

New CBA highlights: Article 14, RPT evaluation criteria  
December, 2021

Dear faculty,

As you know, following 15 months of negotiations, we have a new Collective Bargaining Agreement which includes increases to: base salary, professional development funds, per diem payment, and minimum salaries at all ranks, and which preserves retirement contributions, sabbatical benefits, promotion increases, and health benefits. We have noted the various changes in this agreement in meetings and emails to members since last spring. In this communication, we want to highlight a few specific changes that are now in effect so members are fully aware. These relate the addition of evaluation criteria on diversity and inclusion for teaching and **updated language on RPT evaluation criteria in Article 14.**

Be advised that Article 14.4 provides that faculty may choose to use either the ‘old’ or ‘new’ RPT guidelines. But if you wish to use the old RPT guidelines you must email your Dean and Chair by December 22 (which is 60 days after the date the Provost posted the new guidelines). The relevant Article 14.4 section says: *"A unit member who is required to seek promotion within a specified time frame (i.e. Assistant Professor), or who is required to be reviewed for tenure, **may choose between the RPT guidelines in place when they were hired as a tenure-track faculty member or any relevant new RPT guidelines that may have been approved by the Provost prior to March 30 of the calendar year the candidate submits their dossier for promotion or tenure. The faculty member must communicate their choice in writing to the Dean and Department Chair no later than sixty (60) days after the Provost's office approves any relevant new RPT guidelines.**"*

Below are details on the new changes in the CBA, followed by information about our ongoing grievance on the administration’s inaccurate application of these. Please reach out to our Contract Administration Committee ([contract@unitedacademics.org](mailto:contract@unitedacademics.org)) with any questions about these provisions or concerns about their implementation.

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In response to feedback from members and mutual interest between UA and the administration, the evaluation criteria for effective teaching for faculty, in Article 14.5.e, have been expanded to include the following language under “prime indicators include but are not limited to:” **“evidence of consideration of and/or incorporation of diversity and inclusiveness in the classroom, advising and/or mentoring, as appropriate.”** And “some of the measures and methods” used to “evaluate the quality of teaching or advising” “may include but are not limited to:” **“serving as an advisor to student clubs or organizations that promote diversity and inclusion on campus”; “attendance at workshops and/or other professional development events regarding inclusiveness in the classroom”; and “attendance at workshops on non-discrimination, sexual harassment and diversity.”**

**14.5.e.ii.** No changes were made to the criteria pertaining to evaluation of Scholarship/ Research/Creative Activity.

**14.5.e.iii.** In the description of types of service faculty may perform, the following was added: **“involvement in local, state or national organizations that promote diversity and inclusivity in society.”**

Our bargaining team worked long and hard to find ways to incorporate this DEI criteria in a meaningful way that makes sense with faculty workload and evaluation. **Unfortunately, the Provost’s office has recently released updated Green Sheets and Blue Sheets guidelines that do not conform to the details we agreed upon in the CBA. UA’s Contract Administration Committee filed a grievance on the administration’s violation of the specific CBA language.** We have made clear to the administration that we support these initiatives, and we negotiated detailed, intentional language outlining specific ways DEI activities could be implemented in RPT guidelines. The administration has added their own interpretation of that and expanded on what was negotiated, including in ways that communicate firm requirements in sections that were negotiated to be one option among many. The Provost’s changes include, for example, reference to Our Common Ground and the inclusive excellence plan in evaluating faculty, which were not negotiated and are not in the evaluation article of the CBA. While the grievance process unfolds, the new RPT guidelines are being used by the Provost’s office as the guidelines in effect. In our view, most new changes in the guidelines violate the CBA given the way they are worded. We encourage faculty to review the changes outlined in the CBA (Article 14.5) and outlined above when completing green sheets or blue sheets.

Other new language in Article 14:

- In article 14.1, due to the FTE uncertainties of 2020, new language was added regarding retroactive pay for faculty whose recently reduced FTE is restored to the previous academic year’s level after the add/drop period.
  - In 14.4, to prevent confusion over RPT guidelines that may be stuck in the approval process, new language clarifies a past practice: “the most recently approved guidelines will remain in force until new guidelines are approved.”
  - To avoid confusion over the RPT guidelines in force for “probationary Associate Professors,” new language in 14.5.iii requires that such guidelines be “established in writing and approved by the chair, the dean and the Provost at the outset of the appointment.” The affected faculty “shall be informed of these guidelines in writing within the first semester of the appointment.” Additional new language clarifies that “early consideration” for tenure formally “begins with the department vote. Denial or withdrawal after a department vote both constitute early consideration.”
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Final note: The full Collective Bargaining Agreement is available [here](#), and always available on our website. If you would like a hard copy of the CBA, please email [info@unitedacademics.org](mailto:info@unitedacademics.org).

If you have any questions about these or other provisions in the contract, please reach out to your Department Rep, College Delegate, or the UA Contract Administration Committee ([contract@unitedacademics.org](mailto:contract@unitedacademics.org)).