

MEMORANDUM OF AGREEMENT

WHEREAS, Article VIII of the 2016-2021 collective bargaining agreement between Roger Williams University (RWU) and the Roger Williams University Faculty Association (RWUFA) (hereinafter "the CBA") sets forth the standards and procedures that govern the evaluation of faculty performance;

WHEREAS, such evaluation procedures contain elements of formal peer review, to include peer reviews undertaken by an individual College or School's Faculty Review Committee ("SFRC");

WHEREAS, the CBA provides that "[e]ach school/college of the University shall establish a College/School Faculty Review Committee (SFRC)" and that the majority of each SFRC's members shall come from the school or division unless there are insufficient numbers of tenured faculty in the school or division to constitute a majority", in which case, the CBA provides that "additional members of a school or division SFRC may be drawn from tenured faculty outside the school or division."

WHEREAS, the RWU's University College must establish its own SFRC for purposes of conducting comprehensive evaluations of two faculty members who are appointed to it;

BUT WHEREAS, there are insufficient numbers of tenured faculty in the University College to constitute a majority.

NOW COME, Roger Williams University and the Roger Williams University Faculty Association (hereinafter "RWUFA" or "Association") and agree that for the 2019-2020 academic year review cycle, the University College SFRC shall be populated as follows:

- a.) the University (through the Dean of University College) shall appoint two faculty members from the faculty at-large to serve on the University College SFRC;
- b.) the University faculty shall elect three tenured faculty members from the faculty at-large to serve on the University College SFRC.

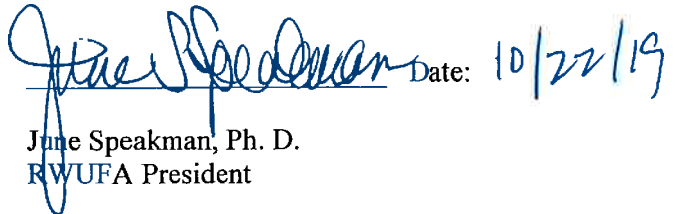
FOR THE UNIVERSITY



Date: 10/22/19

Robert Shea, Ph.D.
Vice Provost

FOR THE ASSOCIATION



Date: 10/22/19

June Speakman, Ph. D.
RWUFA President