

## Memorandum of Understanding Regarding Teaching Evaluations

WHEREAS, Ohio Administrative Code section 3359-20-06, titled "Statement on teaching evaluations" provides for a faculty driven teaching evaluation process. Such process must be approved by the Office of Academic Affairs ("OAA") and may be updated pursuant to the rule by an ad-hoc committee constituted by faculty senate;

WHEREAS, pursuant to Article 13 titled "Reappointment, Tenure and Promotion ("RTP")," of the Collective Bargaining Agreement ("CBA") between The University of Akron ("University") and the Akron-American Association of University Professors ("Akron-AAUP"), student evaluations are one of the general areas of evaluation for which every RTP candidate is evaluated;

WHEREAS, pursuant to Article 13, Section 3(A)(1)(a), student evaluations are one of the measures of effective instruction and quality of faculty teaching;

WHEREAS, pursuant to Article 13, Section 3(B)(1)(e) and (f), the promotional candidate's application file shall include the results of formal teaching evaluations and, if required by academic unit guidelines, qualitative evidence of effective teaching, which may include written student evaluation comments;

WHEREAS, as a result of various factors, including a change of personnel and a change of the teaching evaluation platform, the parties agree to a temporary modification of the teaching evaluation platform and questions, on a trial basis;

WHEREAS, such revised process will assist in a more uniform evaluation process and allow for campus and cross-department analysis of student response and response rates;

NOW, THEREFORE, the University and Akron-AAUP hereby agree that the University may, after consultation with the ad-hoc committee constituted by faculty senate, revise the teaching evaluation form and related questions, as needed, for a 1-year trial period, to begin on August 26, 2024, in accordance with the following terms:

1. The revised teaching evaluation process will initially include approximately ten (10) uniform questions to be asked of the students throughout each college at the University, of which questions may be revised, as needed, during the 1-year trial period;
2. The teaching evaluation results, including statistical data and summaries of the results may be used by the University to enhance the learning experience for students as well a monitor departmental trends and user satisfaction;
3. Pursuant to Article 13 of the CBA, as well as pursuant to University policy, no Department or Unit shall be precluded from including additional evaluation questions on the form, as long as they are pre-approved by OAA;
4. Pursuant to Article 13, Section 3(B), and during the 1-year trial period, each faculty member shall have the option to utilize the results of the teaching evaluations, including but not

limited to the student evaluation comments, for purposes of consideration in the RTP process, however no faculty member shall be required or compelled to do so;

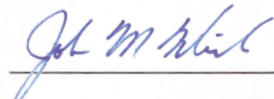
5. During the trial period, the aforementioned teaching evaluations shall not be utilized by the University for the sole purpose of administering faculty disciplinary action, whether pursuant to Article 14 of the CBA, or otherwise;
6. The Parties agree to revisit and reevaluate the teaching evaluation process, as well as the teaching evaluation platform, during the summer of 2025 to determine whether to extend the 1-year trial period or to adopt the new process on a permanent basis;

IN WITNESS WHEREOF, the Parties have caused this Memorandum of Understanding Regarding Teaching Evaluations to be effective this \_\_\_\_\_ day of August, 2024.

THE UNIVERSITY OF AKRON

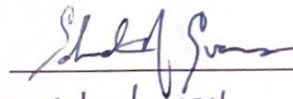
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS  
THE UNIVERSITY OF AKRON CHAPTER

By: \_\_\_\_\_



Date: 9/11/2024

By: \_\_\_\_\_



Date: 9/11/2024