

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is by and between the University of Massachusetts Dartmouth (University) and American Federation of Teachers Local 1895, AFL-CIO Faculty Federation (Union) (collectively, the Parties).

WHEREAS, the Parties recognize that the COVID-19 pandemic has significantly disrupted the teaching environment; the assessment and evaluation of teaching effectiveness is an essential professional obligation and critical to efforts to continuously improve student learning outcomes; and the evaluation of teaching effectiveness is most useful when it considers more than simply student course ratings, incorporates critical self-reflection and peer review, and emphasizes student learning outcomes.

NOW THEREFORE, for the mutual promises and considerations contained herein, the Parties agree as follows:

For the Fall 2020 and Spring 2021 semesters, the revised student classroom assessment form from Spring 2020 with appropriate modifications (see Appendix A), will be used in place of the regular student classroom ratings, as defined in Article VII(G) of the parties' collective bargaining agreement. These revised student ratings will be designed to provide formative feedback to faculty and to evaluate their teaching holistically and in the context of the unique conditions present in AY 2020/2021. This form will be administered online using the campus CourseEval tool. Student responses from the revised student classroom assessment form shall not be considered in the evaluation of Teaching and Advising in AY2020/2021.

1. Notwithstanding the above, instructors shall be held accountable for any performance issues that result from clear evidence of an unauthorized change in the mode of instruction, course meeting schedule, or other relevant violations of University commitments to students. In any such case, the unique circumstances related to the pandemic and its impacts will be explicitly considered by all levels of review.
2. Department Faculty Evaluation Committees will develop an alternative course evaluation plan using but not limited to the alternatives to student course ratings consistent with Article VII(G)(2)(a). Approaches such as peer review of course materials and course sites (where appropriate) are encouraged wherever feasible. Faculty shall attach all course syllabi, exclusive of the prescribed omnibus materials, and submit them with their annual activity report. All materials shall be provided electronically.

The course evaluations for academic year 2020 will be based on the alternative evaluation plan to be developed as described above. The teaching section of the annual activity report shall include a brief written statement from the faculty member identifying any pandemic-related issues or challenges (technical or personal) that had an impact on teaching and advising in AY 2020/2021, in order to provide appropriate context for all current and future evaluations of faculty performance in the area of Teaching and Advising. The assessments that are produced by these alternative evaluation plans shall be included in faculty dossiers for use in annual and future personnel actions. In all cases,

all levels of review will explicitly factor the circumstances of Fall 2020 and Spring 2021 into their considerations.

3. A labor-management committee shall be established to develop a set of comprehensive and holistic methods to evaluate teaching effectiveness consistent with the following principles:
 - the assessment and evaluation of teaching effectiveness is an essential professional obligation and critical to efforts to continuously improve student learning outcomes;
 - the evaluation of teaching effectiveness is most useful when it considers more than simply student course ratings, incorporates critical self-reflection and peer review, and emphasizes student learning outcomes.

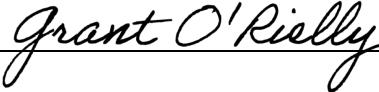
The Committee shall recommend a new set student course rating survey items. The work of this Committee shall be separate and distinct from programmatic assessment and external accreditation requirements. This committee will be comprised of 6 members with 3 appointed by the Chancellor and 3 appointed by the Federation and will convene its first meeting as soon as practical. This committee shall complete this work and issue a final report before June 2021.

This student rating agreement and its terms will apply only to the Fall 2020 and Spring 2021 academic semesters and will not be precedent setting.

Signed this 2nd of December 2020, by



For University



For the Union

Appendix A
Alternative Rating Form Items
(in addition to items from Spring 2020)

Please respond to the statements using the below scale:

1 = Strongly Disagree 2 = Disagree 3 = No strong opinion 4 = Agree 5 = Strongly Agree

1. The grades I have received on exams and assignments reflect my effort in the course.
2. This course was offered in the mode of instruction that was advertised.
3. This course met consistently at the officially scheduled day and time.
4. Please indicate whether any of the following technical issues created challenges for you in this course. (Yes, No, N/A)
 - i. Internet access.
 - ii. Computer access
 - iii. Software access
 - iv. Other, please describe (open-ended)
5. Please indicate whether any of the following course components created challenges for you in this course. (Yes, No, N/A)
 - i. Tests
 - ii. Assignments
 - iii. Lectures
 - iv. Studios
 - v. Laboratory exercises
6. Please provide any suggestions for how these issues might be addressed in future semesters and any other feedback that could be used to improve this course. (open-ended).