Excerpts from the Collective Bargaining Agreement between the University of Michigan and the Lecturers’ Employee Organization

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ARTICLE XIX
PERFORMANCE EVALUATION

Section A. General Provisions

7. Academic units shall give Employees complete copies of student evaluations, including statistical summary sheets, if available, within a reasonable time frame. If distribution of evaluations is by paper copies, the units will give paper copies to the Employees at no charge. If distribution is electronic, Employees shall be notified of the availability of on-line copies.

8. In any review, student evaluations shall not be the sole measure of teaching performance. A small amount of negative student evaluations shall not in and of itself constitute grounds for an unsuccessful review.

11. Evaluation of the Employee’s performance shall typically involve consideration of more than one source of evidence of performance, which may include but is not limited to, those listed in D.6. or E.3. below.

12. An isolated incident, standing alone, shall not be considered as evidence of a pattern in the evaluation of an Employee’s performance.