

Dear Member

As we mentioned in an earlier note, the UGFA has been meeting frequently with the Senior Administration with the goal of bargaining a Letter of Understanding (LOU) to deal with the many impacts on our members of the COVID-19 pandemic. The UGFA Executive approved a small set of bargaining principles that have guided our position in these discussions with the Administration. Following the mode of other bargaining, we have made clear that we intend to sign in agreement to a single LOU that addresses all matters. The current LOU proposal suggests that we will have to revisit the LOU in Fall, 2020, to discuss whether or not it needs to be extended into the Winter semester.

Discussions to-date have focused on extending the temporary remote teaching model (“alternative modes of delivery”) into the Fall semester and the handling of Tenure, Promotion, and Performance Assessments in the short term. We still have to discuss study/research leave, professional development reimbursements, an assortment of other items, and implementation.

The Administration’s note on Friday reported what we have agreed to on Tenure, Promotion, and Performance Assessments, pending agreement on the full LOU. Below, we present the tentative results for faculty in a table; the contents of the table can be mapped to Librarians and Veterinarians (with “Continuing Appointment” replacing “Tenure”).

Date	Process	Type of Faculty Member		
		Contractually-Limited	Tenure-Track	Tenured
Fall 2020	Application for Tenure (and promotion to Associate Professor)	n/a	Deadlines: External Assessors: June 15 Application: July 8	n/a
	Application for Promotion (to Professor)	n/a	n/a	Deadlines: External Assessors: June 15 Application: July 8
	Progress Report (towards Tenure)	n/a	Member may choose to keep it in Official File or destroy it	n/a
	Performance Assessment	One-year period. Feedback only. No ratings given	Cancelled. Performance pool divided equally	Cancelled. Performance pool divided equally
Fall 2021	Application for Tenure (and promotion to Associate Professor)	n/a	Normal process	n/a
	Application for Promotion (to Professor)	n/a	n/a	Normal process
	Progress Report (towards Tenure)	n/a	Normal process	n/a
	Performance Assessment	One-year period. Feedback only. No ratings given	Cancelled. Performance pool divided equally	Cancelled. Performance pool divided equally
Fall 2022	Application for Tenure (and promotion to Associate Professor)	n/a	Normal process	n/a
	Application for Promotion (to Professor)	n/a	n/a	Normal process
	Progress Report (towards Tenure)	n/a	Normal process	n/a
	Performance Assessment	One-year period	Four-year period	Four-year period

	Appeal overall rating?	Yes, less than "Good"	Yes, any rating	Yes, less than "Good," as well as "Good" and "Very Good" due to pandemic
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In addition, for each of the three Fall semesters in the table, the UGFA and the Administration will write joint statements instructing the T&P Committees and the UGFA will be invited to attend the committee training sessions.

Regarding performance assessments, one of the approved principles is that any such process should be fair. The UGFA has heard from many members who feel that their teaching and/or scholarship activities will have been dramatically damaged come September; this damage will continue through, and likely beyond, the Fall semester, with many members needing a "rebuilding" period, likely with lower output, to recover from the effects of the pandemic. As a result, the UGFA believes that it is unfair to run a biennial performance assessment in Fall 2020. The Administration also feels that the biennial performance assessment should be cancelled. The parties have agreed that performance assessments will be broadly resumed in Fall 2022. Cancelling the performance assessment means that members will have no current overall rating to determine the July 1, 2021 and 2022, performance bonuses. As a result, the parties agreed to split the performance pool equally across all members. Note that the Collective Agreement still refers to the one-time lump-sum performance bonus as an "Increment," even though it is not a base salary increase. We should also note that on July 1, 2021, all members will receive the 1% base salary increase negotiated as part of the package for consenting to convert to the University Pension Plan, and on both July 1, 2021, and July 1, 2022, all members will receive any other base salary increases (cost of living, annual career increment) we agree to in the next round of collective bargaining.

To understand the financial impact of the performance assessment piece, let's first note that the performance pool for July 1, 2019, was generated by combining \$1000 per member. On July 1, 2019, a member rated "Outstanding" received a one-time lump-sum payment of approximately \$1600, often reduced by about half after taxes, due to its being treated as a bonus payment. On July 1, 2020, the pool will be generated by combining \$1100 per member, so those rated "Outstanding" will see a very slight increase in the one-time lump-sum payment after taxes. The value that determines the pool for July 1, 2021, and, likely, some subsequent years, will be bargained in our next round of collective bargaining. For argument's sake, if it were to stay at \$1100 per member, then a member rated "Outstanding" would receive a lump-sum payment of \$1100, again reduced by about half after taxes. The after-tax decrease in the amount is around \$300 in the one-time lump-sum payment. This is a bit of a false comparison, however, since it assumes that a Fall 2020 performance assessment cycle would lead to the same number of "Very Good" and "Outstanding" ratings as we saw in Fall 2018. In any case, we are sorry if any members find this result to be an unreasonable outcome.

We should note as well that the Fall 2022 biennial performance assessment will consider four years. Members who had major contributions between Fall 2018 and Spring 2020—the publication of a book, an invited plenary talk, organizing the world's leading conference in a

research area, a sizeable grant awarded, advising Ph.D. students to completion, and so on—will be able to report these accomplishments in Fall 2022 in order to bolster their performance assessment results then.

We hope that the year from Fall 2021 to Spring 2022 marks a return to normal and that the remainder of 2021 is a positive rebuilding period for members whose scholarship programs were heavily damaged by the pandemic. We have many assurances from the Administration that the committees will be very careful when viewing the pandemic period (and the rebuilding period). It is unprecedented for them to agree that the UGFA will be invited to all training sessions for the committees, and they also agreed to allow tenured members rated “Good” or “Very Good” in Fall 2022 to appeal that rating if the member believes that the committee(s) measured their performance during the pandemic period too harshly.

We will keep you informed about our ongoing LOU discussions and negotiations.

Thank you, and stay healthy,

Herb Kunze, UGFA President

Mary DeCoste, UGFA Vice-President