

**TENTATIVE AGREEMENT (1/24/2025)**

**UNIVERSITY OF OREGON MEDIATION PROPOSAL (1/24/2025.v2)**

UNITED ACADEMICS MEDIATION PROPOSAL (1/24/2025)

UNIVERSITY OF OREGON MEDIATION PROPOSAL (1/24/2025)

UNITED ACADEMICS COUNTERPROPOSAL (11/21/2024)

UNIVERSITY OF OREGON COUNTERPROPOSAL (11/13/2024)

UNITED ACADEMICS COUNTERPROPOSAL (10/31/2024)

UNIVERSITY OF OREGON COUNTERPROPOSAL (10/17/2024)

UNITED ACADEMICS COUNTERPROPOSAL (09/26/2024)

UNIVERSITY OF OREGON COUNTERPROPOSAL (8/26/2024)

UNITED ACADEMICS COUNTERPROPOSAL (8/13/2024)

UNIVERSITY OF OREGON COUNTERPROPOSAL (7/15/2024)

UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)

UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)

UNITED ACADEMICS COUNTERPROPOSAL (4/4/2024)

UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)

UNITED ACADEMICS PROPOSAL (2/15/2024)

**Document Key**

UA new | ~~UA-deletion~~ | UO new | ~~UO-deletion~~ | Accepted | Deleted | Status Quo | Restored

[Package. This is a package proposal with Article 15, 19, 20, and 34.]

**ARTICLE 19. CAREER FACULTY REVIEW AND PROMOTION**

**Preamble.** Career appointments are either Career instructional or Career research for the purposes of this Article.

Career instructional faculty are those with appointments in the Career classification in the following categories: Instructor, Lecturer, Librarian, Clinical Professor (when an instructional appointment), Professor of Practice, and Teaching Professor.

Career research faculty are those with appointments in the Career classification in the following categories: Research Professor, Clinical Professor (when a research appointment), Research Assistant, Research Associate, Research Scientist, Research Engineer, and Principal Research Scientist.

**Career Faculty Review and Promotion**

**Section 1.** Reviews for Career faculty will include reviews associated with performance, promotion, and continuous employment. A performance review will not be required in the year a bargaining unit faculty member has a promotion or continuous employment review.

**Section 2. Policies and Procedures.** Each department or unit that employs Career faculty will maintain unit-level policies for Career faculty review and promotion in accordance with Article 4.

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### 48 Career Faculty Performance Reviews

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50 **Section 3. Performance Reviews.** Performance reviews for Career faculty are for the purpose of  
51 determining if the faculty member is meeting the standard of excellence appropriate to a Career  
52 instructional or Career research faculty member at an AAU institution based on their job duties.  
53 Performance reviews should be designed to help Career faculty members grow as educators,  
54 scholars, and researchers, as appropriate; identify areas of strength; and identify areas that need  
55 improvement associated with their position. Career performance reviews should include a stage-  
56 appropriate assessment of the likelihood of success in a subsequent promotion review. ~~As part of~~  
57 ~~P-performance reviews, also allow supervisors of Career faculty members with a position~~  
58 ~~description should take the opportunity to consult to shall consult with as needed or at the request~~  
59 ~~of collaborate those Career faculty members on keeping to keep the position description up to~~  
60 ~~date as an accurate reflection of the position. Performance reviews shall consider any lack of~~  
61 ~~resources necessary to the performance of professional responsibilities that were identified in~~  
62 ~~previous workload discussions (Article 17, Section 3). account for any lack of support and~~  
63 ~~services necessary to the performance of professional responsibilities. Bargaining unit faculty~~  
64 ~~members who have not received from the University the material support and services to perform~~  
65 ~~their professional responsibilities shall be held harmless for those particular professional~~  
66 ~~responsibilities in performance review and promotion processes.~~

