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**ARTICLE 6**  
**APPOINTMENTS and PROMOTIONS**

6.1 General Principles

(a) The University and UFF recognize that as Florida Polytechnic University is a new institution both parties must accept that some flexibility is required in how appointments and promotions are treated in this Agreement. The University recognizes that many of the current faculty have been assigned by the University to focus on teaching, service, and non-traditional faculty duties, often to the detriment of their research activities. The University also recognizes that many faculty do not have the funding nor the facilities to pursue their research to the degree that either they or the University would desire. The University and UFF also share the desire to improve the quality of the university in all areas, but particularly in teaching and research. This article balances a recognition of Florida Poly's unique history, newness, and current situation with a shared desire for continuous improvement.

(b) The University and UFF recognize that promotions are an important method by which the University recognizes and rewards its employees' ~~exceptional~~ contributions to advancing the mission of the University. Promotion decisions are not determined by any sole factor and are based upon a careful and rigorous assessment, that relies upon faculty and administrative review of a faculty member's demonstrated teaching, scholarship, research and service contributions at the University, the assessment of the faculty member's continued positive contribution to their department and the University, as well as the faculty member's potential for continued appropriate contributions and growth. Elements critical to the promotion process include, but may not be limited to, a faculty member's annual performance evaluations, a significant and careful review of credentials by a set of faculty, an external set of recommendations appropriate for that faculty member ~~by subject matter experts in the faculty member's field that hold the rank "professor",~~ and administrative review.

(c) ~~The promotion policy is to provide a procedure that assures that e~~Every candidate for a promotion ~~candidate~~ will be fairly evaluated and ~~that~~ the integrity of the evaluation process ~~is~~ will be maintained to the highest degree.

(d) Non-reappointments shall not be made in an arbitrary or capricious manner.

**For the University**

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Date

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1  
2 6.16.2 Faculty Appointment and Reappointment Terms.  
3

4 (a) Terms for faculty appointments and reappointments are ~~normally~~ as follows:  
5

6 (1) Assistant Professor/Instructor/Wellness Counselor/Assistant Librarian  
7

8 a. Initial term: three (3) years

9 a.b. ~~Reappointment~~ ~~Initial~~ term: three (3) years

10 b. ~~Reappointment term: three (3) years (after shortened review)~~

11 ~~Though every effort will be made to train and support every new employee~~  
12 ~~so they succeed, during the initial three (3) year term, Assistant Professors~~  
13 ~~/ Instructor/ Wellness Counselor / Assistant Librarian can be non renewed~~  
14 ~~for poor performance or if the BOT University wants to “go a different~~  
15 ~~direction.”~~

16 ~~Reappointment term: three (3) years (after a shortened review)~~

17 ~~After six (6) years as an Assistant Professors / Instructor/ Wellness~~  
18 ~~Counselor / Assistant Librarian, the BOT University can re-appoint every~~  
19 ~~three years as long as performance is evaluated as meets expectations or~~  
20 ~~better for at least 4 out of 6 years. May only be reappointed once- must~~  
21 ~~apply for promotion no later than in the sixth year of employment (6 ½~~  
22 ~~years if employment started mid-academic year). However, if hired prior~~  
23 ~~to June 1, 2017, such faculty must apply for promotion to Associate~~  
24 ~~Professor no later than the last year of their three-year reappointment term.~~  
25 ~~The University may permit a faculty member to delay promotion review by~~  
26 ~~granting a maximum one (1) year extension at this rank ue to a valid request for~~  
27 ~~FMLA or other appropriate leave. Additional extensions beyond the extra year~~  
28 ~~are not permitted.~~  
29

30  
31 (2) Associate Professor  
32

33 a. Initial term: ~~three (3) years, unless the University determines that an initial~~  
34 ~~term of~~ four (4) or five (5) years ~~is~~ appropriate

35 b. Reappointment term: three (3) years (shortened review) or six (6) years (full

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1 review)

2 c.Promotion term: Faculty members promoted from Assistant to Associate  
3 Professor shall receive an appointment term of six (6) years  
4

5 (3) “Full” Professor  
6

7 a.Initial term: six (6) years, unless the University determines that it is in its  
8 best interest to offer an initial contract with a shortened duration.

