Lecturing Fellow  
Per Course Appointment  
If Continuous Service with Duke is:

- **Up to 3 years of service**
  - Appointments may be 1 semester up to 1 year
    - Evaluated in final semester of appointment
      - **If performance is:**
        - Satisfactory
          - Offered a 2-year appointment
        - Unsatisfactory
          - Evaluated in the spring semester of the 2nd year of 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
            - **May not be reappointed (see note 1) OR may be offered up to a 1-year appointment**
          - Not reappointed
        - **May not be reappointed (see note 2)**

- **3 years of service, but less than 5 years**
  - If performance is:
    - Satisfactory
      - Offered a 3-year appointment
    - Unsatisfactory
      - May not be reappointed (see note 2) OR may be offered a 1 or 2-year appointment
    - **Evaluated in the spring semester of the 2nd year of appointment**

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