

# UFF PROPOSAL

November 2021

## Article 10

### Employee Performance Evaluation

This article shall remain unchanged except as to changes and modifications referenced below.

#### 10.2 Sources and Methods of Evaluation.

##### B. Observation/Visitation

~~The employee, if assigned teaching duties, shall be notified at least two (2) weeks in advance of the date, time, and place of any direct classroom observation or visitation made in connection with the employee's annual evaluation. If the employee determines that this date is not appropriate because of the scheduled class activities, the employee may suggest a more appropriate date. Alternatively, if such classroom observation or visitation will be made, the employee shall be notified at least two (2) weeks in advance of the period (for example, a semester) over which no less than two (2) observations will be made.~~

(1) An employee whose overall annual evaluation of teaching effectiveness for the previous calendar year was no less than satisfactory (i.e. 3) may in the employee's sole and absolute discretion elect to have direct classroom observation or visitation to assess the employee's teaching effectiveness of the employee's performance of the employee's annual assignment of instruction. The employee shall select the time(s), location(s) and course(s) to be observed or visited. The employee shall select who will conduct the direct classroom observation or visitation who may be the employee's immediate supervisor, peer(s) or member(s) of the USF Academy of Teaching and Learning Excellence. In the absence of an employee's voluntary consent, no such direct classroom observation or visitation shall occur.

(2) An employee whose overall annual evaluation of teaching effectiveness for the previous calendar year was less than satisfactory (i.e. 3) may be subject to direct classroom observation or visitation to assess the employee's teaching effectiveness of the employee's performance of the employee's annual assignment of instruction. If said direct classroom observation or visitation is determined to be useful by the employee's immediate supervisor, the employee and the employee's immediate supervisor shall mutually agree to the course(s) to be observed or visited. In the absence of said mutual agreement, the immediate supervisor of the employee's immediate supervisor shall resolve the conflict. The employee shall select the time(s) and location(s) for the observation(s) or visitation(s) and which of the following will conduct the assessment, namely, the employee's immediate supervisor, peer(s) or member(s) of the USF Academy of Teaching and Learning.

(3) Regarding (2) above, there shall be no more than a combined total of two (2) direct classroom visitations or observations per calendar year unless agreed to in writing by the employee.

(4) Regarding (2) above, classroom shall also include on-line courses.

(5) Regarding (2) above, the employee shall be notified in writing at least four (4) weeks in advance of the course(s) to be observed or visited.