ARTICLE 5 – Evaluation, and Review and Promotion of Faculty

Introduction

Evaluation, review and promotion of fixed term, and annual tenured and indefinite tenure track faculty shall be conducted according to the prevailing policies and procedures as stated in the Eastern Oregon University Faculty Personnel Process and Procedure Handbook.

Changes to the procedures shall be introduced to the system of shared governance for meaningful consideration. Changes to the evaluation, tenure, and promotion reviews process shall be finalized and published by the University prior to the 15th of May effective the following academic year. In the event of changes to the system of evaluation, promotion, tenure or post-tenure review, the Administration shall send a copy of the process to AAP.

1. Fixed-term Faculty Evaluation

a) Faculty on fixed-term Assistant Professors appointment will be evaluated each year during the first three years, and every third year thereafter, according to criteria set forth spelled out in the Personnel Process and Procedure Handbook.

b) Based on these evaluations, fixed-term Assistant Professors faculty who do not meet standards of performance, as determined by the dean, will be notified and given one-year to meet expectations assuming that there remains a university position available and interactive with the timely notice aspects of this Article 6, Section 1, Item E. If the faculty member is unable to meet the expectations of the position, and the University has determined an ongoing need for the position, timely notice will be given of termination consistent with the appropriate section of Article 6.

2. Annual Tenure and Indefinite Tenure Faculty Evaluation

a) Faculty on annual tenure and indefinite tenure appointments will be evaluated according to criteria spelled out in the Personnel Process and Procedure Handbook.

b) Promotion, Tenure, and Post-Tenure review

The decision to grant tenure, promotion and post-tenure review to members of the bargaining unit shall be conducted according to the prevailing policies and procedures of Eastern Oregon University.
Changes to the procedures shall be introduced to the system of shared governance for meaningful consideration. Changes to the tenure and promotion review process shall be finalized and published by the University prior to the 4th of May effective the following academic year. In the event of changes to the system of promotion, tenure or post-tenure review, the Administration shall send a copy of the process to AAP.

2. Grievances

Violations of the procedural steps of the Personnel Process and Procedure promotion and tenure review process Handbook instituted by the University are grievable and arbitrable under the appropriate provisions of this Agreement.

Tentative Agreement

5/12/2014

Date

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