9 b.Reappointment term: six (6) years

10 c.Promotion term: Faculty members promoted from Associate Professor to  
11 “Full” Professor shall receive an appointment term of six (6) years  
12

13 (b) Exception for Faculty Employed Prior to June 1, 2017. Notwithstanding the time limits in  
14 6.1(a), a faculty member employed prior to June 1, 2017, and continuously employed  
15 thereafter, who has not been promoted while at the University, will have their first  
16 “shortened” review conducted in the spring of 2019, 2020, or 2021, or no later than the  
17 last year of their current contract, pursuant to the following:  
18

19 (1) Faculty members must request inclusion in the shortened review pool. The  
20 University shall notify faculty in a timely manner that they must request inclusion.  
21

22 (2) Any current faculty member who requests inclusion in the shortened review pool  
23 shall be included in the pool for 2020 or 2021.  
24

25 (3) If the University elects not to review a faculty member whose contract ends  
26 in spring 2020 in 2020, the University must extend their contract to spring of 2021.  
27

28 (4) Up to twelve (12) faculty may elect to be reviewed in the first round of  
29 shortened reviews in the spring of 2019, another eighteen-twelve (182) faculty may  
30 elect to be reviewed in the spring of 2020. The remaining faculty will be reviewed  
31 in the spring of 2021.  
32

33 (5) If more than eighteen-twelve (182) faculty elect to be reviewed in the first  
34 or second round, the reviews will be granted in reverse order of seniority by rank  
35 (“Full” Professors reviewed first) and regular order by employment seniority.

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1  
2 ~~(4)~~(6) If less than ~~eighteen~~<sup>twelve</sup> (1~~8~~<sup>2</sup>) faculty elect to be reviewed in the first ~~or~~  
3 ~~second round~~round, the University will select candidates in reverse order of  
4 seniority by rank (“Full” Professors first) and regular order by employment  
5 seniority (employees that have the greatest longevity of employment are reviewed  
6 first).

7  
8 ~~(5)~~(7) The Provost may elect to allow another maximum of six (6) individuals to  
9 be reviewed in ~~each~~ the first round of reviews based on a request from the individual  
10 and their director, or chair if the director is not present.

11  
12 ~~(6)~~(8) Until the faculty member has received a three (3) year appointment based  
13 on a shortened review, or alternatively, has been promoted, such faculty member is  
14 only eligible for contract that is at most two (2) years in duration. Any current  
15 faculty member who is included in the 2020 or 2021 review pool shall have their  
16 contract extended to the appropriate year so that they can undergo the review.

17  
18 ~~(e) The University may adjust appointment and reappointment terms in the event extenuating~~  
19 ~~circumstances warrant such an adjustment.~~

20 ~~(d)~~

21 ~~(e)~~(c) If a faculty member has participated in a review and is not provided with a  
22 reappointment, the faculty member shall be entitled to one (1) additional year of  
23 employment, with no right to continued employment. If a faculty member chooses not to  
24 participate in a reappointment review, ~~or in the case of an Assistant Professor, chooses not~~  
25 ~~to participate in the promotion process~~, the faculty member’s employment shall end on the  
26 last date of the faculty member’s existing contract.

27  
28 6.2 Appointment Expiration and Reappointment Notice. Faculty appointments expire on the date  
29 set forth in the faculty member’s employment contract. ~~The University is not required to~~  
30 ~~provide a faculty member with any further notice of appointment expiration. By the end of~~  
31 ~~such a faculty member’s appointment, the University will provide a letter to the faculty~~  
32 ~~member notifying them of the expiration of their appointment. However,~~ if the University  
33 intends to offer a faculty member reappointment, the University will inform the faculty  
34 member by August 15th of the last year of the faculty member’s existing employment contract.  
35

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1 6.3 Faculty Reappointment Review.  
2

