

## **ARTICLE 9. PERFORMANCE EVALUATION**

The performance of each employee shall be evaluated periodically, in accordance with a process established by the University.

At the time of the evaluation, the employee shall be given a copy of the evaluation and shall have the opportunity to provide written comments regarding the evaluation. The comments, if any, shall be attached to the employee's evaluation and placed in the employee's personnel file.

If an employee does not receive an evaluation of his/her performance within the evaluation period established by the University, he/she may request that an evaluation be done. Upon such request, a performance evaluation shall be provided within thirty (30) calendar days. If not provided, the employee shall be deemed to have performed satisfactorily.

Disputes arising from this article shall not be subject to the Grievance and/or Arbitration Procedures of this Agreement, but may be subject to the Complaint Procedure, Article 23.