

## UNIVERSITY OF PITTSBURGH PROPOSAL

June 20, 2023

### FACULTY EVALUATIONS

#### I. Performance Evaluations.

1. All bargaining unit faculty members shall be reviewed on an annual basis in accordance with the Annual Review of Faculty-Provost Guidelines, including but not limited to following:
  - a. All bargaining unit faculty should be notified annually about the annual review process, including timing, procedures, and information they should expect to provide and receive in their formal annual evaluation.
  - b. Evaluations must include an overall assessment of performance, as well as more detailed assessment of specific performance areas.
    - i. For tenure-stream and tenured bargaining unit faculty, performance in teaching, research, scholarship, and service should be addressed.
    - ii. For appointment-stream bargaining unit faculty, performance in specific relevant areas should be addressed. These areas may include teaching, research, scholarship, and service, as well as other job functions as outlined in the bargaining unit faculty member's Notice of Appointment.
  - c. Evaluations shall summarize achievements and accomplishments of the bargaining unit faculty member.
  - d. Where appropriate for the position, Teaching Assessments shall be conducted for bargaining unit faculty members pursuant to each School or Regional Campus' teaching assessment plan. Teaching Assessments may include peer evaluation of teaching, in accordance with procedures developed by each school, regional campus, and/or department, as applicable, and approved by the Provost and, as applicable, the Senior Vice Chancellor for the Health Sciences.
  - e. Any areas of performance that are judged to be deficient or in need of improvement should be explicitly identified, and specific guidance should be provided about how these performance issues can be remedied. Guidance may include school, regional campus, departmental, University, and external resources, along with a recommended timeline for demonstrable improvement.
  - f. Bargaining unit faculty members are required to complete a self-evaluation, the form of which will be provided by the Employer. Any bargaining unit faculty member who fails to complete a self-evaluation will receive an unsatisfactory performance evaluation.

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The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

- g. Annual evaluations shall be considered in determining whether to award promotions and/or tenure to eligible bargaining unit faculty members, and are conducted in addition to any applicable promotion and/or tenure review processes. Where relevant, progress toward promotion and/or tenure should be noted in annual evaluations. Recommendations regarding accomplishments, inadequacies, and areas for improvement that may affect promotion/tenure shall be clearly communicated. Resources to assist bargaining unit faculty members toward promotion/tenure shall also be provided as needed.
  - h. Evaluations should include any changes in job duties or expectations for the coming year.
  - i. Student surveys may be considered in evaluating a bargaining unit faculty member's performance, but will not be a sole or primary factor in determining that a bargaining unit faculty member's teaching performance was unsatisfactory.
- 2. Should the Employer determine, based on the evaluation of any bargaining unit faculty member, that their performance is unsatisfactory in any area, the evaluator and the bargaining unit faculty member will meet to formulate a performance improvement plan (PIP) to remedy the unsatisfactory performance.
    - a. The PIP shall include concrete steps to be taken by the bargaining unit faculty member to remedy his or her performance, how those steps will be measured, and a timeline for the required improvement.
    - b. The PIP will be issued to the bargaining unit faculty member.
  - 3. Bargaining unit faculty members who fail to satisfy the requirements of a PIP may be subject to discipline up to and including termination.

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