3 (a) Shortened Review  
4

5 (1) Assistant Professors, Instructors, Wellness Counselors, and Assistant Librarians  
6 shall receive a shortened review during spring semester of the final year of their  
7 appointment except Assistant Professors applying for promotion to Associate  
8 Professor.  
9

10 ~~(1)(2)~~ Assistant and Associate Professors, Instructors, Wellness Counselors, and  
11 Assistant Librarians hired after July 2017 shall receive a shortened review during  
12 the spring semester of the final year of their initial appointment ~~initial appointment~~  
13 only.  
14

15 ~~(2)(3)~~ Assistant and Associate Professors hired on or before July 2017 shall  
16 receive a shortened review as provided in 6.~~21~~(b) above.  
17

18 ~~(3)(4)~~ The shortened review will also be used for the initial review of “Full”  
19 Professors hired for an initial term of less than six (6) years.  
20

21 ~~An eligible professor is only permitted one shortened review during their career at Florida~~  
22 ~~Polytechnic University.~~  
23

24  
25 (b) Full Review  
26

27 (1) All “Full Professors” hired for an initial term of six (6) years shall receive a full  
28 review during the spring semester (process begins in the fall) of the final year of  
29 their initial appointment term and every six (6) years thereafter.  
30

31 (2) All Associate Professors shall receive a full review during the spring semester  
32 (process begins in the fall) of the final year of any appointment term subsequent to  
33 the initial appointment term.  
34

35 (3) An Associate Professor seeking a promotion shall normally have any such

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1 promotion considered during the full review process.  
2

3 (4) All Assistant Professors must receive a full review in order to be promoted to  
4 Associate Professor, ~~and receive a reappointment duration of greater than three~~  
5 ~~years.~~  
6

7 6.4. Promotion Categories and Eligibility Criteria.

8 Subject to the requirements set forth herein, faculty holding the rank of Assistant Professor,  
9 and Associate Professor shall be eligible to apply for promotion to the next higher rank.

10  
11 (a) Minimum Qualifications. Faculty must serve at least five (5) academic years at their current  
12 rank in order to qualify for promotional consideration to a higher rank. At least two (2) of  
13 the five (5) immediately preceding academic years must be served at the University. The  
14 University may provide exceptions to these minimum qualifications upon request of a  
15 faculty member and approval of their Chair, Director (when a Director is present), and the  
16 Provost or designee.

17  
18 (b) ~~(a)~~ Promotion shall be attained through meritorious performance, appropriate to the rank  
19 of the individual, during their employment at the University. Meritorious performance shall  
20 include, but not be limited to, the following categories or criteria for each eligible position.  
21 These categories and criteria notwithstanding, the Candidate for promotion shall only be  
22 evaluated for promotion based on their assigned duties while at the University (as reflected  
23 in their FARE forms). As such, these categories and criteria should be carefully weighted  
24 to reflect those assigned duties:

25  
26 (1) For promotion to the rank Associate Professor:

- 27  
28 a. ~~Serious~~ Scholarly contributions, such that the professor shows the potential to be  
29 recognized as an authority in the relevant discipline and/or interdisciplinary area by  
30 experts in the field;  
31 b. Consistent and substantial accomplishment as a teacher;  
32 c. Potential for continuing growth as both a teacher and scholar;  
33 d. Service to the University and the profession; and  
34 e. As appropriate, mentoring of undergraduate and graduate students.

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1  
2 (2) F(b) For Promotion to the rank Professor:

- 3 a. Significant scholarly contributions, such that the professor is recognized to be an  
4 authority in the relevant discipline and/or interdisciplinary area by experts in the  
5 field;  
6 b. ~~Shown~~ Demonstrated high accomplishment as a teacher;  
7 c. Contributed substantially, through service, to the University and profession;  
8 d. Demonstrated an on-going commitment to excellence in both teaching and  
9 scholarship; and  
10 e. As appropriate, mentoring of undergraduate and graduate students.

11  
12 (ec) If the University previously promoted the candidate, the promotion assessment  
13 shall be based on the candidate's performance since the candidate's last promotion.

