

1 Oregon State University Proposal  
2 Negotiations with UAOSU  
3 March 25, 2020

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5 **PERIODIC REVIEW OF FACULTY**  
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7 Procedures, policies, and criteria for Periodic Review of Faculty (PROF) are developed and modified by  
8 each academic unit, with faculty input, and will be made available to the bargaining unit members.  
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10 Fixed-term bargaining unit members who have not achieved promotion will receive an annual PROF  
11 consistent with unit, college, campus, and university policies and procedures. Fixed-term bargaining unit  
12 members who have achieved promotion will receive a PROF consistent with unit, college, and university  
13 procedures at least once every three years.  
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15 Tenure-track bargaining unit members will receive an annual PROF consistent with unit, college, campus,  
16 and university policies and procedures until they have achieved their first promotion. Tenure-track and  
17 tenured bargaining unit members who have achieved promotion will receive a PROF consistent with unit,  
18 college, and university procedures at least once every three years.  
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20 Bargaining unit members are entitled to a PROF in any year upon request by the bargaining unit member.  
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22 The initiation of the PROF is the responsibility of the supervisor, academic unit head, review committee  
23 chair, or the appropriate administrative officers. In each instance, the PROF shall include:

- 24 a) a written assessment of the bargaining unit member's progress in fulfilling the duties described  
25 in their position description;
- 26 b) the sources of information used as the basis for evaluation; and
- 27 c) an assessment as to whether the bargaining unit member exceeded, met, or failed to meet  
28 expectations for satisfactory performance.  
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30 The PROF shall be based only on material that is appropriate to the bargaining unit member's position  
31 description and performance of assigned responsibilities.  
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33 The bargaining unit member must be provided the opportunity to read and initial the PROF and furnish  
34 written comments, explanations, and/or rebuttal materials. The PROF will be placed in the bargaining unit  
35 member's personnel record.