

1 UNITED ACADEMICS PROPOSAL

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4 LETTER OF AGREEMENT: PROMOTION AND/OR TENURE

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6 **Section 1. Interim Promotion Guidelines and Criteria.** With the implementation of new
7 promotional opportunities, ~~effective September 16, 2021,~~ the pParties agree that the existing
8 guidelines and criteria will be used to conduct promotion reviews, until such time that new
9 guidelines and criteria may be established.

- 10 a. For Instructor (PAC), Instructor (ESL), Instructor (ALS), and Lecturer, guidelines and
11 criteria for Instructors will be used.
12 b. For Research Associates, guidelines and criteria for Faculty Research Assistants will be
13 used.
14 c. For Professor (Senior Research) and Professor (Extension), guidelines and criteria for
15 Professor (Practice) will be used.
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17 **Section 2. Rank for Previously Promoted Instructors (ESL).**

- 18 a. Instructors (ESL) who have achieved promotion to ESL Instructor Level 2 within INTO-
19 OSU will be assigned a new rank of Senior Instructor I (ESL) beginning Summer 2020.
20 b. Instructors (ESL) who have achieved promotion to ESL Instructor Level 3 within INTO-
21 OSU will be assigned a new rank of Senior Instructor II (ESL) beginning Summer 2020.
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23 These previously promoted Instructors (ESL) will receive the minimum salary protections,
24 appointment length, appointment renewal or non-renewal notice, and all other conditions of
25 employment guaranteed to Fixed-Term faculty who have achieved promotion.
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27 **Section 3.** Upon full execution of the contract, the Employer will notify the campus of the newly
28 created promotion opportunities and, in keeping with established shared governance practices,
29 both Parties will engage with the Faculty Senate to draft relevant promotional guidelines
30 consistent with the terms of this Agreement.
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32 The pParties agree to meet a minimum of three times during the 2020-21 Academic Year to
33 review progress being made toward the guidelines and criteria. In addition, it is further agreed
34 upon that once guidelines and criteria have been updated and/or created, ~~prior to September 16,~~
35 ~~2021,~~ the pParties will adhere to these established ~~procedures~~ guidelines and criteria.