or college,  
243 university, profession, and the community, such as op ed pieces, white papers authored or  
244 co-authored by the faculty member, commendations, awards, or letters of appreciation.  
245 The service portfolio may also include a short narrative elaborating on the faculty  
246 member's unique service experiences or obligations.
- 247
- 248 ● **Professional development statement (if applicable):** A statement that provides a short  
249 narrative elaborating on the professional development activities of the bargaining unit  
250 faculty member related to their job duties.
- 251
- 252 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of  
253 professional or consulting activities related to their discipline.
- 254
- 255 ● **Internal and/or external reviewers (if applicable):** A list of qualified internal and/or  
256 external reviewers provided by the bargaining unit faculty member.
- 257

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

264

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

270

271 **Section 17. Evaluation file.** The promotion review file should generally include the following  
272 information:

- 273
- 274 ● Statement of duties and responsibilities
- 275 ● Curriculum vitae
- 276 ● Conditions of appointment

- 277 ● Criteria for promotion
- 278 ● Personal statement
- 279 ● Supervisors' letters of evaluation
- 280 ● Professional activities portfolio (if applicable)
- 281 ● Teaching portfolio (if applicable)
- 282 ● Scholarship portfolio (if applicable)
- 283 ● Service portfolio (if applicable)
- 284 ● Professional development statement (if applicable)
- 285 ● Internal and/or external reviews (if applicable)
- 286 ● Department or unit committee recommendation
- 287 ● Department, unit, center, or institute head's recommendation (if applicable)
- 288 ● Vice president's, dean's, or director's recommendation
- 289 ● Waiver of access to materials (if applicable)

290

291 **Section 18. Review by Department or Unit.** The department or unit head or designee should  
 292 solicit any internal and/or external reviews, as applicable. A department or unit committee will  
 293 review the file and make a recommendation to the department or unit head. The department or  
 294 unit head will then prepare an explanation of the merits of the promotion case and a  
 295 recommendation on the case. The report will include the department or unit-level promotion  
 296 committee report and recommendation and a voting summary, and the department or unit head's  
 297 own independent recommendation. The file will then be sent to the appropriate vice president,  
 298 vice provost, dean, or director for review.

299

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

305

306 The vice president, vice provost, Provost, dean, or director will share their memorandum and  
 307 recommendation with the candidate and notify the candidate that they may provide responsive  
 308 material for the file within 10 days from the date of receipt of the memorandum; this response  
 309 shall be included in the evaluation file. If the assessment of the dean or vice provost above  
 310 differs from that of the department or unit head or the school- or college-level personnel  
 311 committee, they will provide an explanation of the reasons underlying their judgment. The vice  
 312 president, vice provost, dean, or director then will submit the complete evaluation file to the  
 313 Office of the Provost.

314

315 **Section 20. Review by the Office of the Provost.** By June 1, the Office of the Provost will  
 316 review the file and decide whether to grant or deny promotion. The candidate will be notified of  
 317 the decision in writing. If the Office of the Provost decides the review is unsuccessful, the  
 318 decision letter will contain an explanation of the reasons underlying their decision **and any**  
 319 **determinations that differ from the previous review levels.** ~~In the case of a decision to deny~~  
 320 ~~promotion that is contrary to a recommendation of a vice president, vice provost, dean, or~~  
 321 ~~director, the decision letter of the Office of the Provost shall include a detailed explanation of~~  
 322 ~~reasons for rejecting the recommendation, which shall identify any assessments of merit and~~

323 ~~representations of fact contained in the recommendation with which the Office of the Provost~~  
324 ~~disagrees.~~

325  
326 **Section 21. Assumption of New Rank.** Successful candidates for promotion will assume their  
327 new rank beginning with the next academic or fiscal year or the nearest next term of employment  
328 should their appointment not begin with fall term.

329  
330  
331 **Career Research Promotion Reviews**

332  
333 **Section 22. Eligibility for Promotion.** Career research faculty may elect to initiate the  
334 promotion process when eligible to do so. Career faculty members will be eligible for promotion  
335 after accumulating six years of employment as a Career faculty member less any credit for prior  
336 service granted (Section 8) at or above an average of 0.5 annualized FTE over six years. The six  
337 years of employment do not have to be consecutive.

338  
339 Career research faculty members who have achieved promotion must wait at least ~~five~~ ~~six~~ years  
340 before initiating the promotion process again (for a promotion review in the subsequent year),  
341 regardless of the number of accumulated years of employment.

342  
343 **Section 23. Review Period and Election of Criteria.** The promotion review period for a Career  
344 research bargaining unit faculty member will be the time in their current classification and rank.

345  
346 The bargaining unit faculty member will be reviewed for promotion relative to the criteria in  
347 effect when the review period began. If the criteria have changed since their hire or previous  
348 review, the faculty member must choose either the earlier or current set of criteria.

349  
350 **Section 24. Initiating the Promotion Process for Career Research Faculty.** Candidates  
351 wishing to be considered for promotion should notify the appropriate department or unit head in  
352 the Spring term prior to the year when promotion is sought, and must provide the following  
353 materials by Fall of the review year:

- 354
- 355 ● **Curriculum vitae or resume:** A comprehensive and current curriculum vitae or resume  
356 that includes the bargaining unit faculty member's current research, scholarly, and  
357 creative activities ~~and accomplishments~~, including publications, appointments,  
358 presentations, and similar activities and accomplishments, ~~as applicable~~.
  - 359
  - 360 ● **Personal statement:** A 2-6-page personal statement developed by the bargaining unit  
361 faculty member evaluating their performance measured against the applicable criteria for  
362 promotion. The personal statement should expressly address their impact and  
363 contribution to research excellence relative to their job duties. This statement should also  
364 include discussion of contributions to diversity, equity, and inclusion.
  - 365
  - 366 ● **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship,  
367 research, and creative activity; and appropriate evidence of national or international  
368 recognition or impact.
- 369