67

### 68 Section 4. Performance Review Timing.

69

- 70 a. Career instructional faculty will have a performance review each year for the first three  
71 years of their employment and at least once every three years thereafter (academic years  
72 for 9-month appointments and fiscal years for 12-month appointments). The three-year  
73 schedule is reset after a successful promotion or continuous employment review.
- 74
- 75 b. Career research faculty will have a performance review annually, which will also serve as  
76 the basis for distributions if a merit pool is agreed to in Article 26. ~~In units that utilize~~  
77 ~~performance reviews as the basis for distribution of a merit pool to Career research~~  
78 ~~faculty, all All performance reviews conducted during the period of evaluation for merit~~  
79 ~~shall be taken into account.~~
- 80
- 81 c. Performance reviews may take place out of cycle when a department or unit head has  
82 identified or become aware of performance problems. The department or unit head shall  
83 meet with the Career faculty member to discuss areas of concern and evaluate whether a  
84 formal out-of-cycle performance review or performance improvement plan (Section 6.e)  
85 is warranted. Nothing in this Article changes the process for addressing poor performance  
86 for funding-contingent faculty set forth in Article 16, Section 18.

87

88 **Section 5. Performance Review Period and Criteria.** Reviews will consider the Career  
89 bargaining unit faculty member's performance since their last review. Career faculty members  
90 will be evaluated only by the criteria approved and made available to them. If the criteria have  
91 changed since their previous review, the faculty member must choose either the earlier or current  
92 set of criteria.

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### Section 6. Performance Review Process.

- 94  
95  
96 a. As part of each performance review, a Career faculty member will have an opportunity to  
97 submit a **brief** personal statement (**no more than three pages**) containing information  
98 relevant to their performance of assigned duties and responsibilities.  
99
- 100 b. The review process will include an opportunity for the Career faculty member to discuss  
101 their efforts, performance, and goals or improvement opportunities with an appropriate  
102 supervisor, department, or unit head at least once during each review period.  
103
- 104 c. Performance reviews must include a determination **whether** the Career faculty member  
105 meets, ~~exceeds~~ or does not meet expectations in each of their assigned duties. ~~as follows:~~  
106 ~~{We are postponing discussion on this provision until we come to an agreement regarding merit~~  
107 ~~review provision}~~  
108
- 109 ~~i. When the review is used in conjunction with a salary determination (i.e., merit),~~  
110 ~~the performance review must include a determination whether of if the Career~~  
111 ~~faculty member meets, exceeds, or does not meet expectations in each of their~~  
112 ~~assigned duties.~~  
113
- 114 ~~ii. When the review is not in conjunction with a salary determination, the~~  
115 ~~performance review must include a determination whether of if the Career faculty~~  
116 ~~member meets, exceeds, or does not meet expectations in each of their assigned~~  
117 ~~duties. If any salary increases not contemplated at the time of the performance~~  
118 ~~review require a differentiation between meets and exceeds expectations, the~~  
119 ~~determination will default to exceeds expectations.~~  
120
- 121 d. The supervisor, department, or unit head will summarize, in writing, any committee or  
122 peer review along with their own assessment and will communicate the results of the  
123 review and provide a copy of their summary in writing to the bargaining unit faculty  
124 member. The faculty member will have 10 days from the date of the receipt of the report  
125 to provide a response, which shall be appended to the completed performance review.  
126
- 127 e. If the determination of the performance review is that the Career faculty member does not  
128 meet expectations in one or more of their assigned duties, the supervisor, department, or  
129 unit head will meet with the faculty member to discuss a performance improvement plan,  
130 which will include written documentation of the areas for improvement, instructions to  
131 meet expectations in those areas, a timeline to carry out those instructions, and an explicit  
132 timeframe for assessing progress. The performance improvement plan will be signed by  
133 the supervisor, faculty member, and vice president, vice provost, dean, or director.  
134

135 If that follow-up progress assessment, which may be a performance review, determines  
136 that the Career faculty member still does not meet expectations in one or more of the  
137 assigned duties previously identified as areas of concern, that Career faculty member may  
138 be subject to layoff (Article 16, Section 12.a.).  
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### Career Promotion Reviews

#### General Career Promotion Review Considerations

**Section 7. Accelerated Review.** An accelerated promotion review may occur in particularly meritorious cases as determined by the Office of the Provost in consultation with the appropriate vice president, vice provost, dean, department or unit head, and the bargaining unit faculty member.

