

**ARTICLE VIII-A - EVALUATION OF UNIT MEMBERS AT THE MASSACHUSETTS MARITIME ACADEMY**

A. FACULTY MEMBERS

All faculty members at the Massachusetts Maritime Academy, including all Professional Maritime Faculty, shall be evaluated on the basis of the criteria prescribed at Section A (1) of Article VIII of this Agreement and on the basis of the following supplementary criterion:

effectiveness in correcting or disciplining cadets when necessary.

B. PROFESSIONAL MARITIME FACULTY

In addition to the criteria made of application by the preceding Section A, all Professional Maritime Faculty shall be evaluated on the basis of the following criteria:

1. achievements in the individual's specialized field;
2. maintenance of a proper uniform; and
3. contributions to maritime training and shipboard operations.

C. APPLICATION OF ARTICLE VIII

In all other respects the provisions of Article VIII of the Agreement shall be of full application to all members of the bargaining unit employed at the Academy.