14 (fd) If the University has not previously promoted the candidate, the promotion assessment is  
15 cumulative and must include consideration of the candidate's achievements prior to employment  
16 at the University. However, the candidate's promotion assessment must also establish that the  
17 candidate meets the stated criteria based upon the demonstrated performance of the candidate at  
18 Florida Polythe. University has continued to progress and achieve in the categories and criteria  
19 used for promotion while employed at the University.;

20  
21  
22 6. 5 Promotion Date. Promotions that are granted shall be effective on August 15th following the  
23 decision date. An individual may use their new title effective after written notification of their  
24 promotion.

25 ~~4—~~

26 6.6 Reappointment and/or Promotion Packet. The Reappointment and/or Promotion Review  
27 Packet ("Packet"), utilized in the procedure set forth in Section 6.6~~5~~ shall include, at a  
28 minimum, the following:

- 29  
30 (a) Faculty Prepared Dossier. A Candidate for reappointment or promotion prepares a dossier  
31 for consideration. This dossier must include elements that show the Candidate's  
32 demonstrated abilities and competencies in teaching, service, and research, including but

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1 not limited to all evaluation materials from prior years of employment at the University.  
2 Intentional or significant misrepresentations contained in the Candidate’s dossier shall  
3 serve as cause for termination.  
4

5 ~~(b) Reference Letters. – Reference letters are required for all “full” reviews, and all required~~  
6 ~~for promotion reviews only. Reference letters are not used during the shortened review~~  
7 ~~process. The Candidate “nominates” up to four (4) individuals to provide reference~~  
8 ~~letters provides three (3) anonymous confidential reference letters from individuals not~~  
9 ~~employed at the University. The individuals providing the letters should preferably be~~  
10 ~~subject matter experts in the Candidate’s field but can also be individuals who are~~  
11 ~~knowledgeable about the Candidate’s interdisciplinary research or applied research in~~  
12 ~~partnership with industry, government, or other organizations. The Division Director, or if~~  
13 ~~the academic unit does not belong to a division, Department Chair, in conjunction with the~~  
14 ~~Program Area Evaluation Panel (“PAEP”) formally requests all external reference letters~~  
15 ~~with a minimum of two of these letters being from individuals not nominated by the~~  
16 ~~Candidate. The Candidate must sign a document acknowledging the confidentiality of the~~  
17 ~~external review and that the Candidate will not be allowed to acquire the external review~~  
18 ~~or reviewers’ names. A minimum of four (4) reference letters must be requested. The~~  
19 ~~confidential reference letters shall be included for review with Candidate’s dossier and any~~  
20 ~~supplemental materials. A list of the names of all individuals asked to provide a review and~~  
21 ~~whether any declined to provide this review, and reason given, if any, will also be included.~~

22 ~~(e)(b) \_~~

23  
24 ~~(d) Comparable Curricula Vitae (“CCV”).~~

25  
26 ~~(1) If the Candidate is seeking only reappointment, the Administration and the~~  
27 ~~Candidate will each provide a minimum of two (2) CCVs for individuals with~~  
28 ~~comparable years of experience and rank to the candidate and include these CCVs~~  
29 ~~in the candidate’s dossier. These four (4) CCVs will act as benchmarks for~~  
30 ~~evaluation of a Candidate and his/her accomplishments. Individuals will be~~  
31 ~~identified with comparable rank, field, and experience in institutions that are within~~  
32 ~~the Florida State University System (“SUS”) with preference to those used as salary~~  
33 ~~peers or from institutions that are used as salary peers.~~

34  
35 ~~(2) If the Candidate is being considered for promotion only, the Administration and the~~

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1 ~~Candidate must each provide two (2) CCV's from individuals that have, in the prior~~  
2 ~~thirty six (36) months, been promoted to the rank being sought by the Candidate,~~  
3 ~~are in a comparable field, and have experience in institutions that are within the~~  
4 ~~Florida State University System ("SUS") with preference to those used as salary~~  
5 ~~peers or from institutions that are used as salary peers. These CCV's will be added~~  
6 ~~to the faculty members dossier.~~