- 370 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member’s  
371 service contributions to their academic department, center or institute, school or college,  
372 university, profession, and the community, such as op ed pieces, white papers authored or  
373 co-authored by the faculty member, commendations, awards, or letters of appreciation.  
374 The portfolio may also include a short narrative elaborating on the faculty member’s  
375 unique service experiences or obligations.  
376
- 377 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of  
378 professional or consulting activities related to their discipline.  
379
- 380 ● **List of reviewers (if applicable):** A list of qualified internal and/or external reviewers  
381 provided by the bargaining unit faculty member. Normally, external reviews are not  
382 expected for those in the research assistant ranks.  
383

384 **Section 25. Waiver of Access to Materials.** Bargaining unit faculty members may choose to  
385 waive in advance in writing their access to see any or all of the evaluative materials. Such  
386 waivers, however, shall not preclude the use of redacted versions of these documents in a denial  
387 review process. The redacted versions are intended to protect the identity of the reviewer. If  
388 redactions are insufficient to do so, the University may prepare a suitable summary. A waiver  
389 will be included in the promotion file.  
390

391 **Section 26. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
392 business days’ notice of any meeting or hearing which the member is invited or required to  
393 attend, with a dean, vice provost, or the Office of the Provost regarding recommendations or  
394 decisions on promotion. The bargaining unit faculty member may have a colleague or Union  
395 representative present at the meeting as an observer.  
396

397 **Section 27. Evaluation file.** The promotion review file should generally include the following  
398 information:  
399

- 400 ● Statement of duties and responsibilities
- 401 ● Curriculum vitae
- 402 ● Conditions of appointment
- 403 ● Criteria for promotion
- 404 ● Personal statement
- 405 ● Supervisors’ letters of evaluation
- 406 ● Professional activities portfolio (if applicable)
- 407 ● Scholarship portfolio (if applicable)
- 408 ● Service portfolio (if applicable)
- 409 ● Internal and/or external reviews (if applicable)
- 410 ● Department, unit, center, or institute head’s recommendation
- 411 ● Vice president’s, dean’s, or director’s recommendation
- 412 ● Waiver of access to materials (if applicable)

413  
414 **Section 28. Review by Department Head or Unit Director or Manager.** The department or  
415 unit head or designee should solicit any internal and/or external reviews, as applicable. The

416 department or unit head will then review the file, including any internal or external reviews, and  
417 prepare a recommendation and an explanation of the merits of the promotion case. The file will  
418 then be sent to the appropriate vice president, vice provost, or dean for review. In the event that  
419 the unit head is the faculty member's supervisor/director/manager, the supervisor letter of  
420 evaluation and the unit head review may be combined into a single recommendation.

421  
422 **Section 29. Review by Vice President, Vice Provost, Dean, or Director.** The vice president or  
423 dean, as appropriate, will review the file, and may consult with appropriate persons and may ask  
424 for and document additional non-confidential information. Once the vice president or dean  
425 deems the file complete, they will prepare a separate memorandum with a recommendation.

426  
427 If the vice president, vice provost, dean, or director's assessment differs from that of the  
428 department or unit committee or the department or unit head, the memorandum and  
429 recommendation will provide an explanation of the reasons underlying their judgment.

430  
431 The vice president, vice provost, dean, or director will share their memorandum and  
432 recommendation with the candidate and notify the candidate that they may provide responsive  
433 material for the file within 10 days from the date of receipt of the memorandum. This response  
434 shall be included in the evaluation file. The vice president, vice provost, dean, or director then  
435 will submit the complete evaluation file to the Office of the Provost.

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

447  
448 **Section 31. Assumption of New Rank.** Successful candidates for promotion will assume their  
449 new rank beginning with the fiscal year following notification of their promotion, or other date  
450 as approved, by the Office of the Provost, whichever comes first.

451  
452  
453 **Career Continuous Employment Reviews**

454  
455 **Section 32. Purpose.** The primary function of Career Continuous Employment Reviews is to  
456 foster continued professional growth and reward excellence. Career Continuous Employment  
457 Reviews are optional.

458  
459 **Section 33. Eligibility.** To be eligible for a Career Continuous Employment Review, a  
460 bargaining member must satisfy the following:

- 461 a. Must have a Career appointment in a single-rank category or at the highest rank in their  
462 category; and,  
463 b. Must have an annualized 0.5 FTE or greater; and,  
464 c. Must have accumulated six years of service at 0.5 FTE or greater, as measured from their  
465 appointment in the single-rank category, since achieving promotion to the highest rank in  
466 their category, or since their most recent Career Continuous Employment Review.  
467

468 **Section 34. Process.** To initiate the Career Continuous Employment Review, the eligible  
469 bargaining unit faculty member must notify their department or unit head consistent with Section  
470 14 or 24, as appropriate. Continuous employment reviews for Career faculty will generally  
471 mirror the scope and process for Career instructional or Career research promotion reviews to the  
472 highest rank. If the final ‘Review by the Office of the Provost’ (Section 20 or 30 equivalent) in a  
473 Continuous Employment Review determines that the bargaining unit faculty member’s  
474 performance in all categories meets ~~or exceeds~~ expectations, the bargaining unit faculty member  
475 will receive an increase to their base salary per Article 26. ~~Senior Instructor IIs and Senior~~  
476 ~~Lecturer IIs that exceed expectations in all categories on a Career Continuous Employment~~  
477 ~~Review may be nominated by their dean to be considered by the Provost for the Distinguished~~  
478 ~~Teaching Professor award under Appendix 4.~~