

1 UNITED ACADEMICS PROPOSAL

2 LETTER OF AGREEMENT: PROMOTION AND TENURE

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4 **Section 1. Joint-Labor Management Committee on Promotion and Tenure Guidelines and**
5 **Criteria.** A Joint Labor-Management Committee made of at least three members of each Party
6 will begin meeting no later than September 30, 2020. The Joint Labor-Management Committee
7 will:

- 8 a. develop recommended revisions to the *Promotion and Tenure Guidelines* to remove
9 inconsistencies and improve clarity for candidates;
10 b. develop recommended guidelines and criteria for promotion for the following categories
11 of bargaining unit faculty newly eligible for promotion: Instructor (PAC), Instructor
12 (ESL), Instructor (ALS), and Research Associate; and
13 c. develop recommended guidelines and criteria for promotion for the following categories
14 of bargaining unit faculty for whom guidelines and criteria are not currently described in
15 policy: Lecturer, Professor (Senior Research), and Professor (Extension).
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17 Faculty Senate representatives will be invited to participate in the Joint Labor-Management
18 Committee. All recommendations developed by the Committee will be presented to the Faculty
19 Senate for adoption no later than Spring term 2021.
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21 **Section 2. Interim Promotion Guidelines and Criteria.** Until promotion guidelines and criteria
22 are adopted for categories newly eligible for promotion, the following guidelines and criteria will
23 be used to conduct promotion reviews.

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

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