

The University offers this revised Academic Promotion proposal as part of a package that includes the University revised Titles and Classifications proposal and Workload proposal, both dated 4-24-26 as well as the University's 4-24-26 package on Appointment and Reappointment; Appointment Notification and Security; Layoff; and Discipline and Dismissal,

**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. Track A Lecturer I to Track A Lecturer II
2. Track A Lecturer II to Track A Lecturer III
3. Track B Lecturer I to Track B Lecturer II
4. Track B Lecturer II to Track B Lecturer III
5. Preceptor I to Preceptor II
6. 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, **including a clear explanation of the evidence necessary to demonstrate satisfaction of such criteria.**

~~. 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 **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. 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 **Track A and Track B 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,~~ Other procedures and timelines for **Track A and Track B Lecturer** and Preceptor promotions to 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 **Track A Lecturer I to Track A Lecturer II** are:

- Must meet the standards for **Track A** 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 **Track A Lecturer II to Track A 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;

~~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 Track B Lecturer I ~~Preceptor I~~ to Track B Lecturer II ~~Preceptor II~~ are:

○ Must meet the standards for ~~Preceptor~~ Track B 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

4. The criteria to meet for promotion from Track B Lecturer II to Track B Lecturer III ~~Preceptor II to Preceptor III~~ are:

○ Must meet the standards for Track B Lecturer II ~~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

G. Track A Lecturers I shall be reviewed for promotion to Track A Lecturer II during the last of the three years of service in Track A Lecturer I position, conditional on curricular need and budgetary approval. For FAS Track Lecturers, this shall include the requirement that the Track A Lecturer I has taught an average of 50 students per year when averaged over their entire appointment period. It is provided, however, that if a promotion review is denied due to curricular or budgetary reasons, the University cannot hire a new Track A Lecturer I or II or Annual Lecturer as a replacement in the following ~~three (3)~~ academic year.

There are no further reappointments as a Track A Lecturer I after the expiration of their three-year appointment. Track A Lecturers II positions carry a term of five (5) years. If the Track A Lecturer I is promoted, they will receive a five (5) year appointment as a Track A Lecturer II. If the Track A Lecturer I is not promoted to Track A Lecturer II, then their appointment will expire at the end of the term and they shall not be eligible for further appointment as a Track A Lecturer I.

Section H ~~Lecturers II~~ ~~Track A Lecturers II~~ shall be reviewed for promotion to ~~Track A Lecturer III~~ during the last of the five years of service in the ~~Track A Lecturers II~~ appointment position, conditional on curricular need and budgetary approval. For FAS Track Lecturers, this shall include the requirement that the ~~Track A Lecturer II~~ has taught an average of 50 students per year when averaged over their entire appointment period. It is provided, however, that if a promotion review is denied due to curricular or budgetary reasons, the University cannot hire a new ~~Track A Lecturer I or II~~ or Annual Lecturer as a replacement in the following academic year.

There are no further reappointments as a ~~Track A Lecturer II~~ after the expiration of their five-year appointment. ~~Track A Lecturer III~~ positions carry a term of five (5) years. If the ~~Track A Lecturers II~~ is promoted, they will receive a five (5) year appointment as a ~~Track A Lecturer III~~. If the ~~Track A Lecturers II~~ is not promoted to ~~Track A Lecturer III~~, then their appointment will expire at the end of their term and they shall not be eligible for further appointments as a ~~Track A Lecturer II~~.

Section G ~~Preceptors~~ ~~Track B Lecturers I~~ shall be reviewed for promotion to ~~Track B Lecturer II~~ during the last of the three years of service in the ~~Track B Lecturer I~~ position, conditional on curricular need and budgetary approval. For FAS Track Lecturers, this shall include the requirement that the ~~Track B Lecturer I~~ has taught an average of 30 students per year when averaged over their entire appointment period. It is provided, however, that if a promotion review is denied due to curricular or budgetary reasons, the University cannot hire a new ~~Track B Lecturer I or II~~ as a replacement in the following academic year as a ~~Track B Lecturer~~.

There are no further reappointments as a ~~Track B Lecturer I~~ after the expiration of three years. ~~Track B Lecturer II~~ positions carry a term of five (5) years. If the ~~Track B Lecturer I~~ is promoted, they will receive a five (5) year appointment as a ~~Track B Lecturer II~~. If the ~~Track B Lecturer I~~ is not promoted to ~~Track B Lecturer II~~ then their appointment will expire at the end of their term and they shall not be eligible for further appointments.

Section H ~~Track B Lecturers II~~ shall be reviewed for promotion to ~~Track B Lecturer III~~ in the fifth year of service in the ~~Track B Lecturers II~~ position, conditional on curricular need and budgetary approval. For FAS Track Lecturers, this shall include the requirement that the ~~Track B Lecturer I~~ has taught an average of 30 students per year when averaged over their entire appointment period. It is provided, however, that if a promotion review is denied due to curricular or budgetary reasons, the University cannot hire a new ~~Track B Lecturer I~~ or II as a replacement in the following ~~three (3)~~ academic year. ~~Track B Lecturer III~~ positions carry a term of five (5) years. If the ~~Track B Lecturers II~~ is promoted, they will receive a five (5) year appointment as a ~~Track B Lecturer III~~. If the ~~Track B Lecturer II~~ is not promoted to ~~Track B Lecturers III~~ then their appointment will expire at the end of their term and they shall not be eligible for further appointments as a ~~Track B Lecturer II~~.

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. ~~It is provided, however, that if a promotion review is denied due to budgetary reasons, the Corporation cannot hire a new Postdoctoral Researcher as a replacement in the following academic year.~~

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. ~~It is provided, however, that if a promotion review is denied due to budgetary reasons, the Corporation cannot hire a new Postdoctoral Researcher or Research Scientist as a replacement in the following two (2) academic years.~~

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 review is denied due to budgetary reasons, the Corporation cannot hire a new Postdoctoral Researcher or Research Scientist as a replacement in the following two (2) academic years.~~

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.

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.

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