7  
8 ~~(3) If the Candidate holds the rank "Associate Professor" is seeking reappointment and~~  
9 ~~being considered for a promotion, both the Administration and the Candidate, must~~  
10 ~~comply with section 6.4(e)(1) and 6.4(e)(2).~~

11  
12 ~~(e)(c)~~ PAEP and UEC Supplemental Information. Both the PAEP and the UEC may acquire  
13 and provide supplemental materials and/or other information as they see fit. If  
14 supplemental materials and/or other information is used as part of the review, the candidate  
15 will be informed of the use of this information, and provided a minimum of five (5) days  
16 to respond to the information.

#### 17 18 6.7 Reappointment and Promotion Criteria

19 ~~(a) For the purpose of this article, a "unit" is the administrative unit to which a non-teaching~~  
20 ~~bargaining unit member belongs.~~

21  
22 ~~(b) Each department and unit shall develop and maintain written clarification of the~~  
23 ~~reappointment and promotion criteria in terms tailored to the disciplines, assigned duties,~~  
24 ~~and the unique situation that the unit faced and is facing. The criteria shall be differentiated~~  
25 ~~by type of review (short or full), position (Assistant Professor, Instructor, Wellness~~  
26 ~~Counselor, or Assistant Librarian), and rank (Assistant, Associate, or "Full" Professor) as~~  
27 ~~appropriate. Faculty members of each department and unit shall participate in the~~  
28 ~~development of these criteria and shall recommend implementation by vote of a majority~~  
29 ~~of those employees those faculty members at a department or unit meeting where a quorum~~  
30 ~~is present. Those eligible to vote shall be bargaining unit members. A quorum is defined~~  
31 ~~as 50%+1 of the bargaining unit members in the department or unit. This vote shall be~~  
32 ~~taken anonymously.~~

33 ~~(i) The proposed criteria, or revisions thereof, shall be reviewed by the President or~~  
34 ~~representative to ensure that they are consistent with the mission and goals of the~~  
35 ~~university and that they comply with this agreement.~~

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1  
2 (ii) If the President or representative determines that the recommended criteria do not  
3 meet the conditions in 9.5 (b) (ii) above, the proposal shall be referred to the  
4 department for revision with a written statement of reasons for non-approval.

5  
6 (iii) Approved criteria, and revisions thereof, shall be kept on file in the Provost’s office.  
7 A copy of each department's and unit’s current criteria for promotion will be  
8 available to employees either in hard copy or electronic format.

9  
10 (iv) The written criteria shall be part of this Agreement upon final approval. Each  
11 university division/department must have approved written clarification by April  
12 1st 2019– and the revision can be performed annually between February 1st and  
13 April 1st including the final approval.

14  
15 (c) Each department and unit reappointment and promotion criteria must recognize the primary  
16 importance of teaching and the maintenance of appropriate academic standards, must  
17 address accomplishments in the area of scholarly and creative activities, and must address  
18 accomplishments in the area of service to the university, the profession, and the  
19 community. Promotion criteria must consider the categories in 6.3(b) The criteria must also  
20 recognize that a faculty member’s actual assigned duties (as reflected in FARE forms) and  
21 a faculty member’s annual evaluations shall be the primary means for determining  
22 reappointment and promotion. Typically, if a faculty member has consistently received  
23 annual evaluation results of “meets expectations” or better 2/3 or more of the years within  
24 the period under review, the faculty member should expect to receive reappointment.  
25 Typically, if a faculty member has consistently received annual evaluation results of “meets  
26 expectations” or better for all of the years within the period under review, the faculty  
27 member should expect to receive promotion.

28  
29 (d) In creating these criteria, the departments and units must recognize the unique situation of  
30 the University as a new institution and the unique demands placed on faculty as a result  
31 and produce criteria that do not penalize faculty member for this unique situation and  
32 demands.

