

Evaluation of Teaching and Resource Professionals Collective Bargaining Agreement 2009 – 2014

There are three changes in the 2009-2014 Collective Bargaining Agreement that will affect the evaluation process for Teaching and Resource Professionals.

1. A Teaching Professional or Resource Professional (TP/RP) may apply for consideration for promotion to Professor in her/his sixth year of full-time service at the University at the rank of Associate Professor. In the previous agreement, the TP/RP could apply for promotion to Professor in the fifth year of fulltime service.
2. The evaluation processes for Tenure and Promotion to Associate Professor are no longer separate personnel actions. A TP/RP who receives tenure at the University is also promoted to Associate Professor at that time.
3. The performance standards for Tenure and promotion to Associate Professor are no longer different. Like the standard for Tenure, the performance standard for Associate Professor must be met by the end of the evaluation period rather than in the aggregate. The revision of all Application of Criteria within the next year will incorporate this change for Associate Professor.

A summary of eligibility requirements and performance standards for PAI, Promotion, Tenure and Retention appears below. Articles 25 (Evaluation), 26 (Retention), 27 (Promotion) and 28 (Tenure) are posted on NEIUpport and the NEIU/UPI website for your reference until bound copies of the 2009-2014 Agreement are distributed to the bargaining unit members and administrators.

Professional Advancement Increase

- Eligibility: Five years in the rank of Professor and holds terminal degree
- Performance Standard:
 - **Superior** Teaching/Performance of primary duties; **superior** research/creative activity; and **significant** service in the aggregate, that is, taken as a whole, through at least the last five years prior to this evaluation.
 - OR
 - **Superior** Teaching/Performance of primary duties; **significant** research/creative activity; and **superior** service in the aggregate, that is, taken as a whole, through at least the last five years prior to this evaluation

Promotion to Full Professor

- Eligibility: Six years in the rank of Associate Professor (Change #1) and holds terminal degree
- Performance Standard:
 - **Superior** teaching/performance of primary duties; **superior** research/creative activity; and **superior** service, in each area as examined in the aggregate, that is taken as a whole, through the evaluation period

Promotion to Associate Professor

- Eligibility: Application for promotion to Associate Professor will occur when she/he applies for tenure. Promotion occurs with the award of tenure (Change #2). See eligibility for tenure below.
- Performance Standard (same as tenure, Change #3):
 - **Superior** teaching/performance of primary duties; **significant** research/creative activity; and **significant** service, by the end of the evaluation period.
- If Applicant was awarded tenure under previous agreement but does not hold the rank of Associate Professor then 2009-2014 performance standards above for promotion apply.

Tenure

- In sixth probationary year and holds terminal degree
- Performance Standard:
 - **Superior** teaching/performance of primary duties; **significant** research/creative activity; and **significant** service, by the end of the evaluation period.

Retention

- Probationary Year Three, Four, and Five:
- Performance Standard:
 - **Highly effective** teaching/performance of primary duties; **significant** research/creative activity; and **significant** service during the entire evaluation period.
- Probationary Year Two
- Performance Standard:
 - **Satisfactory** teaching/performance of primary duties; **satisfactory** research/creative activity; and **satisfactory** service during the entire evaluation period.
- Probationary Year One
- Performance Standard:
 - **Satisfactory** teaching/performance of primary duties; and **appropriate plans** to meet the second year retention requirement of satisfactory research/creative activity; and **appropriate** service.