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4 Language agreed to and/or proposed below is meant to be placed in the Appointment, Reappointment,  
5 Review and Promotion article as Sections 9, 10, and 11.

6  
7 **Section 9. Promotion and/or Tenure**  
8

9 **Preamble.** The Parties recognize that promotion and tenure are acknowledgements of a bargaining unit  
10 member's professional growth, merit, and expertise in their field. Promotions recognize excellence,  
11 growth and professional development of the bargaining unit member since the time of hire or since the  
12 time of previous promotion, whichever is most recent.

13  
14 **Section 1. General Guidelines.** Except where explicitly altered by this Agreement, promotion and tenure  
15 processes for bargaining unit members will be conducted in a manner consistent with university policies  
16 and procedures established by the Faculty Senate and described in the *Promotion and Tenure Guidelines*  
17 ~~on the Faculty Affairs website~~. Any additional policies governing promotion and tenure at the college or  
18 unit level must be consistent with this Agreement and university policy **and** such policies must be made  
19 available to bargaining unit members. The granting of tenure and/or promotion is never automatic or  
20 routine and is based on evaluation relative to the duties in the position description.

21  
22 The Employer will inform bargaining unit members of the date of eligibility for promotion and/or tenure  
23 in the Notice of Appointment. ~~An annual appointment at any FTE counts as one year of service toward~~  
24 ~~promotion.~~ **Fixed term employees are eligible for promotion when both of the following conditions are**  
25 **met: at least four years have elapsed since their initial hire date or last promotion and they have**  
26 **accumulated a minimum of 3.0 FTE years in service.** ~~appointment.~~

27  
28 Supervisors will inform **tenure-track** bargaining unit members of their progress towards promotion and/or  
29 tenure using ~~Annual a R~~ review and, if applicable, the Midterm Review. At the point a ~~tenure-track~~  
30 bargaining unit member is evaluated, responsibility for promotion and/or tenure recommendations rests  
31 principally with the senior members of the faculty, academic unit heads, and academic deans. Final  
32 responsibility **and approval** for ~~awarding~~ **granting** tenure rests with the Provost.

33  
34 In cases where a bargaining unit member holds a joint appointment, **as defined by Article XX**, they will be  
35 informed about their **process for their** promotion and/or tenure ~~process~~ at the time of hire ~~or~~  
36 ~~appointment~~. If not expressly modified at the time of hire or appointment, a single academic unit serves  
37 as a bargaining unit member's promotion and/or tenure home. ~~That unit coordinates and conducts the~~  
38 ~~promotion and/or tenure review, as specified by university policy and time of hire documentation.~~

39  
40 Academic units and colleges should consider including Promotion and Tenure Review Committee  
41 members external to their academic unit when evaluating candidates who work in locations remote from  
42 the majority of the academic unit's faculty members.

43  
44 **Section 2. Fixed-Term Faculty.** Bargaining unit members in the Fixed-Term classification are not eligible  
45 for indefinite tenure, but are eligible for promotion within their category.

46  
47 An unsuccessful promotion review will not impact the candidate's continued employment, and they may  
48 choose, **in consultation with their unit head**, to reapply for promotion at a later date.

1  
2 Bargaining unit members in the Fixed-Term classification will **engage with their unit head to initiate and**  
3 **request promotion no later than Spring term of the year preceding the promotion review year. If after**  
4 **discussion with the unit head the bargaining unit member wishes to proceed, the unit head will initiate**  
5 **the promotion review process during the** promotion by notifying their academic unit head by Spring term  
6 of the year preceding the promotion review year. Bargaining unit members in the Fixed-Term classification  
7 are not required to request promotion when they are eligible; they may request promotion in a later year  
8 or forego it altogether.

9  
10 Bargaining unit members in the Fixed-Term Instructional, and Fixed-Term **Faculty Research Assistant, and**  
11 **Fixed-Term Research Associate** categories are eligible to initiate the promotion review in the Spring term  
12 of their third year in rank so that their promotion review occurs during their fourth year in rank and they  
13 may be promoted at the end of their fourth year in rank.

14  
15 Bargaining unit members in Fixed-Term Professorial categories are eligible to initiate the promotion  
16 review in the Spring term of their fifth year in rank so that their promotion review occurs during their sixth  
17 year in rank and they may be promoted at the end of their sixth year in rank.

18  
19 **Section 3. Tenure-Track Faculty.** Only bargaining unit members in the Tenure-Track classification are  
20 eligible for **indefinite** tenure.

21  
22 **First Promotion from Assistant Professor to Associate Professor:**

23 Bargaining unit members ~~must be~~ **are generally** considered for tenure during or before their sixth year in  
24 the Tenure-Track classification, except for some bargaining unit members employed by the College of  
25 Earth, Ocean, and Atmospheric Sciences (CEOAS). Upon completion of the tenure review, the bargaining  
26 unit member must be granted indefinite tenure or be given a year's timely notice that their appointment  
27 will not be continued. Promotion to Associate Professor generally occurs when tenure is granted.

