

APPENDIX F

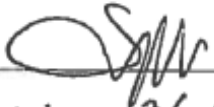
**Agreement between the AAUP-AFT and the University revising and replacing May 9, 2002
Memo to Concerned Faculty Members Regarding Confidentiality of Evaluation and Article
X Grievances**

Most, perhaps all, units of the University have long-standing traditions of maintaining confidentiality regarding the deliberations of evaluative bodies such as departments and appointments and promotions committees considering candidacies for reappointment, promotion, and/or tenure. There are many reasons why it is generally good practice to abide by these traditions. At the same time, clarification of the status of these traditions is in order.

Upon completion of the reappointment or promotion process, the candidate, whether successful or not, has access to the narrative summaries of the deliberations of all internal evaluative levels through the Promotion Review Committee. No information that might identify the writers of confidential external letters of evaluation, however, may be disclosed. Except as may be required by law, University Policy, and/or the collective negotiations agreement, after the process is complete, any participant in such deliberations shall not: (a) be prohibited from disclosing, aspects of the discussion that, in his or her judgment, there is good and sufficient reason to disclose; or (b) be compelled to disclose aspects of the discussion. In particular, it is not uncommon for a department member, an A & P Committee member, or a dean to testify in an Article X grievance hearing, at the behest either of the University or of the grievant, about some aspect(s) of the deliberations in which he or she participated. It should be noted that, unlike a legal proceeding, no one can be compelled to testify in such a hearing and the scope and limits of any disclosure are at the discretion of the individual making it. It should also be noted that the Article X grievance procedure itself is confidential, as provided in Article X. Section C, "Confidentiality."


We hope that the above helps to clarify this matter.

On behalf of the AAUP-AFT:



Dated: 3/21/19

On behalf of the University:



Dated: 3/21/19