**Section 8. Credit for Prior Service.** Bargaining unit faculty members reclassified or hired into Career positions from Pro Tem positions shall receive an assessment of credit towards promotion equivalent to the faculty member's Pro Tem employment for work within the same category (i.e., instructional or research) of employment for work of a comparable character by the Office of the Provost, after consultation with the hiring unit head. The assessment may result in full credit, partial credit, or no credit towards promotion, depending on the proportion of comparable work. Bargaining unit faculty members in positions reclassified under Article 15, Section 8 to Career from Pro Tem will receive credit toward promotion when such all faculty employment was at 0.5 annualized FTE or greater and provided the bargaining unit faculty member y have met expectations when reviewed. ~~When work is not of comparable character not within the same category of employment, the bargaining unit member shall receive an assessment of credit towards promotion by the Office of the Provost. Bargaining unit faculty members at 0.5 annualized FTE or greater who have met expectations in the pro tem position at their most recent review reclassified from Pro Tem to Career positions may shall receive credit towards promotion when appropriate. to the same extent that they would have received credit had they been elassified as Career faculty. for the number of years employed as Pro Tem faculty.~~ When a bargaining unit faculty member receives credit for prior service is agreed upon, the terms of hire or reclassification will state the number of years of credit granted for comparable work, specific review considerations, and the earliest date for promotion eligibility. ~~Bargaining unit faculty members reclassified from Pro Tem to Career positions will receive credit towards promotion for the number of years employed as Pro Tem faculty.~~

**Section 9. Reapplication for Promotion.** An unsuccessful candidate for promotion may continue employment at their current rank as long as eligible to do so under this Agreement. Career faculty bargaining unit members who are denied promotion may reapply for promotion after having been employed by the university for an additional three years or longer at an average of 0.5 annualized FTE per year, accrued at no greater than three terms per academic year for bargaining unit faculty on 9-month appointments, and at four terms per year for bargaining unit faculty on 12-month appointments.

**Section 10. Appeal of Promotion Denial.** Faculty who are denied promotion may appeal the decision through the procedures in Article 21, Tenure and Promotion Denial Appeal.

**Section 11. Withdrawal of Application.** A candidate may withdraw an application for promotion in writing to the Provost and the dean at any time before the Provost's decision.

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### Career Instructional Promotion Reviews

**Section 12. Eligibility for Promotion.** Career instructional faculty may elect to initiate the promotion process when eligible to do so. Career faculty members will be eligible for promotion after accumulating six years of employment less any credit for prior service granted (Section 8) as a faculty member at or above an average of 0.5 annualized FTE over **the** six years, accrued at no greater than three terms per academic year for bargaining unit faculty with 9-month appointments, and at four terms per year for bargaining unit faculty with 12-month appointments. The six years of employment do not have to be consecutive.

- a. Career instructional faculty members who will have completed five years of employment as a Career faculty member at or above 0.5 annualized FTE per year may initiate the promotion process in the Spring term of the fifth year if they have an expected appointment of 0.5 annualized FTE or greater for the sixth year.
- b. Career instructional faculty members who have completed more than five years of employment as a Career faculty member at or above 0.5 annualized FTE per year may initiate the promotion process in the Spring term of any year.
- c. Cases involving positions or terms of service below 0.5 FTE may be considered for promotion by the Office of the Provost in accordance with the principles set forth in this Article.
- d. Career instructional faculty members who have achieved promotion must wait at least **five** ~~six~~ years before initiating the promotion process again (**for a promotion review in the subsequent year**), regardless of the number of accumulated years of employment.

