

1 UNITED ACADEMICS PROPOSAL

2  
3 APPOINTMENT and, AND REAPPOINTMENT, Annual Review, and Promotion

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5 Section 1. The Employer will provide each bargaining unit member with a written notice of  
6 appointment at time of hire and at each contract renewal.

7 Section 2. The notice of appointment shall include, but not be limited to, the following:

- 8 a. Effective date of appointment
- 9 b. Duration of appointment
- 10 c. 9- or 12- month appointment basis
- 11 d. Rank and classification
- 12 e. Salary
- 13 f. FTE
- 14 g. Statement that the position is subject to a collective bargaining agreement between  
15 Oregon State University and United Academics with electronic information on accessing  
16 the Agreement.

17 Section 3. Joint Appointments. A joint appointment is one appointment or separate  
18 appointments that span two or more units, schools, and/or colleges. At the time of hire or  
19 appointment, a memorandum identifying how the promotion process will be handled will be  
20 provided to the bargaining unit member.

21 Section 4. Tenure-Track and Tenured Faculty. These appointments confirm institutional  
22 commitment for employment in the bargaining unit member’s assigned academic unit(s).

23 Tenure-track bargaining unit members ~~who are making satisfactory progress toward tenure~~ will  
24 generally have an expectation of annual appointment until their tenure review is completed. An  
25 unsuccessful tenure review will result in a terminal appointment of one academic year.

26 Tenure is continued indefinitely, except in the case of resignation, retirement, tenure  
27 relinquishment, termination for cause, financial exigency, or program reductions or terminations.

28 Section 5. Fixed-Term Appointments Without Promotion. Bargaining unit members may be  
29 assigned a term-by-term appointment in instances where the academic unit does not intend to  
30 employ the bargaining unit member for three consecutive terms in an academic year. The  
31 employing unit will inform the bargaining unit member of their work assignment by providing  
32 the start and end dates within the notice of appointment. Bargaining unit members employed in  
33 this capacity should not have an expectation of further employment and will not receive a non-  
34 renewal notice.

35 Bargaining unit members on fixed-term appointments ~~whose appointments are not paid from~~  
36 ~~gifts, grants and contracts~~, who have not achieved promotion; and are reappointed for three  
37 ~~consecutive terms each current academic year~~ in consecutive academic years will receive, at a  
38 minimum, a renewal or non-renewal notice one month prior to the expiration of their  
39 appointment. Decisions to non-renew fixed-term bargaining unit members who have not  
40 achieved promotion are at the discretion of the Employer.

41 Section 6. Fixed-Term Appointments with Promotion.

- 1 a. **First Promotion:** Bargaining unit members on fixed-term appointments who have  
2 achieved first promotion will receive a ~~M~~multi-~~Y~~year fixed-term appointment of at least  
3 two years. ~~These B~~bargaining unit members will receive, at a minimum, a renewal notice  
4 of one month prior to the expiration of their appointment. ~~These B~~bargaining unit  
5 members, ~~whose appointments are not paid from gifts, grants and contracts,~~ will receive,  
6 at a minimum, a non-renewal notice four months prior to the expiration of their  
7 appointment. **A renewal notice will provide an appointment of at least the duration of the**  
8 **prior appointment.**
- 9 b. **Second Promotion:** Bargaining unit members on fixed-term appointments who have  
10 achieved second promotion will receive an extended fixed-term appointment of at least  
11 two years. ~~These bargaining unit members will receive, at a minimum, a renewal or non-~~  
12 ~~renewal notice thirteen months prior to the expiration of their appointment. A renewal~~  
13 ~~notice will provide an appointment of at least the duration of the prior appointment.~~

14 Adjustments to the duration of extended ~~or M~~multi-~~Y~~year fixed-term appointments may be made  
15 by mutual agreement or when the bargaining unit member is demonstrably unavailable to fulfill  
16 the full term of the ~~extended~~ appointment.

17 ~~Decisions to non-renew fixed-term bargaining unit members who have achieved promotion may~~  
18 ~~only be made for reasons of performance, re-organization/ redeployment of funds, or lack of~~  
19 ~~funding as documented in the non-renewal request submitted to the Office of Human Resources~~  
20 ~~Employee and Labor Relations (ELR) unit. ~~Upon written request~~ Once a decision to non-renew~~  
21 ~~a bargaining unit member on a fixed-term appointment who has achieved promotion has been~~  
22 ~~made, may request the bargaining unit member will be provided a copy of the reason for the non-~~  
23 ~~renewal request submitted to ELR, as well as all supporting documents and/or information used~~  
24 ~~by from the Provost or their designee in approving the request.~~

25 **Section 7.** The Employer supports and encourages the creation of bargaining unit appointments  
26 at 0.50 FTE or above. The Employer may not appoint a bargaining unit member to an FTE below  
27 0.50 FTE to preclude providing benefits.