

June 25, 2013 <sup>12:47 PM</sup>  
University Revised Proposal – Article 18, Section 4  
Tentative Agreement

For AAUP: \_\_\_\_\_ Date: \_\_\_\_\_

For the University: \_\_\_\_\_ Date: \_\_\_\_\_

Article 18. FIXED-TERM INSTRUCTIONAL AND RESEARCH FACULTY

[SECTIONS 1-3 OF ARTICLE 18 ARE NOT ADDRESSED IN THIS PROPOSAL.]

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DELETE ALL OF ARTICLE 18, SECTION 4 AND SUBSTITUTE:

Section 4. Reviews of Fixed-term Instructional and Research Faculty and Multi-Year Appointments.

(a) Each Department/Academic Unit shall establish and maintain guidelines for review of fixed-term instructional and research faculty bargaining unit members that are consistent with the policy and procedures regarding tenure, promotions and merit increases referenced in Article 14. Nothing in this provision affects or alters the Association's ability to file a grievance, as provided in Article 28, that alleges a violation of such guidelines.

(b) The guidelines adopted by each Department/Academic Unit must, at a minimum:

1. Be in writing and be made available to members;
2. Establish job-relevant evaluation criteria;
3. Provide that the results of the review be in writing and provided to the member;
4. Provide that the member is entitled to meet with the reviewers; and
5. Provide that the member is able to respond to the review by submitting a statement or comments, which shall be attached to the review.

(~~a~~)(c) Following a successful review in a member's sixth year of continuous service, a member shall be eligible and shall be considered for a multi-year appointment. Nothing in this Section limits the ability of the University, at its discretion, to offer any fixed-term faculty member a multi-year appointment.

(~~b~~)(d) For an individual fixed-term instructional or research faculty member, eligibility for multi-year appointments, once established, shall be continuous, unless there is a break in service and/or termination occurs. For the purpose of this article, approved sabbatical leave and professional development leave without pay are not considered breaks in service.

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[SECTIONS 5-8 OF ARTICLE 18 NOT ADDRESSED IN THIS PROPOSAL.]