**Section 13. Review Period and Election of Criteria.** The promotion review period for a Career instructional bargaining unit faculty member will be the time in their current classification and rank, with emphasis on the six most recent years.

The bargaining unit faculty member will be reviewed for promotion relative to the criteria in effect when the review period began. If the criteria have changed since their hire or previous review, the faculty member must choose either the earlier or current set of criteria.

**Section 14. Initiating the Promotion Process.** Career instructional faculty wishing to be considered for promotion should notify the appropriate department or unit head in the Spring term prior to the year when promotion is sought, and must provide the following **materials by Fall of the review year**:

- **Curriculum vitae:** A comprehensive and current curriculum vitae that includes the bargaining unit faculty member's current **teaching, professional development**, research, scholarly, and creative activities **and accomplishments**, including publications, appointments, presentations, and similar activities and accomplishments **as applicable**.

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- 232 ● **Personal statement:** A 2–6-page personal statement developed by the bargaining unit  
233 faculty member evaluating their performance measured against the applicable criteria for  
234 promotion. The personal statement should expressly address the subjects of teaching;  
235 scholarship, research and creative activity, as applicable; and service contributions to the  
236 academic department, center or institute, school or college, university, profession, and the  
237 community. The statement should also include discussion of contributions to diversity,  
238 equity, and inclusion.  
239
- 240 ● **Teaching portfolio (if applicable):** Representative examples of course syllabi or  
241 equivalent descriptions of course content and instructional expectations for courses taught  
242 by the bargaining unit faculty member, examples of student work and exams, and similar  
243 material; information from student experience surveys, which will be considered in light  
244 of the response rate; information on the development of new courses and curriculum  
245 development; information on contributions to university-wide teaching practices (if  
246 applicable).  
247
- 248 ● **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship,  
249 research, and creative activity; and appropriate evidence of national or international  
250 recognition or impact.  
251
- 252 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member’s  
253 service contributions to their academic department, center or institute, school or college,  
254 university, profession, and the community, such as op ed pieces, white papers authored or  
255 co-authored by the faculty member, commendations, awards, or letters of appreciation.  
256 The service portfolio may also include a short narrative elaborating on the faculty  
257 member’s unique service experiences or obligations.  
258
- 259 ● **Professional development statement (if applicable):** A statement that provides a short  
260 narrative elaborating on the professional development activities of the bargaining unit  
261 faculty member related to their job duties.  
262
- 263 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of  
264 professional or consulting activities related to their discipline.  
265
- 266 ● **Internal and/or external reviewers (if applicable):** A list of qualified internal and/or  
267 external reviewers provided by the bargaining unit faculty member.  
268

269 **Section 15. Waiver of Access to Materials.** Bargaining unit faculty members may choose to  
270 waive in advance in writing their access to see any or all of the evaluative materials. Such  
271 waivers, however, shall not preclude the use of redacted versions of these documents in a denial  
272 review process. The redacted versions are intended to protect the identity of the reviewer. If  
273 redactions are insufficient to do so, the University may prepare a suitable summary. A waiver  
274 will be included in the promotion file.  
275

276 **Section 16. Notice of Meetings.** A bargaining unit faculty member will receive at least three  
277 business days’ notice of any meeting or hearing which the member is invited or required to

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278 attend, with a dean, vice provost, or the Office of the Provost regarding recommendations or  
279 decisions on promotion. The bargaining unit faculty member may have a colleague or Union  
280 representative present at the meeting as an observer.

