Instructor
If Continuous Service with Duke is:

**Less than 4 years**

- Appointments may be 1 semester to 1 year, renewable at Duke’s discretion

  **If renewed,** Instructor is evaluated each spring semester

**Greater than or equal to 4 years**

- If performance is:
  - Satisfactory
    - Offered a 3-year appointment AND may be reclassified as a Lecturing Fellow OR may not be reappointed (see note 1)
    - Evaluated in the spring semester of the 2nd year in the 3-year appointment
  - Unsatisfactory
    - May not be reappointed (see note 2) OR may be offered a 1 to 2-year appointment
    - Evaluated in the spring semester of the 1-year appointment or 2nd spring in the 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.