**Third-Year PTR (3PTR) Development Plan Template**

<DATE>

**AY20XX-20XX Development Plan for <FACULTY MEMBER>**

Professor <NAME> underwent <a third-year post-tenure review> during AY20XX-XX, which concluded that <THEY> did not meet expectations in <RESEARCH AND/OR TEACHING AND/OR SERVICE>. A development plan was recommended.

After consultation with <NAME>, Head of <DEPARTMENT>, and <NAME>, <DEAN OR AD> of <SCHOOL, DIVISION, OR COLLEGE>, this proposed development plan provides Professor <NAME> a path toward reaching satisfactory performance by the next scheduled review in AY20XX-XX.

(list only the following sections relevant to the development plan)

Research

*Identify where the research activity has fallen short, according to the post-tenure review. List activities and outcomes that will be expected during the upcoming review period, being specific about project titles, publication outlets, conference presentations, and other scholarly or creative activity outlined in the unit’s professional duties and promotion and review policies for this position. Include a timeline for these goals.*

<TIMELINE WITH DUE DATES BY QUARTER>

Research Support and Guidance

*If the unit is offering support for research, describe that support and its conditions. Include any resources relevant to the development plan that are available to the candidate in the department or at UO.*

Teaching

*Identify where the teaching, advising, and/or mentoring have fallen short, according to the post-tenure review. List activities, goals, and outcomes that will be expected during the upcoming review period, being specific about expectations outlined in the unit’s professional duties and promotion and review policies. Include a timeline for these goals.*

<TIMELINE WITH DUE DATES BY QUARTER>

Teaching Support and Guidance

*If the unit is offering support for teaching, describe that support and its conditions. Include any resources relevant to the development plan that are available to the candidate in the department or at UO.*

Service

*Identify where service has fallen short, according to the post-tenure review. List activities, goals, and outcomes that will be expected during the upcoming review period, being specific about expectations outlined in the unit’s professional duties promotion and review policies. Include a timeline for these goals.*

<TIMELINE WITH DUE DATES BY QUARTER>

Both Professor <NAME> and their supervisor are responsible for adhering to the terms of this development plan and are encouraged to meet at least once a quarter for progress checks and guidance. Not meeting does not alter the expectations and benchmarks in the development plan.

We, the undersigned, understand the terms of this development plan.

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<NAME>, Vice Provost for Academic Affairs Date

From [Article 20](https://hr.uoregon.edu/ua-bargaining-agreement#tenure-review-and-promotion). **Section 38 Development Plans**

If the Provost concludes that the bargaining unit faculty member’s performance does not meet expectations in one or more areas, the dean and the department or unit head shall consult with the bargaining unit faculty member and shall recommend to the Provost a development plan for demonstrable improvement in the area(s) at issue. The goal of the plan is to put the faculty member on track to meet expectations in that area or areas at their subsequent review. The development plan should be implemented no later than the first term of the academic year following the review. Development plans may require adjustment of professional responsibilities (e.g., reduced service or teaching in order to support more research) and must specify a follow-up review timeline.

If a faculty member has a development plan, the criteria in the area(s) specified in the development plan will be in effect for those areas of the subsequent review. If the faculty member does not meet expectations in the specified area(s), the Provost may reduce or reassign the faculty member’s FTE associated with the specified area(s) or may establish a new development plan or both. If the faculty member’s FTE is adjusted, future reviews will reflect the adjustment of duties.

A bargaining unit faculty member who has had their FTE or duties adjusted as the result of an unsuccessful development plan may elect to have their standard workload restored if, on a subsequent post-tenure review, they meet expectations in the area in which the faculty member had previously been determined not to have met expectations. If the faculty member meets expectations as outlined in the unit policies, they may, if they so choose, resume their standard workload the Fall following the year the post-tenure review was initiated.