281  
282 **Section 17. Evaluation file.** The promotion review file should generally include the following  
283 information:

- 284
- 285 ● Statement of duties and responsibilities
- 286 ● Curriculum vitae
- 287 ● Conditions of appointment
- 288 ● Criteria for promotion
- 289 ● Personal statement
- 290 ● Supervisors' letters of evaluation
- 291 ● Professional activities portfolio (if applicable)
- 292 ● Teaching portfolio (if applicable)
- 293 ● Scholarship portfolio (if applicable)
- 294 ● Service portfolio (if applicable)
- 295 ● Professional development statement (if applicable)
- 296 ● Internal and/or external reviews (if applicable)
- 297 ● Department or unit committee recommendation
- 298 ● Department, unit, center, or institute head's recommendation (if applicable)
- 299 ● Vice president's, dean's, or director's recommendation
- 300 ● Waiver of access to materials (if applicable)
- 301

302 **Section 18. Review by Department or Unit.** The department or unit head or designee should  
303 solicit any internal and/or external reviews, as applicable. A department or unit committee will  
304 review the file and make a recommendation to the department or unit head. The department or  
305 unit head will then prepare an explanation of the merits of the promotion case and a  
306 recommendation on the case. The report will include the department or unit-level promotion  
307 committee report and recommendation and a voting summary, and the department or unit head's  
308 own independent recommendation. The file will then be sent to the appropriate vice president,  
309 vice provost, dean, or director for review.

310  
311 **Section 19. Review by Vice President, Vice Provost, Dean, or Director.** The vice president,  
312 vice provost, dean, or director, as appropriate, will review the file, and may consult with  
313 appropriate persons and ~~may~~ask for and document additional non-confidential information.  
314 Once the vice president, vice provost, Provost, dean, or director deems the file complete, they  
315 will prepare a separate memorandum and recommendation.

316  
317 The vice president, vice provost, Provost, dean, or director will share their memorandum and  
318 recommendation with the candidate and notify the candidate that they may provide responsive  
319 material for the file within 10 days from the date of receipt of the memorandum; this response  
320 shall be included in the evaluation file. If the assessment of the dean or vice provost above  
321 differs from that of the department or unit head or the school- or college-level personnel  
322 committee, they will provide an explanation of the reasons underlying their judgment. The vice  
323 president, vice provost, dean, or director then will submit the complete evaluation file to the

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324 Office of the Provost.

325

326 **Section 20. Review by the Office of the Provost.** By June 1, the Office of the Provost will  
327 review the file and decide whether to grant or deny promotion. The candidate will be notified of  
328 the decision in writing. If the Office of the Provost decides the review is unsuccessful, the  
329 decision letter will contain an explanation of the reasons underlying their decision **and any**  
330 **determinations that differ from the previous review levels.** ~~In the case of a decision to deny~~  
331 ~~promotion that is contrary to a recommendation of a vice president, vice provost, dean, or~~  
332 ~~director, the decision letter of the Office of the Provost shall include a detailed explanation of~~  
333 ~~reasons for rejecting the recommendation, which shall identify any assessments of merit and~~  
334 ~~representations of fact contained in the recommendation with which the Office of the Provost~~  
335 ~~disagrees.~~

336

337 **Section 21. Assumption of New Rank.** Successful candidates for promotion will assume their  
338 new rank beginning with the next academic or fiscal year or the nearest next term of employment  
339 should their appointment not begin with fall term.

340

341

### 342 **Career Research Promotion Reviews**

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344 **Section 22. Eligibility for Promotion.** Career research faculty may elect to initiate the  
345 promotion process when eligible to do so. Career faculty members will be eligible for promotion  
346 after accumulating six years of employment as a Career faculty member less any credit for prior  
347 service granted (Section 8) at or above an average of 0.5 annualized FTE over six years. The six  
348 years of employment do not have to be consecutive.

349

350 Career research faculty members who have achieved promotion must wait at least **five six** years  
351 before initiating the promotion process again **(for a promotion review in the subsequent year),**  
352 regardless of the number of accumulated years of employment.

353

354 **Section 23. Review Period and Election of Criteria.** The promotion review period for a Career  
355 research bargaining unit faculty member will be the time in their current classification and rank.

