

**ARTICLE XX.
EVALUATIONS**

**Responding to Union proposal of 4-11-25
University language in yellow**

- A. Currently, some Employees already work in Schools, departments or academic units with formal evaluation procedures. In those cases, evaluations for such Employees shall be in conformity with the standards, practices, and criteria in place for the various Schools, departments, or academic units covered by this Agreement. ~~during the 2024-2025 academic year, with these additional procedures and protections.~~
- B. Within one year of ratification, those Schools, departments and academic units that do not have such evaluations procedures will develop a process for annual performance feedback for Employees. Schools, departments and academic units are free to develop differing systems depending on the employee group being evaluated.
- C. Evaluations are not required for Employees who are appointed on a one year or less term.
- D. Once such evaluation procedures are developed, each School, department or academic unit ~~School, College, and Unit shall establish and shall publish on their respective websites clear written procedures and criteria for evaluations, including a timeline for the evaluation process, by Fall 2026.~~
- E. While School, departments and academic units have discretion to modify such procedures, any substantive changes to the process shall require a notification to Employees at least ~~one (1) calendar year~~ six (6) months in advance.
- F. Evaluation shall only assess (a) whether an Employee is meeting basic job requirements and their overall performance in their position and the Employee's general professional development; ~~as enumerated in their appointment letter and whether an Employee is eligible for promotion.~~
- G. Schools, departments and academic units are encouraged but not required to have formal Employee evaluations reduced to writing. If a School, department or academic unit does require written evaluation, such evaluations shall be reduced to writing and shared with the Employee, usually within thirty (30) ~~ten (10)~~ business days of completion. Any evaluation which is not reduced to writing and shared with the Employee may not be used by the Employer in determining non-reappointment or dismissal.
- H. ~~Should the Employee receive feedback during the evaluation process (whether orally or otherwise) that is inconsistent with the feedback received in the written reports, the Employee can request that the supervisor or academic unit clarify the inconsistency in~~

~~writing. In the case of such a request, the academic unit shall provide written clarification, to which the Employee may respond in writing.~~ In keeping with Article XX: Employment Records, the Employee may also submit a response to any evaluation, and that response shall be included in the Employee's records.

- I. Direct supervisors (i.e. PI, Department Chairs, Program Directors) generally have responsibility for the evaluation of Employees. ~~Employees have a right to Union representation at any point during an evaluation.~~

- J. **Special provisions for the evaluation of Employees with teaching appointments:**

Once evaluation procedures are implemented, evaluation of the Employee's performance shall typically involve consideration of more than one source of evidence, such as a) teaching statements; b) teaching observations, ~~which may only be conducted after giving two weeks' advance notice;~~ c) ~~external Activity Reports;~~ d) letters of support **or criticism;** e) teaching portfolios; **f) enrollment trends for the courses taught;** **g) syllabi;** **(h) anonymous student evaluations.**

~~i. Anonymous student feedback uncorroborated by other evidence shall not be used to determine whether Employees are meeting their basic job requirements.~~

- a. In the event that an Employee, at the request of a supervisor, accepts an additional teaching assignment on short notice or outside of the Employee's regular area of teaching, this context shall be considered in the evaluation of such work.

b. Student evaluations

Where student evaluations are used as part of the evaluation process, evaluators shall ordinarily look for trends, recurring comments whether positive or negative. Rare or outlier comments do not indicate a significant trend.

- K. **Processes for evaluation for purposes of promotion may differ from the annual evaluation procedures.**

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L. Special Provisions for Researchers regarding evaluations

Once evaluation processes are implemented, supervisors shall provide their Employees with feedback on their performance at least once per 12-month period. This review will assess the Employee's research progress and achievements, and their professional development during the previous year.

M. The contents of any written evaluation are not grievable and nothing else in this Article shall be arbitrable. In the event the Employee disagrees with the substantive aspects of the evaluation, whether written or oral, they may file an addendum to their employment records and/or discuss it with the Department Chair or unit director.