



Western
UNIVERSITY • CANADA

Faculty Collective Agreement

Annual Performance Evaluation Process Changes

July 1, 2014 – June 30, 2018

DISCLAIMER

The following information is in summary form only and is focused only on significant changes to the Annual Performance Evaluation article. Reference should be made to the official collective agreement posted on the Faculty Relations website.

Annual Performance Evaluation

- Elect APE Committee (where not delegated) by November 1 (4.1)
- 3 FT Members elected by (all) Members for a two year staggered term (max 2 terms) plus Standing Appointee (where PT Members being evaluated) (term is 1 year) plus 2 FT alternates and 1 PT alternate. (4.1a-c)
- APE criteria review on vote, at Dean's request or at least every 3 years instead of annual (like *Workload*) (5)

Annual Performance Evaluation

- Separate criteria documents for FT and PT APE (5.1, 5.2)
- FT ratify FT criteria, PT ratify PT criteria (5.1, 5.2)
- PT criteria to be consistent with criteria for Standing Appointment (5.3.3)
- Joint APE uses amalgam of criteria of units involved created *at time of appointment* (no more need to construct a joint committee to develop criteria, just to assess) (6, 6.1)

Annual Performance Evaluation

- Performance related material in the Official File shall be provided to the APE Committee (automatically, not on request) (8 b)
- Members on Sabbatical, PPAL, or approved LOA need not submit Annual Report (9.1)
- If no AR is provided or detail is insufficient, request to Member to submit within 5 days and if not received can be assessed as “below the acceptable” level. (9.4)

Annual Performance Evaluation

- Re-ordering / grouping of “Assessment Considerations” for better readability
- Committee to consider periods of approved leave or accommodation in assessing so Member is not penalized. (11.7)

Annual Performance Evaluation

- Deadline for APE Committee to assess Members moved from Feb 15 to Jan 31, and Dean meetings with Member (if any) to occur by April 30 (instead of March 15) to permit more time for Deans to review/respond. (12, 12.3)



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