

ARTICLE VIII - EVALUATIONS

A. CRITERIA FOR EVALUATIONS

1. Criteria for the Evaluation of Full-time Faculty

The following criteria shall be used in the evaluation of all full-time members of the faculty:

- 1. i. teaching effectiveness, including pedagogical experimentation, community-engaged teaching methods, **and inclusive and equity-centered teaching practices**, as exhibited in lectures, seminars, internships, independent studies and other instructional settings;
- ii. academic advising, as prescribed in Section A(3) of Article XII;
- a. i. continuing scholarship, including
 - (A) contributions to the content of the discipline;
 - (B) **leadership** participation in or contributions to professional societies and organizations;
 - (C) research as demonstrated by published or unpublished work (or, where applicable, artistic or other creative activities); or
 - (D) work toward the terminal degree or relevant post-graduate study;
 - (E) scholarship **(or, where applicable, artistic or other creative activities) that documents, community-engaged approaches and community impact; and**
 - (F) **scholarship (or, where applicable, artistic or other creative activities) that contributes to the inquiry of the principles of equity, inclusion, anti-racism, and social justice.**

Nothing in this paragraph (b)(i) shall be deemed to require any member of the faculty to engage in all or in any particular one of the activities that constitute continuing scholarship; and no member of the bargaining unit shall be denied a personnel action by sole reason of his/her not having engaged in any one or another of such activities. In evaluating each member of the faculty it shall be the responsibility of those charged with doing so to assess the quality, significance and relevance of that faculty member's continuing scholarship.

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- ii. other professional activities, which by way of example shall include such matters as public service, and contributions to the professional growth and development of the university community (which contributions may include (t) ~~service with a focus on equity, inclusion, anti-racism, and social justice, and methods of dissemination of the same~~ (v) community-engaged service, (w) ~~service~~, that includes community-engaged approaches and methods of dissemination, (x) service on inter-institutional and system-wide committees, (y) service as a Program Area Chair without a reduction of workload pursuant to Article XII, Section D, and (z) academic advising of students in excess of thirty (30) assigned at the beginning of the semester), which contributions are not to be ignored or discounted on the basis that the faculty member received compensation for that work; and
- iii. such responsibilities, if any, as may be assumed by a faculty member in lieu of, in whole or in part, the normal faculty instructional workload in academic subject areas by serving as a department chair pursuant to Article VI, by performing services in a counseling center, facility or program pursuant to Section A(3)(b) of Article XII, by discharging any alternative professional responsibilities pursuant to Section D of Article XII (including service as a program area chair if accompanied by a workload reduction), and/or by undertaking any program of professional development pursuant to Article XIV.

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In applying these criteria, regard shall be had to the fact that the State Universities are primarily teaching institutions.

3. Criteria for the Evaluation of Librarians

The following criteria shall be used in the evaluation of all librarians:

- a. i. effectiveness in performing assigned responsibilities within the library;
- ii. effectiveness in rendering assistance to students, faculty and the academic community;
- b. i. continuing scholarship, including
 - (A) contributions to the content and pedagogy of the discipline as evidenced by the participation in and contributions to the improvement and development of library programs or library services;
 - (B) leadership participation in or contributions to professional societies and organizations;

(C) research as demonstrated by published or unpublished work;
(D) work toward the terminal degree or relevant post graduate study.

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(E) scholarship that includes community-engaged approaches;

(F) scholarship (or, where applicable, artistic or other creative activities) that focuses on equity, inclusion, anti-racism, and social justice; and

(G) scholarship (or, where applicable, artistic or other creative activities) that contributes to the inquiry of the principles of equity, inclusion, anti-racism, and social justice.

ii. other professional activities, which by way of example shall include such matters as public service, and contributions to the professional growth and development of the university community (which contributions may include (u) service with a focus on equity, inclusion and social justice, and methods of dissemination of the same, (w) community-engaged service, (x) service that includes community-engaged approaches and methods of dissemination, (y) service on inter-institutional and system-wide committees and (z) service as a program area chair without release time), which contributions are not to be ignored or discounted on the basis that the librarian received compensation for that work; and

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iii. such responsibilities, if any, as may be assumed by a librarian in lieu of, in whole or in part, the normal librarian workload in library service areas, by serving as Library Program Area Chair, by discharging any alternate professional responsibilities pursuant to Section D of Article XII and/or by undertaking any program of professional development pursuant to Article XIV.

Whenever a librarian teaches a credit-bearing course pursuant to the provisions of this Agreement, his/her teaching shall be evaluated pursuant to the provisions of this Article VIII that pertain to the evaluation of a faculty member's teaching. Student evaluations of a librarian shall be administered by the Department Chair of the department to which the course is assigned. Classroom observations, if required to be conducted, shall be conducted of a librarian by the Department Chair and the Peer Evaluation Committee of the department to which the course is assigned.

In applying these criteria, regard shall be had to the fact that the State Universities are primarily teaching institutions.