

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
RIVERSIDE COMMUNITY COLLEGE DISTRICT
AND RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION**

TENURE-TRACK AND PART-TIME FACULTY EVALUATIONS UNDER COVID-19

This Memorandum of Understanding ("MOU") is entered by and between the Riverside Community College District ("District") and the Riverside Community College District Faculty Association (Association), collectively "the parties."

WHEREAS, both parties have agreed that tenure-track evaluations must continue in the online mode of teaching during the pandemic

WHEREAS, both parties have agreed that part-time faculty evaluations must continue in the online mode of teaching during the pandemic

THEREFORE, the following provisions shall serve as a guide for Improvement of Instruction evaluative process and will be in effect immediately:

The District and the Association agree to the following temporary amendments of Article XI through spring 2021:

1. All evaluations of faculty courses conducted in the online environment during the pandemic that would have otherwise been face to face must be clearly marked as "Covid-19."
2. For synchronous classes, the scope of observation of digital delivery should approximate the scope of face-to-face observation as close as possible. For example, evaluators should mutually agree with the faculty member undergoing observation to attend one scheduled, 50-minute lecture with access to the syllabus and accompanying materials to that lecture.
3. For asynchronous lecture classes that were transitioned to online, evaluators should look at one module mutually agreed upon by the evaluator and evaluate, as well as Discussions, Syllabus, and Announcements from that time window. Evaluators should not look at any future modules or anything outside of the agreed upon timeframe.
4. Amend Article C.1.b to read: "The review by the committee may include exploration of alternative delivery methods including computer, video, Internet and web resources or other electronic media; communication skill both oral and written. Technological modes of delivery may be discussed for non-evaluative purposes by the committee or evaluator and may not be used to form the basis of a "Needs Improvement" or non-renewal determination.

Dated: 9-27-2020 Wolde Ab Isaac
Wolde-Ab Isaac, Ph.D, Chancellor, Riverside Community College District

Dated: 9-22-20 Rhonda Taube
Rhonda Taube, Ph.D. President Riverside Community College District Faculty