

Memorandum of Understanding (MOU)
Between the
UNIVERSITY OF ALASKA (University)
And the
ALASKA COMMUNITY COLLEGES' FEDERATION OF TEACHERS,
AFT LOCAL 2404 (Union)

RE: Clarification of Post-Tenure Review Process at UAF

Whereas the parties wish to resolve any confusion regarding post-tenure review and the evaluation process in place for tenured Faculty Members at the University of Alaska Fairbanks (UAF); and

Whereas the parties seek to adjust the frequency of evaluation for tenured assistant and associate professors, and

Whereas the post-tenure review process generally is a formative rather than a summative process of faculty evaluation, focused on faculty development and promotion;

Therefore the parties, for the duration of the 2000-2003 CBA, agree as follows:

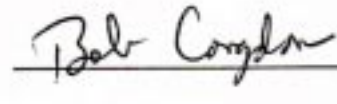
1. Evaluations will occur every three years for tenured Faculty Members of all ranks.
2. To implement the three-year evaluation cycle, tenured Faculty Members who are due for evaluation will have the option of receiving their next evaluation this year (2001-2002) or next year (2002-2003). Should the University determine there are too many evaluations of tenured Faculty Members scheduled in 2002-2003, the University may randomly select Faculty Members to receive their next evaluation during the 2003-2004 academic year.
3. For Faculty Members who choose to be evaluated this year, the process will be as follows:
 - A. By November 16, 2001, the Faculty Member will submit to his/her Campus Director a file consisting of an Annual Activity Report for the 2000-2001 year, a current curriculum vitae, and an optional self-evaluation for the three year period.
 - a. The Campus Director will add copies of the Faculty Members' IAS forms from the past three years, and copies of Annual Activity Reports for the prior two years.
 - b. By November 23, 2001, the Campus Director will provide the CRA Executive Dean and the Faculty Member with his/her written evaluation.

- c. By December 6, 2001, the Faculty Member may provide to the CRA Executive Dean a written response to the Campus Director's evaluation.
 - d. By December 14, 2001, the CRA Executive Dean will provide the Faculty Member with a final written evaluation.
 - e. By December 21, 2001, the Faculty Member will add any written comments on the evaluation.
4. For subsequent years, the provost will distribute a similar schedule for these required steps in the evaluation process.
 5. This MOU does not establish a practice or precedent between the parties, and, in a proceeding between the parties, may not be referred to, introduced, submitted or used in any way, including but not limited to use in any future or pending grievance, arbitration, unfair labor practice, charge, action, tenure, promotion, retention, evaluation, review, or any other matter or proceeding, except to resolve the issues referenced herein and enforce the terms of this MOU. This MOU does not imply a violation of the collective bargaining agreement.

FOR THE UNIVERSITY:

FOR THE UNION:


DATE 12-3-01


DATE 12-12-01