

MEMORANDUM OF UNDERSTANDING
Between
University of Cincinnati (UC) and
AAUP-UC Chapter (AAUP)

In light of the ongoing significant impacts to the University of Cincinnati, its students, faculty and staff due to the Coronavirus pandemic, UC and the AAUP mutually agree to the following regarding Student Teaching Evaluations and an opt-in process for tenure and reappointment terms for existing UC bargaining unit Faculty Members:

- **Student Teaching Evaluations (STEs)**: For AY 2019–2020 Spring and Summer terms only, STEs will still be conducted in accordance with individual college policies and University rules. Faculty and Academic Administrators will review and take seriously the feedback reflected in those STEs, and the results are subject to inclusion in Annual Performance Reviews (APRs). However, a Faculty Member may request, and their Academic Units and Colleges shall allow, STEs from courses during Spring and Summer 2020 to be excluded from their dossiers for RPT purposes.

If a Faculty Member opts out of including these STEs in their dossier, they will indicate as such in the ERPT system. In such a case, any reference to these semesters' STEs found in APRs that are included in the dossier are not to be considered or commented on by reviewers of the dossier. STEs demonstrating serious professional misconduct, incompetence in performance or that rise to the level of a failure or refusal to perform one's duties are excluded from this MOU and subject to Article 9 procedures and inclusion in the dossier.

- **Reappointment and Tenure**: With the exception of those approved via Article 7.5.11 for a terminal year review to be conducted in AY 2020-2021, Faculty Members who are eligible to apply for tenure or reappointment beginning in AY 2020-2021 or after have the option of requesting, and the Academic Units and Colleges shall approve, a one-year extension of the tenure clock/probationary period and current appointment term (for tenure-track faculty), or a one-year extension of the current appointment term (for non-tenure track faculty). For faculty approved for a terminal year review to be conducted in AY 2020-2021, they must still apply for tenure or reappointment in AY 2020/2021, but their appointment periods would be extended by one year if they opt in. Any Faculty Member wishing to opt in to this extension must do so no later than June 30, 2020. If Faculty opt in but later decide that they do not need the additional year, they may request a non-mandatory review following the policy and procedures laid out in their Unit's RPT document and the AAUP-UC CBA. Faculty opting in to this extension will not be eligible for a terminal year review.

A Faculty Member wishing to opt in to the tenure clock or appointment term extension must do so by emailing the request to the Office of Faculty Affairs and Academic Personnel at acadpers@ucmail.uc.edu, copying their Dean, their Unit Head (as applicable) and the AAUP-UC Chapter at aaupuc1@ucmail.uc.edu.

The AAUP will notify members of the Bargaining Unit of these options through email. In addition, Colleges, Academic Units and Faculty Senate are encouraged to notify eligible Faculty Members through any channels available.

March 30, 2020

For AAUP:



Eric Palmer
Executive Director
AAUP-UC Chapter

For UC:



J. Matthew Serra
Vice Provost for Faculty Affairs and
Academic Personnel