

## **ARTICLE 38. INTERNAL AND EXTERNAL REVIEWS**

- 38.1 The evaluations and reviews (hereinafter “Review”) conducted or engaged by the University referred to in this Article are intended to assess such matters as programs (undergraduate or graduate), administration, budget, organization, structure or otherwise. They are not intended to be evaluations or reviews of individual performance.
- 38.2 Evaluations and reviews of individuals are properly carried out pursuant to Article 35 (Performance Evaluations), Article 19 (Tenure) and Article 20 (Promotions).
- 38.3 The University agrees that prior to participating in a Review, each reviewer shall be advised of #1 above in writing, and be instructed that he/she is being engaged strictly to conduct a Review under this Article.
- 38.4 The University shall take all reasonable steps to ensure that the provisions of this Article are adhered to during the conduct of any such Review.
- 38.5 The grievance process under Article 32 applies to a Member’s treatment in the course of a Review, whether or not University personnel personally carried out the review.
- 38.6 Notwithstanding sections 38.1 and 38.2 hereof, the provisions of this Article shall not apply to evaluations or reviews carried out where Members apply for merit awards, extraordinary salary increases, research/study leaves, and internal grants/or awards or where Members are being considered for anomalies awards.
- 38.7 The University retains its right to investigate issues relating to discipline, human rights, health and safety or frustration of contract.