ARTICLE XX.
ACADEMIC PROMOTIONS

Section A. The following are the promotional opportunities that exist within the academic appointments of the bargaining unit. Lecturer promotions and criteria in this Article apply to both Lecturers - Course Head and Lecturers - Section Leader~~s~~.

1. Lecturer I to Lecturer II
2. Lecturer II to Lecturer III
3. Postdoctoral Researcher to Senior Postdoctoral Researcher
4. Senior Post-doctoral Researcher to Research Scientist
5. Research Scientist to Senior Research Scientist

Section B. Within one year of the ratification of the collective bargaining agreement, all Schools, Departments, and academic units shall develop and publish on their respective websites clear written procedures, timelines and criteria for promotion, including a clear explanation of the evidence necessary to demonstrate satisfaction of such criteria.

Section C. Employees eligible for a promotion at the end of their current appointment shall have had a reasonable opportunity, in the normal course of their work during their current appointment, to meet all criteria for the subsequent promotion.

Section D. Decisions on promotion will originate in the School, department, or program, or by the PI overseeing the Employee, and, as appropriate, the final decision will be reviewed by the Dean or Dean's designee. The promotions enumerated in Section A may not be denied for lack of budgetary approval, except when the Employee's role is to be eliminated entirely.

Section E. Decisions on promotion are not grievable unless there has been a material deviation from proper procedures that may have affected the outcome.

Section F. While all Schools, Departments and academic units shall develop and publish the criteria for promotion within one year of the ratification of the collective bargaining agreement, the following represents particular criteria for promotions within the Lecturer ranks. Schools, Departments and academic units may elaborate on these stated criteria within one year of ratification of the Agreement. Other procedures and timelines for Lecturer promotions will also be developed within one year of the Agreement's ratification. All additional or elaborated criteria must be consistent with Section C above.

For purposes of this Article, determinations regarding curricular need are reserved to the University. Curricular need may include, but is not limited to, enrollment minimums or thresholds established by the University, curricular priorities, and other academic planning

considerations. Nothing in this Article shall be construed to limit the University's discretion to determine curricular need.

1. The criteria to meet for promotion from Lecturer I to Lecturer II are:

    - Must meet the standards for Lecturer I in addition to the following:
        - Alignment with departmental or programmatic curricular goals;
        - An ability to provide evidence of student learning;
        - Clear alignment between assessments and course learning goals;
        - A commitment to fostering an inclusive learning environment that encourages open inquiry and the free exchange of ideas.

2. The criteria to meet for promotion from Lecturer II to Lecturer III are:

    - Must meet the standards for ~~Track A~~ Lecturer II in addition to the following:
        - Evidence of successfully implementing evidence-based teaching practices, including a consistent history of assessing student learning and making adjustments to teaching based on findings.

Section G. Lecturers I shall be reviewed for promotion to Lecturer II during the last of the three years of service in Lecturer I position, conditional on curricular need and budgetary approval. It is provided, however, that if a promotion review is denied due to curricular or budgetary reasons, the University cannot hire a new HAW Instructional Employee as a replacement in the following academic year.

There are no further reappointments as a Lecturer I after the expiration of their three-year appointment. Lecturers II positions carry a term of five (5) years. If the Lecturer I is promoted, they will receive a five (5) year appointment as a Lecturer II. If the Lecturer I is not promoted to Lecturer II, then their appointment will expire at the end of the term and they shall not be eligible for continuing appointment as a Lecturer I, although nothing shall preclude such an individual from eligibility for any future appointments at the University.

Section H. Lecturers II shall be reviewed for promotion to Lecturer III during the fourth of the five years of service in the Lecturer II appointment, conditional on curricular need and budgetary approval. It is provided, however, that if a promotion review is denied due to curricular or budgetary reasons, the University cannot hire a new HAW Instructional Employee as a replacement in the following academic year.

There are no further reappointments as a Lecturer II after the expiration of their five-year appointment. Lecturer III positions carry a term of five (5) years. If the Lecturer II is not promoted to Lecturer III, then their appointment will expire at the end of their term and they shall not be eligible for continuing appointment as a Lecturer II, although nothing shall preclude such an individual from eligibility for any future appointments at the University.

Lecturers III may continue to be renewed at the Lecturer III level, provided they maintain satisfactory performance and budgetary approval is granted. There is no limit on the number of renewals available at the Lecturer III level. If a reappointment of a Lecturer III is denied due to curricular or budgetary reasons, ~~the University~~ cannot hire a new HAW Instructional Employee as a replacement in the following two (2) academic years.

Section I. The parties agree that promotion of a Postdoctoral Researcher to a Senior Postdoctoral Researcher is expected after five years in the position, conditioned on satisfactory performance, approval of the PI/faculty member, and budgetary approval. If denied, they cannot continue as a Postdoctoral Researcher. It is provided, however, that if a promotion is denied due to budgetary reasons, the University shall explain and discuss the decision and provide information regarding the budgetary reasons for the denial.

Section J. Senior Postdoctoral Researchers are eligible for promotion to Research Scientist in the~~ir~~ penultimate year of their five-year appointment. (<u>This does not apply to HDS which does not carry the position of</u> Research Scientist). If promoted, they will receive a five-year appointment as a Research Scientist. Promotions are contingent not only on successful performance measured against promotion criteria but also on budgetary approval. If denied, they cannot continue as a Senior Postdoctoral Researcher. It is provided, however, that if a promotion is denied due to budgetary reasons, the University shall explain and discuss the decision and provide information regarding the budgetary reasons for the denial.

Section K. Research Scientists are eligible for promotion to Senior Research Scientist, ordinarily, after five (5) years as a Research Scientist. Promotions are contingent not only on successful performance measured against promotion criteria but also on budgetary approval. It is provided, however, that if a promotion is denied due to budgetary reasons, the University shall explain and discuss the decision and provide information regarding the budgetary reasons for the denial.

Research Scientists who are not promoted to Senior Research Scientist may continue to be renewed at the Research Scientist level, provided they maintain satisfactory performance and budgetary approval is granted. There is no limit on the number of renewals available at the Research Scientist level. It is provided, however, that if a renewal is denied due to budgetary reasons, the University shall explain and discuss the decision and provide information regarding the budgetary reasons for the denial.

Similarly, Senior Research Scientists may continue to be renewed at the Senior Research Scientist level, provided they maintain satisfactory performance and budgetary approval is granted. There is no limit on the number of renewals available at the Senior Research Scientist level. It is provided, however, that if a renewal is denied due to budgetary reasons, the University shall explain and discuss the decision and provide information regarding the budgetary reasons for the denial.
Section L. Salary increases for achieving promotions are delineated in the Compensation Article of this Agreement.