356

357 The bargaining unit faculty member will be reviewed for promotion relative to the criteria in  
358 effect when the review period began. If the criteria have changed since their hire or previous  
359 review, the faculty member must choose either the earlier or current set of criteria.

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361 **Section 24. Initiating the Promotion Process for Career Research Faculty.** Candidates  
362 wishing to be considered for promotion should notify the appropriate department or unit head in  
363 the Spring term prior to the year when promotion is sought, and must provide the following  
364 **materials by Fall of the review year:**

365

- 366 ● **Curriculum vitae or resume:** A comprehensive and current curriculum vitae or resume  
367 that includes the bargaining unit faculty member's current research, scholarly, and  
368 creative activities **and accomplishments,** including publications, appointments,  
369 presentations, and similar activities and accomplishments, **as applicable.**



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- 371 ● **Personal statement:** A 2-6-page personal statement developed by the bargaining unit
- 372 faculty member evaluating their performance measured against the applicable criteria for
- 373 promotion. The personal statement should expressly address their impact and
- 374 contribution to research excellence relative to their job duties. This statement should also
- 375 include discussion of contributions to diversity, equity, and inclusion.
- 376
- 377 ● **Scholarship portfolio (if applicable):** A comprehensive portfolio of scholarship,
- 378 research, and creative activity; and appropriate evidence of national or international
- 379 recognition or impact.
- 380
- 381 ● **Service portfolio (if applicable):** Evidence of the bargaining unit faculty member's
- 382 service contributions to their academic department, center or institute, school or college,
- 383 university, profession, and the community, such as op ed pieces, white papers authored or
- 384 co-authored by the faculty member, commendations, awards, or letters of appreciation.
- 385 The portfolio may also include a short narrative elaborating on the faculty member's
- 386 unique service experiences or obligations.
- 387
- 388 ● **Professional activities portfolio (if applicable):** A comprehensive portfolio of
- 389 professional or consulting activities related to their discipline.
- 390
- 391 ● **List of reviewers (if applicable):** A list of qualified internal and/or external reviewers
- 392 provided by the bargaining unit faculty member. Normally, external reviews are not
- 393 expected for those in the research assistant ranks.
- 394

395 **Section 25. Waiver of Access to Materials.** Bargaining unit faculty members may choose to

396 waive in advance in writing their access to see any or all of the evaluative materials. Such

397 waivers, however, shall not preclude the use of redacted versions of these documents in a denial

398 review process. The redacted versions are intended to protect the identity of the reviewer. If

399 redactions are insufficient to do so, the University may prepare a suitable summary. A waiver

400 will be included in the promotion file.

401

402 **Section 26. Notice of Meetings.** A bargaining unit faculty member will receive at least three

403 business days' notice of any meeting or hearing which the member is invited or required to

404 attend, with a dean, vice provost, or the Office of the Provost regarding recommendations or

405 decisions on promotion. The bargaining unit faculty member may have a colleague or Union

406 representative present at the meeting as an observer.

407

408 **Section 27. Evaluation file.** The promotion review file should generally include the following

409 information:

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- 411 ● Statement of duties and responsibilities
- 412 ● Curriculum vitae
- 413 ● Conditions of appointment
- 414 ● Criteria for promotion
- 415 ● Personal statement

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- 416 ● Supervisors' letters of evaluation
- 417 ● Professional activities portfolio (if applicable)
- 418 ● Scholarship portfolio (if applicable)
- 419 ● Service portfolio (if applicable)
- 420 ● Internal and/or external reviews (if applicable)
- 421 ● Department, unit, center, or institute head's recommendation
- 422 ● Vice president's, dean's, or director's recommendation
- 423 ● Waiver of access to materials (if applicable)

424

425 **Section 28. Review by Department Head or Unit Director or Manager.** The department or  
426 unit head or designee should solicit any internal and/or external reviews, as applicable. The  
427 department or unit head will then review the file, including any internal or external reviews, and  
428 prepare a recommendation and an explanation of the merits of the promotion case. The file will  
429 then be sent to the appropriate vice president, vice provost, or dean for review. In the event that  
430 the unit head is the faculty member's supervisor/director/manager, the supervisor letter of  
431 evaluation and the unit head review may be combined into a single recommendation.

