

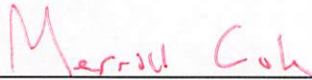
## Memorandum of Agreement

### PFYAA Performance Evaluation Cycles for Chairs/Directors Returning to Faculty

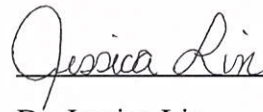
UPI and the University agree to the following process for determining the PFYAA evaluation cycle for chairs/directors who are returning to faculty as part of the reorganization process:

Any administrator who returns to faculty as part of the academic rebuild on July 1, 2026, will default into an assigned 5-year evaluation cycle aligned with their current years in rank (Cycle A, B, C, D, or E). Individuals may accept the default or make a one-time, irrevocable election to a 5-year evaluation cycle with at least one evaluation opportunity. Depending on the selected cycle, the evaluations may no longer align with the +5, +10, and +15 years of service in the Professor rank. Any decision to change the assigned cycle must be communicated to the Office of the Provost, in writing, by the PY3 timetable in Fall 2026. (The specific date will be provided after the new timetables for FY27 are released.) This language is subject to any negotiated changes in subsequent contracts, and any applicant for evaluation would be held to the standards in place under their respective school's criteria.

The above stated Memorandum of Agreement has been agreed upon by both parties on the following dates:



Dr. Merrill Cole  
UPI President



Dr. Jessica Lin  
Associate Provost/Contract Administrator

