

5 **LETTER OF AGREEMENT: PROMOTION AND/OR TENURE**
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7 ~~**Section 1. Joint Labor Management Committee on Promotion and Tenure Guidelines and Criteria.**~~ A
8 Joint Labor Management Committee made of at least three members of each Party will begin meeting no
9 later than September 30, 2020. The Joint Labor Management Committee will:

- 10 a. ~~develop recommended revisions to the *Promotion and Tenure Guidelines* to remove~~
11 ~~inconsistencies and improve clarity for candidates;~~
12 b. ~~develop recommended guidelines and criteria for promotion for the following categories of~~
13 ~~bargaining unit faculty newly eligible for promotion: Instructor (PAC), Instructor (ESL), Instructor~~
14 ~~(ALS), and Research Associate; and~~
15 c. ~~develop recommended guidelines and criteria for promotion for the following categories of~~
16 ~~bargaining unit faculty for whom guidelines and criteria are not currently described in policy:~~
17 ~~Lecturer, Professor (Senior Research), and Professor (Extension).~~
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19 Faculty Senate representatives will be invited to participate in the Joint Labor Management Committee.
20 All recommendations developed by the Committee will be presented to the Faculty Senate for adoption
21 no later than Spring term 2021.
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23 ~~**Section 2. Interim Promotion Guidelines and Criteria.**~~ **With the implementation of new promotional**
24 **opportunities, effective September 16, 2021, the parties agree that** ~~Until promotion the existing~~
25 ~~guidelines and criteria are adopted for categories newly eligible for promotion, the following guidelines~~
26 ~~and criteria will be used to conduct promotion reviews,~~ **until such time that new guidelines and criteria**
27 **may be established.**

- 28 a. For Instructor (PAC), Instructor (ESL), Instructor (ALS), and Lecturer, guidelines and criteria for
29 Instructors will be used.
30 b. For Research Associates, guidelines and criteria for Faculty Research Assistants will be used.
31 c. For Professor (Senior Research) and Professor (Extension), guidelines and criteria for Professor
32 (Practice) will be used.
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34 ~~**Section 3. Rank for Previously Promoted Instructors (ESL).**~~

- 35 a. ~~Instructors (ESL) who have achieved promotion to ESL Instructor Level 2 within INTO OSU will be~~
36 ~~assigned a new rank of Senior Instructor I (ESL) beginning Summer 2020.~~
37 b. ~~Instructors (ESL) who have achieved promotion to ESL Instructor Level 3 within INTO OSU will be~~
38 ~~assigned a new rank of Senior Instructor II (ESL) beginning Summer 2020.~~
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40 ~~These previously promoted Instructors (ESL) will receive the minimum salary protections, appointment~~
41 ~~length, appointment renewal or non-renewal notice, and all other conditions of employment guaranteed~~
42 ~~to Fixed-Term faculty who have achieved promotion.~~
43

44 **Upon full execution of the contract, the Employer will notify the campus of the newly created promotion**
45 **opportunities and, in keeping with established shared governance practices, will engage with the Faculty**
46 **Senate to draft relevant promotional guidelines.**
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1 The parties agree to meet a minimum of three times during the 2020-21 Academic Year to review progress
2 being made toward the guidelines and criteria. In addition, it is further agreed upon that once guidelines
3 and criteria have been updated and/or created, prior to September 16, 2021, the parties will adhere these
4 established procedures.