

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 the major disruptions in teaching and other impacts resulting from the COVID-19 pandemic; and

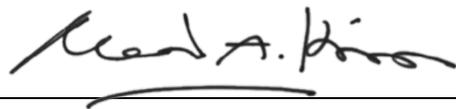
WHEREAS, the Parties recognize the importance of student ratings, but equally recognize that student ratings are only one source of teaching effectiveness; and

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

1. For Spring 2020, the revised student classroom assessment form, identified in paragraph 2 below, will be used in place of the regular student classroom ratings, as defined in Article VII(G) of the parties' collective bargaining agreement due to the shift from face to face instruction to an online modality. This revised student classroom assessment will be formative to the faculty, and shall not be required to be included in dossiers for future personnel actions.
2. A labor-management committee will be established to create a set of common questions to assess the move to an online modality for each course taught in Spring 2020. This committee will be comprised of 4 members with 2 appointed by the Chancellor and 2 appointed by the Federation and will convene its first meeting as soon as practical. This committee shall complete this work before April 20.
3. Department Faculty Evaluation Committees will prepare a course evaluation plan using but not limited to the alternative methods of evaluation consistent with Article VII(G)(2)(a), as that term is used throughout the collective bargaining agreement.
4. The course evaluations for Spring 2020 will be based on the evaluation plan developed as described in paragraph 3 above. These evaluations shall be included in faculty dossiers for use in future personnel actions. In these personnel actions, all levels of review will factor the circumstances of Spring 2020 into their considerations.

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

Signed this 18th of April, 2020, by



For University



For the Union