

Key RTP articles in the CBA

• GRIEVANCE AND ARBITRATION

- 10.6 Arbitration and arbitrator's authority (G).
- 10.7 Faculty status procedure.
- 10.11 Peer review.
- 10.12 Mediation.

• PERSONNEL FILES

- 11.1 Personnel files as basis of personnel actions.
- 11.2 Right to submit material to file, including rebuttals.
- 11.3 Material submitted to file must be identified by source.
- 11.4 Faculty shall be notified 5 days prior regarding material to be placed in file.
- 11.5 Right to meet and confer with Appropriate Administrator.
- 11.8 Working Personnel Action File defined.
- 11.9 All personnel recommendations must be based upon the PAF. (also provision 11.1)
- 11.10 Right to access PAF.
- 11.13 Right to request removal of inaccurate materials.
- 11.14 Requirement of written response to request with reason for denial.
- 11.15 PAF held in confidence, PAF log.

• APPOINTMENT

- 12.2 Appointment Criteria and procedures must be made available 14 days from beginning of semester.
- 12.20 Probationary Appointments
- 12.21 Recommendations for probationary appointments originate at department level: (a) peer committee constitution & recommendations; (b) majority vote.

• **PROBATION AND TENURE**

- 13.3 Normal probationary period 6 years.
- 13.4 Service Credit up to 2 years.
- 13.6 Year of service defined.
- 13.7 Additional year extension of probation by President.
- 13.12 Terminal year appointments after 3 years of service.
- 13.13 Tenure defined.
- 13.14 Early tenure.

• **PROMOTION**

- 14.9 President must provide reasons for denial.

• **EVALUATION**

- 15.3 Criteria must be made available before evaluation process.
- 15.5 Rebuttal to evaluation within 7 days.
- 15.8 Working Personnel Action File (WPAF) defined for specific evaluation cycle.
- 15.9 WPAF Index.
- 15.12 (a.) responsibilities for WPAF materials; (b.) complete file deadline and late adds; (c.) evaluations must be based on materials in PAF.
- 15.14-15.17 Student evaluations.
- 15.25-15.31 Periodic evaluations — no RTP decision.
- 15.32-15.34 Performance Reviews — Retention, tenure, promotion decisions made as a result of the evaluation cycle.
- 15.35 RTP Committees elected, only tenured faculty may serve.
- 15.37 Only those with higher rank can serve on promotion committees.
- 15.38 Promo candidates may be ranked.
- 15.39 Simple majority rules on RTP Committees.
- 15.42. President's decision shall be put in writing with reasons for denial.