Instructor B
If Continuous Service with Duke is:

Less than 3 years
- Appointments may be 1 semester to 1 fiscal year, renewable at Duke's discretion

If renewed, Instructor B is evaluated each spring semester

Greater than 3 years but less than 5 years
- If performance is:
  - Satisfactory: Offered a 2-year appointment
  - Unsatisfactory: May not be reappointed (see note 1)

If reappointed, evaluated at the end of the 1 or 2-year appointment

If satisfactory, eligible for 2-year appointment at the end of the 1 or 2-year appointment

5 years or longer
- If performance is:
  - Satisfactory: Offered a 3-year appointment
  - Unsatisfactory: May not be reappointed (see note 1)

If reappointed, evaluated at the end of the 1 or 2-year appointment

If satisfactory, eligible for 3-year appointment at the end of the 1 or 2-year appointment

NOTE 1: Based on the conditions specified in Article 8, Section 4, b, c and d of the Collective Bargaining Agreement (CBA).

NOTE 2: Based on documented performance evaluation in accordance with Article 8, Section 4 (reasonable discretion) of the CBA.