



Department of Public Health

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September 30th, 2020

Dr. Jay Gatrell, VPAA
Dr. Ozlem Ersin, Dean, College of Health and Human Services
Dr. Julie Dietz, Chair, Department of Public Health

Cc: Department of Public Health Faculty

The Department of Public Health is submitting our Addendum to the current Department of Application of Criteria (2018-2022) reflecting the MOA for the COVID era and dated August 19th, 2020.

Should you need anything else regarding this document, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Dr. Misty Rhoads".

Misty Rhoads, Ph.D. CHES, CZB
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Department of Public Health
Departmental Application of Criteria (DAC)
2018-2022 EIU-UPI Unit A and B Agreement
ADDENDUM for Memorandum of Agreement
(dated August 19th, 2020)

Due to the COVID-19 crisis this ADDENDUM addresses the Memorandum of Agreement between Eastern Illinois University and the University Professionals of Illinois, Local 4100. The Department of Public Health has agreed to the following changes to support the evaluation process and criteria set forth in our current DAC (2018-2022). This ADDENDUM is for the COVID-19 era (Spring 2020, Summer 2020, Fall 2020, Spring 2021, and Summer 2021).

1). Referring to the DAC (2018-2022) section I. B. I. (Chair/Peer Evaluations): Any Unit A faculty seeking retention or tenure are not required to include face-to-face, hybrid, or online class reports by the chair or peers for the semesters impacted by COVID-19, but are required to include all chair/peer evaluations completed during their evaluation period but prior to the University's move to remote teaching March 23, 2020. Those faculty seeking a PAI are also exempt from submitting classroom visitation reports from the chair and peers for the semesters impacted by COVID-19, but are required to submit at least two sets of chair and peer evaluations previously completed during their evaluation period. Unit B faculty seeking reappointment during the COVID-19 era are exempt from submitting chair/peer evaluations impacted by COVID-19, but are required to submit any chair/peer evaluations completed during their evaluation period but prior to the University's move to remote teaching March 23, 2020. Any faculty may request and include chair/peer class evaluations during the COVID-19 era if they so desire.

2). Referring to the DAC (2018-2022) section I.B.2. (Student Evaluations): Unit A faculty may choose to replace student evaluations from the semesters impacted by COVID-19 with an average of up to three semesters of previous student evaluation scores with at least one course class evaluation representing each of the previous three semesters as defined in DAC section I.B.2.a. If a faculty member does not have four previous semesters worth of student evaluations (e.g. a new hire) two comprehensive course reviews covering the Spring 2020, Summer 2020, Fall 2020, Spring 2021, and Summer 2021 terms will be conducted with the Chair and/or another Unit A faculty, and will be considered equivalent to, and a replacement for, any student evaluation requirements for future assessments concerning retention,

tenure/and or promotion. Unit B faculty seeking retention will have two comprehensive course reviews covering the Spring 2020, Summer 2020, Fall 2020, Spring 2021, and Summer 2021 terms conducted with the Chair and/or another Unit A faculty, and these reviews will be considered equivalent to, and a replacement for, any student evaluation requirements for future assessments concerning retention and PBI.

3). Referring to the DAC (2018-2022) section II. A. and III. A. (Research and Creative Activities/Service): Unit A faculty may provide a narrative statement (with supporting documentation of professional activities) identifying the ways COVID-19 has affected their research, creative activities, and service and their ability to meet the criteria of the DAC in these areas. Faculty may include an average of up to four semesters of evidence of previous research, creative activities, and service as defined in sections II and III of the DAC (2018-2022). Including previous work for these areas must include narrative explanation.

Departmental Approval: 10.1.2020