33  
34 (e) In creating these criteria, the departments and units must recognize that some faculty

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1 members have, out of necessity, been asked by the university to take on administrative  
2 responsibilities earlier than is typical in a faculty member's career (e.g. Department Chairs)  
3 and produce criteria that do not penalize faculty member for taking on these  
4 responsibilities.

5  
6 (f) Each unit promotion criteria shall provide guidelines and rules for the Faculty Prepared  
7 Dossier.

8  
9 6.56.8 Reappointment and/or Promotion Procedure. The below procedure shall be followed for  
10 all reviews related to reappointment and promotions, with exceptions noted below regarding  
11 "Shortened" reviews.

12  
13 (a) The University will provide notification to eligible faculty members during the semester  
14 prior to their reappointment review, and for Assistant Professor's promotion review taking  
15 place. Such notification will provide the faculty members with information relevant to the  
16 applicable reappointment/promotion process including instructions, information, and  
17 deadlines.

18  
19 (b) Faculty shall provide the University with their Packet, set forth in 6.4, by the deadline set  
20 forth in the notice outlined in Section 6.65(a).

21  
22 (c) If a faculty member does not receive a promotion following consideration, the faculty  
23 member is eligible to may not reapply for promotion until after the completion of two (2)  
24 additional academic years.

25  
26 (d) The candidate being considered for promotion may withdraw from consideration provided  
27 that the withdrawal is made before the UEC begins its consideration of the candidate. Such  
28 withdrawal shall be without prejudice and will not render the candidate ineligible for the  
29 next promotional cycle.

30  
31 ~~(b)~~

32  
33 (e) ~~(e)~~ The University shall provide the Packet to the Program Area Evaluation Panel  
34 ("PAEP") for review. For reviews of Associate and Assistant Professors, the PAEP shall

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1 consist of faculty of a higher rank than the Candidate or Assistant Professors (when the  
2 Candidate is an Assistant Professor) or Associate Professors (when the Candidate is an  
3 Associate Professor) with at least three years of experience at the University within the  
4 Candidate’s division, or if no division is present, within the Candidate’s department. The  
5 Division Director, if present, or if there is not a division, the Department Chair chairs the  
6 PAEP if he or she holds the appropriate faculty appointment rank or experience. If the  
7 Division Director or Department Chair does not hold the appropriate rank, the Provost will  
8 appoint a chair for the PAEP. There must be a minimum of three (3) qualified  
9 (appropriately ranked) individuals serving on the PAEP. If the number of individuals  
10 available to serve on the PAEP is less than three (3), the Provost and Candidate will each  
11 select a guest faculty member from a neighboring SUS institution to serve on the PAEP.  
12 The PAEP must include at least one institutional member, as chosen by the Provost or  
13 designee. If the PAEP includes no members from the candidate’s department, the chair of  
14 that department shall serve as a non-voting member of the PAEP. If the chair is the  
15 candidate and no member from the chair’s department is a member of the PAEP, the  
16 Provost or designee shall select a member of the chair’s department to serve as a non-voting  
17 member of the PAEP. The PAEP will prepare and provide a report and recommendation to  
18 the UEC during a full review, or if during the “shortened review” process, directly to the  
19 Provost. ~~The PAEP’s report will include, amongst other information, a comparison of the~~  
20 ~~individual’s performance and accomplishments with those of the individuals represented~~  
21 ~~in the CCVs.~~

22  
23 (f) (d)—University Evaluation Committee (“UEC”). The UEC is not utilized as part of the  
24 shortened review process. The UEC is formed from those holding “Full” Professor rank or  
25 Associate Professors with at least nine years of experience as a faculty member at an  
26 institution of higher education rank—from a nomination pool provided by the faculty  
27 assembly (or equivalent); however, if there are less than five ~~“Full” Professors~~qualified  
28 individuals at the University, all such ~~“Full” Professors~~qualified individuals shall be  
29 deemed in the nomination pool. Term duration will be staggered to have a “normal” term  
30 of 3 years in length and with overlap in UEC membership so that committee memory is  
31 maintained. In years where an individual is up for reappointment review, he or she may not  
32 participate in the UEC. If less than three (3) individuals are eligible to staff the UEC, the  
33 UEC will be chaired by the Provost with all eligible faculty serving as members. When the  
34 University includes fewer than 10 qualified individuals ~~with rank “Full” Professor~~, the  
35 UEC will be between three and five individuals at the discretion of the administration. With

