Lecturing Fellow
Not on per course appointment
If Continuous Service with Duke is:

Initial 3-year appointment
- Evaluated in spring semester of 2nd year of appointment

If performance is:
- Satisfactory
  - May not be reappointed (see note 1) OR may be offered a 2 or 3-year appointment
- Unsatisfactory
  - May not be reappointed (see note 2) OR may be offered a 1 or 2-year appointment

5 years or longer
- Evaluated in the spring semester of the 2nd year of appointment

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

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

If satisfactory, eligible for a 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.