

1. Including language in the CBA about evaluations is not a university interest. We believe that evaluations would be conducted well in the absence of such language.
2. Evaluations should encourage performance that helps the university meet its goals. This may include giving greater weight to parts of an assignment in some units (e.g., weighting research more heavily than teaching).
3. Faculty and other in-unit employees should be treated as professionals who are largely self-directed.
4. Evaluators should be free to consider all aspects of professional performance (listed in a standard or not), and able to exercise judgment.
5. Evaluations should be fair and consistent.
6. The evaluation system should be reasonably stable over time.
7. If there are written standards, departments and colleges should be free to frame them as they find most suitable.