

Working from the Union's proposal dated June 22, 2026.

This is a package proposal with the following University counter proposals:

- **TITLES & CLASSIFICATIONS (7-17-26),**
- **WORKLOADS (7-17-26),**
- **PROFESSIONAL STANDING (7-17-26).**

***Parties disagree on the inclusion of distinct Tracks A/B within the Lecturer I/II/III ranks under this Agreement but agree that, were they to exist, their promotion structure and criteria would be identical.**

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
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 **Track A and Track B** Lecturer ~~and Preceptor~~ 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 **Track A and Track B** Lecturer 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.

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 **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;
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

Section 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 Corporation cannot hire a new HAW Instructional Employee ~~Track A Lecturer I or II or Annual Lecturer~~ as a replacement in the following ~~two (2)~~ three (3) academic years.

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 ~~in this~~ as a ~~Track A Lecturer I~~ position.

Section H. Track A Lecturers II shall be reviewed for promotion to Track A Lecturer III during the ~~last fourth~~ 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 Corporation cannot hire a new HAW Instructional Employee Track A Lecturer I or II or Annual Lecturer as a replacement in the following ~~two (2)~~ three (3) academic years.

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 in ~~this~~ as a Track A Lecturer position H.

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 Corporation University cannot hire a new HAW Instructional Employee as a replacement in the following two (2) academic years.

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.~~ It is provided, however, that if a promotion is denied due to budgetary reasons, the Corporation University shall discuss (not negotiate) the decision and provided information regarding the budgetary reasons for the denial. ~~shall demonstrate, at the Union's request, evidence to support this decision (e.g., loss of grant funding).~~

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. It is provided, however, that if a promotion is denied due to budgetary reasons, the Corporation~~ University shall discuss (not negotiate) the decision and provide information regarding the budgetary reasons for the denial. ~~shall demonstrate, at the Union's request, evidence to support this decision (e.g., loss of grant funding).~~

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. It is provided, however, that if a promotion is denied due to budgetary reasons,~~ University shall discuss (not negotiate) the decision and provide information regarding the budgetary reasons for the denial. ~~the Corporation shall demonstrate, at the Union's request, evidence to support this decision (e.g., loss of grant funding).~~

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 promotion is denied due to budgetary reasons,~~ University shall discuss (not negotiate) the decision and provide information regarding the budgetary reasons for the denial. ~~the Corporation shall demonstrate, at the Union's request, evidence to support this decision (e.g., loss of grant funding).~~

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 promotion is denied due to budgetary reasons, the Corporation~~ University shall discuss (not negotiate) the decision and provide information regarding the budgetary reasons for the denial. ~~shall demonstrate, at the Union's request, evidence to support this decision (e.g., loss of grant funding).~~

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