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1 10 to 20 ~~Professors qualified individuals~~ on staff, the UEC will be between five and seven  
2 individuals at the discretion of the administration, with more than 20 ~~“Full”~~  
3 ~~Professors qualified individuals~~, the committee will include seven ~~members~~ ~~“Full”~~  
4 ~~Professors~~. The UEC must operate in executive session and in total confidentiality.

5  
6 When reviewing a “Full” Professor, and that faculty member’s unit does not have a  
7 minimum of four (4) individuals with the rank of “Full” Professor, the UEC will be the  
8 sole reviewing committee for that faculty member.

9  
10 The UEC will prepare a report and recommendation, and provide both the PAEP (if it was  
11 done) and UEC reports and recommendations to the Provost. If the Provost chairs the UEC,  
12 the Provost will not make a recommendation, but will supply a candidate’s Packet, and  
13 both the UEC and PAEP reports to the President for a final decision.

14  
15 ~~(g) (e)~~ — Provost’s Review and Recommendation. After a careful review of the PAEP’s and  
16 UEC’s reports and recommendations, the Provost shall make a positive or negative  
17 recommendation as to the Candidate’s reappointment or promotion. The Provost’s  
18 recommendation, ~~if positive,~~ is provided to the President, ~~and if negative, the decision is~~  
19 ~~provided to the Candidate. Negative recommendations from the Provost are terminal, but~~  
20 ~~are appealable to the President. If the UEC and PAEP provide the same recommendation,~~  
21 ~~and the Provost provides a different recommendation to the President, the Provost shall,~~  
22 ~~within twenty (20) days, provide a written justification to the UEC, PAEP, UFF, and the~~  
23 ~~Candidate for the recommendation.~~

24  
25 — ~~P(f)~~ President’s Authority. The President shall have the ~~sole~~ authority to grant a  
26 Candidate’s reappointment or promotion. The granting of reappointment or promotion  
27 should be based on the criteria produced by the Candidate’s unit or department, the reports  
28 and recommendations of the PAEP and UEC, and the recommendation of the Provost.

29 ~~(h)~~  
30  
31 — If the President’s final decision on reappointment and promotion is negative, the Candidate  
32 may request within ten (10) days a written justification of the decision. Upon such a  
33 request, the President or representative shall, within twenty (20) days, provide such a  
34 written justification to the Candidate.

**For the University**

**For the UFF**

\_\_\_\_\_  
Mark Bonfanti  
Chief Negotiator

\_\_\_\_\_  
Candi Churchill  
Chief Negotiator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

1        ~~(i) 6.95 Grievability. The University's decision to not offer reappointment or promotion to a faculty~~  
2        ~~member shall not be considered as disciplinary action. The decision to not offer reappointment~~  
3        ~~or promotion is not grievable, except, an employee who does not receive written notice of~~  
4        ~~reappointment or promotion may, according to Article 11—Grievance and Arbitration Procedure,~~  
5        ~~contest the decision because of an alleged violation of a specific term of the Agreement or~~  
6        ~~because of an alleged violation of the employee's constitutional rights. Such grievances must be~~  
7        ~~filed within thirty (30) days of August 16th during the last year of the faculty member's existing~~  
8        ~~employment contract or within thirty (30) days of the Candidate's receipt of notification that a~~  
9        ~~promotion was denied. The remedy for any grievance filed under this provision, if successful, shall~~  
10       ~~be the faculty member may reapply for reappointment or promotion. The President's ultimate~~  
11       ~~decision in such circumstances is not grievable.~~

**For the University**

**For the UFF**

\_\_\_\_\_  
Mark Bonfanti  
Chief Negotiator

\_\_\_\_\_  
Candi Churchill  
Chief Negotiator

\_\_\_\_\_  
Date

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