28  
29 Before the end of the Fall term of the academic year prior to the year in which the tenure decision is  
30 required, the academic unit head **will communicate timelines and responsibilities of the tenure review**  
31 **process to candidates who will be eligible in the following year.** ~~initiate the candidate's review for tenure~~  
32 ~~by requesting the candidate submit their dossier. For most bargaining unit members, this request will~~  
33 ~~happen in the Fall term of their fifth year.~~

34  
35 **Bargaining unit members employed by CEOAS will be notified of the expectations related to the process**  
36 **of promotion and/or tenure in their offer letters.**

37  
38 ~~Bargaining unit members employed by CEOAS may instead, if so stated in their time of hire~~  
39 ~~documentation, be considered for tenure during or before their twelfth year in the Tenure Track~~  
40 ~~classification. Bargaining unit members on a twelve year tenure clock will have a promotion review on or~~  
41 ~~before their sixth year in rank. Before the end of the Fall term of the academic year prior to the year in~~  
42 ~~which the tenure decision is required, the academic unit head will initiate the candidates review for~~  
43 ~~promotion by requesting the candidate submit their dossier. A successful review will result in promotion~~  
44 ~~to Associate Professor without tenure, while an unsuccessful review will result in the bargaining unit~~  
45 ~~member being given a year's timely notice that their appointment will not be continued.~~

1 ~~Section 105. Second Promotion from Associate Professor to Professor:~~

2 Except for bargaining unit members employed by the College of Earth, Ocean, and Atmospheric Sciences  
3 (CEOAS) who are not tenured at the Associate level, on a twelve-year tenure clock, an unsuccessful review  
4 second for promotion to Professor review will not impact the candidate's continued employment, and  
5 they may choose to reapply for promotion at a later date. Bargaining unit members not on a twelve-year  
6 tenure clock who wish to be considered for promotion from Associate Professor to Professor will initiate  
7 the promotion review by notifying their academic unit head in the Fall term of the year preceding the  
8 promotion review year. Except for bargaining unit members on a twelve-year tenure clock, ~~b~~Bargaining  
9 unit members are not required to request promotion to Professor when they are eligible; they may  
10 request promotion in a later year or forego it altogether.

11  
12 Bargaining unit members employed by College of Earth, Ocean, and Atmospheric Sciences (CEOAS), who  
13 are not tenured at the Associate level, will be notified of the expectations related to the process of  
14 promotion and/or tenure in writing.

15  
16 For bargaining unit members on a twelve-year tenure clock, they must be considered for tenure during or  
17 before their sixth year in the Associate Professor rank. Before the end of the Fall term of the academic  
18 year prior to the year in which the tenure decision is required, the academic unit head initiate the  
19 candidate's review for tenure by requesting the candidate submit their dossier. Upon completion of the  
20 tenure review, the bargaining unit member must be granted indefinite tenure or be given a year's timely  
21 notice that their appointment will not be continued. Promotion to Professor generally occurs when tenure  
22 is granted.

23  
24 ~~Section 4. Extension of the Tenure Clock.~~ Under extenuating circumstances, a bargaining unit member  
25 can request of the Provost or the Provost's designee that the tenure clock be extended. Requests for  
26 extension of the tenure clock should come at the time of the extenuating circumstances and will not be  
27 accepted after June 1 of the calendar year preceding the calendar year in which the tenure decision will  
28 be made.

29  
30 A one-year extension of the tenure clock will be granted for qualifying OFLA/FMLA leave that extends for  
31 three months or more.

32  
33 If a bargaining unit member receives approval for a tenure clock extension for any reason, all external  
34 reviewers will be informed to reviews will evaluate the dossier without prejudice, as if the candidate had  
35 been on probationary status for the standard five years.

36  
37 **Section 105. Midterm Reviews.** Midterm Reviews of Tenure-Track bargaining unit members will be  
38 conducted consistent with the process established in the *Promotion and Tenure Guidelines* on the Faculty  
39 Affairs website. Midterm Reviews will usually be conducted during the final term of the third year of the  
40 initial appointment. For bargaining unit members whose probationary service has been either shortened  
41 for prior service or lengthened for extenuating circumstances, the review will be done during the year  
42 which best equates to the midpoint in the bargaining unit member's probationary service.

43  
44 **Section 116. Post-Tenure Review.** Post-Tenure Reviews of bargaining unit members will be conducted  
45 consistent with the process established in the *Post-Tenure Review* procedures. on the Faculty Affairs  
46 website. A Post-Tenure Review is to be performed if:

- 47 a. requested by a bargaining unit member;
- 48 b. requested by the academic unit head or supervisor after one negative Annual Review; or

1 ~~c. a bargaining unit member receives two consecutive negative Annual Reviews.~~

2  
3 A negative Annual Review is defined as receiving an overall evaluation of “failed to meet expectations of  
4 satisfactory performance.”

5  
6 In the event that a Post-Tenure Review leads to a performance improvement plan, a second Post-Tenure  
7 Review will be initiated upon completion of the performance improvement plan. An unsuccessful second  
8 Post-Tenure Review may result in a redistribution of effort, or reassignment within the academic unit as  
9 determined by the academic unit head in consultation with the academic unit’s Promotion and Tenure  
10 Review Committee chair. Reduction in rank or imposition of sanctions are not appropriate outcomes of  
11 an unsuccessful second Post-Tenure Review.

12  
13 Any redistribution of effort or reassignment within the academic unit determined as the result of an  
14 unsuccessful second Post-Tenure Review must be reviewed by a standing faculty committee elected for  
15 that purpose at the level of the college. This committee shall forward the results of its review and the  
16 academic unit’s recommendation to the Dean or Equivalent and to the Provost.

17  
18 Until the college level review is complete, no action based on the second Post-Tenure Review can be taken  
19 by the Employer.

20  
21 This Article is not intended to limit the ability of the Employer to pursue discipline for cause, as described  
22 in Article XX, unrelated to the Post-Tenure Review process.