

Memorandum of Understanding
Article 13, Section 6(A)(3)

WHEREAS, the University of Akron (the “University”) and the American Association of University Professors, The University of Akron Chapter (the “Akron-AAUP”), the University and the Akron-AAUP, being collectively referred to herein as the “Parties,” desire to amend the current language in Article 13, Section 6(A)(3) for the consideration of student evaluations;

WHEREAS, Ohio Administrative Code (“OAC”) 3359-20-06(A) – “Statement on Teaching Evaluations” – provides:

The evaluation processes, forms, etc. shall be determined by an ad-hoc committee constituted by faculty senate composed of faculty representing diverse units across campus and student representatives. The resulting processes and forms will be approved by the office of academic affairs, will be implemented across all units within the university and can be re-evaluated upon the request of faculty senate. Units may develop and/or agree upon the use of additional questions, processes, or forms as appropriate to the discipline and/or level involved. Statistical data and summaries of results, as deemed appropriate by the discipline/level/department faculties, concerning an individual faculty member shall be made available to that faculty member.

WHEREAS, the ad-hoc committee regarding teaching evaluations was appropriately constituted and developed a set of ten (10) uniform questions to be utilized, pan-University, for the evaluation process;

WHEREAS, the ten (10) uniform questions were utilized in the student evaluations process beginning in the 2024-2025 Academic Year, as agreed upon by the Parties in the “Memorandum of Understanding Regarding Teaching Evaluations” dated September 11, 2024”;

WHEREAS, the pilot project having been successful, the Parties understand that utilizing the ten (10) uniform approved questions may impact RTP decisions, as well as decisions regarding Merit and/or NTT evaluations;

WHEREAS, Article 13, Section 6(A)(3) of the CBA currently provides the procedures and timeline for approval and revision of RTP guidelines;

WHEREAS, the Parties recognize that individual academic units may need to modify their RTP guidelines in light of changes to the student evaluation questions;

NOW, THEREFORE, the Parties agree that, notwithstanding any contrary provision in Article 13, Section 6(A)(3) of the CBA, RTP guidelines may be revised to account for changes to the student evaluation questions in accordance with the following schedule:

1. Any such revisions shall be submitted by the bargaining unit faculty in the academic unit to the department chair or school director as soon as practicable.
2. The department chair or school director shall submit the revisions to the Dean by April 25, 2025.
3. The Dean shall forthwith transmit a copy of the revisions to the Provost or the Provost's designee.
4. The Dean and the Provost (or the Provost's designee) shall review the revisions and provide feedback, as appropriate, to the bargaining unit faculty in the academic unit.
5. If further revisions are necessary, the bargaining unit faculty shall resubmit such revisions to the Provost (or the Provost's designee) by the end of the Spring 2025 semester.
6. Once fully approved by the Provost (or the Provost's designee), the revised guidelines shall take effect at the start of the 2025-26 academic year.

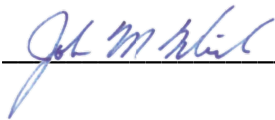
IN WITNESS WHEREOF, the Parties have caused this Memorandum of Understanding regarding Article 13, Section 6(A)(3) to be effective this _____ day of March, 2025.

THE UNIVERSITY OF AKRON

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

THE UNIVERSITY OF AKRON CHAPTER

By: _____



By: _____



Date: _____

3/21/2025

Date: _____

March 21, 2025