

***Parties disagree on the inclusion of the Preceptor I/II/III positions as distinct from Lecturer I/II/III under this Agreement but agree that, were they to exist, their promotion structure and criteria would be identical to the Lecturer I/II/III ladder**

Red is Union language

Blue is re-asserted University language

Yellow is new University language

ARTICLE XX. ACADEMIC PROMOTIONS

Section A. The following are the promotional opportunities that exist within the academic appointments of the bargaining unit.

1. Lecturer I to Lecturer II
2. Lecturer II to Lecturer III
3. Preceptor I to Preceptor II
4. Preceptor II to Preceptor 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. ~~These procedures, timelines, and criteria shall be consistent with past practice, except where in conflict with the provisions of this Agreement.~~

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. ~~Employees shall be provided guidance in a timely manner as to what evidence is suitable for meeting relevant criteria, and shall be granted adequate time to collect such evidence.~~

Section ~~E~~**D** Decisions on promotion will originate ~~are generally made by~~ 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. ~~Promotions A.1 through A.7~~ **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~~**D** Decisions on promotion are not grievable unless there has been a material deviation from proper procedures that may have affected the outcome.

Section ~~EDF~~ 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 and Preceptor ranks. Schools, Departments and academic units may elaborate on these stated criteria, ~~consistent with past practice and the terms of this Agreement,~~ within one year of ratification of the Agreement. ~~Where necessary, Oo~~Other procedures and timelines for Lecturer and Preceptor promotion to ~~this rank~~ these ranks will also be developed within one year of the Agreement's ratification. ~~All additional or elaborated criteria must be consistent with Section C above.~~

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 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;

~~And one of the following criteria:~~

- ~~■ Evidence of mentorship or leadership in fostering these teaching practices amongst peers or mentees (e.g. training Lecturers, Preceptors and/or TA/TFs, etc.); (Originally proposed by the University. Being withdrawn)~~
- ~~■ Evidence of community engagement in connection with their Harvard teaching (e.g. by collaborating with community partners, speaking before non-academic audiences, writing for non-academic publications, teaching Engaged Scholarship courses, etc.);~~
- ~~■ Evidence of contributions to scholarship in their field (e.g. through the publication of articles or monographs, performance of editorial work, winning grants or scholarly prizes, delivering invited lectures, presentation at scholarly meetings, etc.)~~
- ~~■ Evidence of contributions to the scholarly professions (e.g. through service as a leader or officer in a professional organization, service to the Union, presentation at meetings or published writing related to matters of higher education policy, etc.)~~

3. The criteria to meet for promotion from Preceptor I to Preceptor II are:

- Must meet the standards for Preceptor 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

4. The criteria to meet for promotion from Preceptor II to Preceptor III are:

- Must meet the standards for Preceptor 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 **EG** 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 Lecturer I or Annual Lecturer 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. Lecturer 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 further appointments.

Section **FH** Lecturers II shall be reviewed for promotion to Lecturer III during the last of the five years of service in the each Lecturer II appointment 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 Lecturer I or Annual Lecturer 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 promoted, they will receive a five (5) year appointment as a Lecturer III. 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 further appointments.

Section **G** Preceptors I shall be reviewed for promotion to Preceptor II during the last of the three years of service in the Preceptor 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 Preceptor I as a replacement in the following academic year. There are no further reappointments as a Preceptor I after the expiration of three years. Preceptor II positions carry a term of five (5) years. If the Preceptor I is promoted, they

will receive a five (5) year appointment as a Preceptor II. If the Preceptor I is not promoted to Preceptor II, then their appointment will expire at the end of their term and they shall not be eligible for further appointments.

Section H Preceptor II shall be reviewed for promotion to Preceptor III in the fifth year of service in the Preceptor II 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 Preceptor I as a replacement in the following academic year.. Preceptor III positions carry a term of five (5) years. If the Preceptor II is promoted, they will receive a five (5) year appointment as a Preceptor III. If the Preceptor II is not promoted to Preceptor III, then their appointment will expire at the end of their term and they shall not be eligible for further appointments.

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, ~~and~~ approval of the PI/faculty member and budgetary approval. If denied, they cannot continue as a Postdoctoral Researcher.

Section J Senior Postdoctoral Researchers are eligible for promotion to Research Scientist in their penultimate year of their five-year appointment. 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.

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.

Section L. Salary increases for achieving promotions are delineated in the Compensation Article of this Agreement.