

ARTICLE 35. PERFORMANCE EVALUATIONS

- 35.1 The University and Association agree that performance evaluations are primarily for formative purposes, intended to promote the continued professional development of Members in the course of their individual careers.
- 35.2 Evaluations shall be conducted in accordance with the principles of academic freedom stated in Article 37 and the statement of the rights and responsibilities of Members in sections 19.A.2, 17.A.2 and 34.1.1 of this Agreement, as appropriate to the Member in question. The evaluation of research and scholarship shall be consistent with the statement of factors in sections 20.A.1.2.1 and 20.B.1.2.2.
- 35.3 Both parties recognize the importance of tenure as a fundamental protection of academic freedom. Performance evaluations are not intended to supplant the rigorous evaluations that are carried out for the purposes of hiring, promotion or tenure, or to erode the status and security that is created by such processes.
- 35.4 The result of an evaluation will not be used to assign Members any quantitative rankings. Evaluations shall not be used to rank Members against one another, except that a Member may choose to submit an evaluation to a person or entity outside of his/her department or faculty/school for the purpose of obtaining a grant or award that is determined on a competitive basis.
- 35.5 **Research Metrics**
- 35.5.1 For the purposes of this provision, “research metrics” shall mean the product of the application of quantitative analysis and statistics used to assess the quality of a body of work (e.g, h-index, citation index, bibliometrics).
- 35.5.2 Any evaluation and/or assessment of a Member’s research shall be based on a full review of the quality of their contribution to research, scholarly work, and other creative activity.
- 35.5.3 Quantitative factors (such as the number of publications, research funding amounts, and number of conference presentations) have been an element of evaluation and/or assessment and shall continue to be an element in the evaluation and/or assessment of research, scholarly work, and creative activities.
- 35.5.4 Research metrics shall not be used as a substitute for a more comprehensive assessment of quality and quantity.
- 35.6 The dean/director, with the advice of his/her faculty/school council, shall be responsible for establishing and modifying the evaluation procedures used in a

particular faculty/school. However, the Senate may from time to time, prescribe standard data collection forms, such as SEEQ.

- 35.7 Members shall have reasonable notice and opportunity to contest and respond to material that might be used as a basis for evaluation.
- 35.8 No anonymous material may be used to form the basis of any evaluation or be included in the evaluation of a Member except for statistical data arising from an approved teaching evaluation.
- 35.9 A copy of any evaluation conducted under this Article must be provided to the Member before it is placed in his/her personal file. In accordance with Article 11, the Member shall have the right to a reasonable period of time to review the evaluation, and may submit a written response to the evaluation, one (1) copy of which shall be attached to the evaluation in question and one (1) copy of which, signed by the dean/director, shall be kept by the Member.
- 35.10 Members may grieve any evaluation under this Article, pursuant to the grievance procedures in Article 32. A Member's failure to grieve an evaluation to which the Member has responded does not constitute acquiescence.