

INTERIM SIDE LETTER

Article 12 – Performance Review and Evaluation of Faculty

The State System and APSCUF enter into this side letter to adapt the provisions of Article 12 of their collective bargaining agreement to the State System's consolidation plans involving Bloomsburg, Lock Haven and Mansfield Universities in the Northeast, and California, Clarion and Edinboro Universities in the West. This side letter is intended to apply only to the two consolidated universities, and shall not create a precedent for any other types of decisions related to these consolidations, nor to any future consolidation, merger, or reorganization of any sort involving other Universities within the State System.

1. Departments Comprised of Faculty at Multiple Campuses

a. For any department whose FACULTY are located at more than one campus within the consolidated university, the department evaluation committee established under Article 12, Section C.1.a. shall include proportionate representation, with at least one committee member from each campus that is home to department FACULTY.

b. This side letter shall be read in conjunction with the Interim Side Letter regarding Article 6 – Department Chairpersons, with regard to the role of campus department leads, where applicable.

c. To the extent that evaluation standards or requirements may differ among the three existing Universities that are being consolidated, tenure track FACULTY who were hired prior to Fall 2022 shall be subject to the standards and requirements in effect at their original, existing University prior to the consolidation for the remainder of their time on the tenure track, and for consideration for tenure.

d. To the extent that evaluations standards or requirements may differ among the three Universities that are being consolidated, tenured FACULTY at the consolidated University will be evaluated no sooner than the 2024-2025 academic year.


e. Newly hired faculty beginning in the Fall 2022 semester will be provided clarity around expectations in accordance with Article 12, Section A.

2. Student evaluations

Until such time as the consolidated university develops its own student evaluation instrument through the process set forth in Article 12, Section C.1.b.(1), the current student evaluation instrument in place at the home campus of the FACULTY MEMBER being evaluated shall be used for

purposes of evaluation for all purposes under the collective bargaining agreement (e.g., renewal, tenure, promotion, etc.).

3. In all other respects, the provisions of Article 12 shall apply to FACULTY at the consolidated universities.



For STATE SYSTEM Date



For APSCUF Date