432

433 **Section 29. Review by Vice President, Vice Provost, Dean, or Director.** The vice president or  
434 dean, as appropriate, will review the file, and may consult with appropriate persons and may ask  
435 for and document additional non-confidential information. Once the vice president or dean  
436 deems the file complete, they will prepare a separate memorandum with a recommendation.

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438 If the vice president, vice provost, dean, or director's assessment differs from that of the  
439 department or unit committee or the department or unit head, the memorandum and  
440 recommendation will provide an explanation of the reasons underlying their judgment.

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442 The vice president, vice provost, dean, or director will share their memorandum and  
443 recommendation with the candidate and notify the candidate that they may provide responsive  
444 material for the file within 10 days from the date of receipt of the memorandum. This response  
445 shall be included in the evaluation file. The vice president, vice provost, dean, or director then  
446 will submit the complete evaluation file to the Office of the Provost.

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448 **Section 30. Review by the Office of the Provost.** By June 1, the Office of the Provost will  
449 review the file, with appropriate input, and decide whether to grant or deny promotion. The  
450 candidate will be notified of the decision in writing. If the Provost decides the review is  
451 unsuccessful, the decision letter will contain an explanation of the reasons underlying their  
452 decision ~~and any determinations that differ from the previous review levels. In the case of a~~  
453 ~~decision to deny promotion that is contrary to a recommendation of a vice president, vice~~  
454 ~~provost, dean, or director, the decision letter of the Office of the Provost shall include a detailed~~  
455 ~~explanation of reasons for rejecting the recommendation, which shall identify any assessments of~~  
456 ~~merit and representations of fact contained in the recommendation with which the Office of the~~  
457 ~~Provost disagrees.~~

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459 **Section 31. Assumption of New Rank.** Successful candidates for promotion will assume their  
460 new rank beginning with the fiscal year following notification of their promotion, or other date  
461 as approved, by the Office of the Provost, whichever comes first.

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**Career Continuous Employment Reviews**

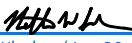
**Section 32. Purpose.** The primary function of Career Continuous Employment Reviews is to foster continued professional growth and reward excellence. Career Continuous Employment Reviews are optional.

**Section 33. Eligibility.** To be eligible for a Career Continuous Employment Review, a bargaining member must satisfy the following:

- a. Must have a Career appointment in a single-rank category or at the highest rank in their category; and,
- b. Must have an annualized 0.5 FTE or greater; and,
- c. Must have accumulated six years of service at 0.5 FTE or greater, as measured from their appointment in the single-rank category, since achieving promotion to the highest rank in their category, or since their most recent Career Continuous Employment Review.

**Section 34. Process.** To initiate the Career Continuous Employment Review, the eligible bargaining unit faculty member must notify their department or unit head consistent with Section 14 or 24, as appropriate. Continuous employment reviews for Career faculty will generally mirror the scope and process for Career instructional or Career research promotion reviews to the highest rank. If the final ‘Review by the Office of the Provost’ (Section 20 or 30 equivalent) in a Continuous Employment Review determines that the bargaining unit faculty member’s performance in all categories meets ~~or exceeds~~ expectations, the bargaining unit faculty member will receive an increase to their base salary per Article 26. ~~Senior Instructor IIs and Senior Lecturer IIs that exceed expectations in all categories on a Career Continuous Employment Review may be nominated by their dean to be considered by the Provost for the Distinguished Teaching Professor award under Appendix 4.~~

**Tentative Agreement (1/24/2025):**

  
Nathan Whalen (Jan 28, 2025 09:21 PST)

Jan 28, 2025

**Nathan Whalen (United Academics)**



Jan 27, 2025

**Chris Meade (University of Oregon)**