



Department of Sociology, Anthropology, and Criminology

600 Lincoln Avenue
Charleston, Illinois 61920-3099
Office: (217) 581-3123

18-September-2020

Dr. Jay Gatrell, VPAA
Dr. Barbara Bonneken, Dean, College of Liberal Arts and Sciences
Dr. Vernon Woodley, Chair, Department of Sociology, Anthropology, and Criminology
Eastern Illinois University

Cc: Departmental Faculty

On behalf of my peers in the Department of Sociology, Anthropology, and Criminology, I am submitting our Addendum to the current Department Application of Criteria (2018-2022) reflecting the Memorandum of Agreement dated August 19, 2020.

If you require any further information, please do not hesitate to contact me.

Sincerely,

Michael D. Gillespie, Ph.D., M.S.W.
Associate Professor of Sociology
Eastern Illinois University
mgillespie@eiu.edu

DEPARTMENT OF SOCIOLOGY, ANTHROPOLOGY, AND CRIMINOLOGY
Departmental Application of Criteria
2018-2022

ADDENDUM
Reflecting
Memorandum of Agreement
August 19, 2020

Given the Memorandum of Agreement (MOA) between Eastern Illinois University (EIU) and the University Professionals of Illinois, Local 4100 (UPI) for the COVID-19 era of the Spring 2020, Summer 2020, Fall 2020, Spring 2021, and Summer 2021 (if the COVID-19 crisis continues into Spring 2021/Summer 2021) semesters, the Department of Sociology, Anthropology, and Criminology has agreed to the following items to support the evaluation criteria in the current Departmental Application of Criteria (2018-2022).

1. Paragraph 15 of the MOA states “Any change in teaching modality will be recognized for DACs or evaluation purposes as a new course design.” Reviewers will consider the change in teaching modality (e.g. from face-to-face to remote or hybrid) to constitute an increased teaching requirement that may affect research/creative activity and service. Further, this change in teaching modality may be used as evidence within an evaluation of teaching performance as stated in the DAC (2018-2022) section II.A.d.iv.
2. Reflective of paragraph 17 of the MOA, faculty may choose to replace student evaluations from the COVID-19 semesters with *an average of up to four semesters* of previous student evaluation scores as defined in section II.A.a of the DAC (2018-2022). If a faculty member does not have four previous semesters worth of student evaluation scores to submit in lieu of the COVID-19 semesters evaluations (i.e. newly hired faculty; faculty with fewer than two years of experience), this requirement can be waived for the COVID-19 evaluation period and should be taken into account for future assessments for retention, tenure and/or promotion.
3. Specific to section II.A.b of the DAC (2018-2022), peer and/or chair teaching evaluations will be suspended for semesters impacted by COVID-19. Unit A Faculty seeking retention must submit classroom visitation reports by the chair and peers if completed in semesters not impacted by the COVID-19 crisis during the evaluation period. Unit A Faculty seeking tenure are exempt from submitting classroom visitation reports by the chair and peers for semesters impacted by COVID-19, but are required to submit all chair and peer evaluations previously completed during the evaluation period. Unit A Faculty seeking promotion or PAI are exempt from submitting classroom visitation reports by the chair and peers for semesters impacted by COVID-19, but are required to submit at least two sets of chair and peer evaluations previously completed during the evaluation period. Unit B Faculty seeking reappointment are exempt from submitting chair evaluations for semesters impacted by COVID-19, but are required to submit any chair evaluations previously completed during the evaluation period.

4. Reflective of paragraph 19 of the MOA, faculty may provide an additional narrative statement (with supporting documentation of professional activities) identifying the ways the COVID-19 semesters affected their research/creative activities and/or service activities and their ability to meet the evaluation criteria in section II.B. and II.C. of the DAC (2018-2022). In addition, faculty may choose to include an average of up to four semesters (two evaluation periods) of evidence from previous research/creative activities as defined in section II.B of the DAC (2018-2022) and/or an average of up to four semesters (two evaluation periods) of evidence from previous service activities as defined in section II.C. of the DAC (2018-2022). Any substitutions made under these parts must be explained in the narrative statement.
5. Annually contracted faculty members, individually, will be allowed to choose, in consultation with the chair, what evaluative materials will be used to determine future employment, merit increases, and PBIs.

Departmental Approval: 18-September-2020