

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this 4 day of AUG 2015 between the Florida Gulf Coast University Board of Trustees ("FGCU"), United Faculty of Florida – FGCU Chapter ("UFF"), and in collaboration with Faculty Senate Leadership.

WHEREAS, the UFF is the certified bargaining agent for all in-unit faculty of Florida Gulf Coast University; and

WHEREAS consistent with the bargaining efforts engaged in between FGCU and UFF and the resulting terms, the parties desire to align the timeline for annual review of nine month faculty in the Faculty Performance Evaluation Document (FPED) with the criteria and standards that are stipulated in the Article 10 of the Collective Bargaining Agreement (CBA). The dates stipulated below do not affect the 12 month faculty timeline.

NOW, therefore the parties agree as follows:

March 31	APDR due to evaluator/supervisor
April 30	Evaluator/supervisor returns proposed draft written annual evaluation to faculty member
May 6	A draft of the Professional Development Plan (PDP) is due from faculty member to evaluator/supervisor
June 5	The finalized annual evaluation is signed by both parties (evaluator/supervisor and faculty member)
August 7	The evaluator/supervisor returns draft PDP to faculty member
August 7	Finalized PDP with Performance Improvement Plan (PIP) signed and agreed upon by both parties (for individual placed on a PIP)
September 7	Finalized PDP signed and agreed upon by both parties

Effective upon the acceptance of this MOA by the UFF and FGCU, the University will notify all in-unit faculty members.

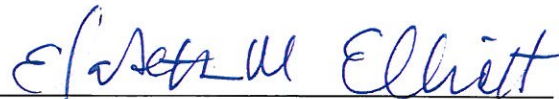
FGCU BOARD OF TRUSTEES



By: Ronald Toll, Ph.D.
Provost and Vice President for Academic Affairs

Date: 8/4/15

UNITED FACULTY of Florida Gulf Coast University



By: Elizabeth Elliott, Ph.D.
UFF-FGCU Chapter President

Date: 8/4/15

