

## **Resolution Specifying Adjustments to Policies and Processes for Faculty Evaluation in the Spring Semester of 2020**

WHEREAS, the COVID-19 pandemic has disrupted the lives of all members of the Cal Poly Pomona community and, specifically, has caused major changes to the mode of instruction for nearly every class section being offered in the spring semester of 2020, and

WHEREAS, the decision to make a rapid transition to alternative modes of instruction after the academic term was already in session has resulted in significant challenges for faculty, and

WHEREAS, it is of utmost importance to ensure that faculty are not penalized because the response to a major global public health crisis has forced unplanned mid-course modification of the instructional experiences they had prepared for their students, and

WHEREAS, the policy adjustments described in this Resolution reflect those being applied across a broad range of institutions both within the CSU and nationally, and are the result of consultation between the Academic Senate of California State Polytechnic University Pomona, the campus chapter of the California Faculty Association, the University Retention Tenure and Promotion Committee, the University Council of Chairs, and the Office of Faculty Affairs, be it therefore

RESOLVED, that student evaluations of teaching will be performed online in the spring semester of 2020, and that instructors will have the option to exclude the results of the evaluations for that semester from any future performance reviews or periodical evaluations (lecturer evaluations, RTP reviews, and post tenure review), and that a memo documenting the right to these options will be issued by the Office of Faculty Affairs to the colleges to be placed in the personnel action file (PAF) of each faculty member who is teaching during that semester, and be it also

RESOLVED, that peer observations of teaching that would normally be conducted in the spring semester of 2020 are canceled, and that, upon the request of an individual faculty member, a virtual peer observation may be conducted if feasible, and that all faculty members will also have the option to exclude any peer observations conducted in the spring semester of 2020 from any future performance reviews or periodical evaluations (lecturer evaluations and RTP), and that a memo documenting the cancellation of the requirement for peer observations in spring of 2020, as well as the right to exclude the report of one which is conducted during that term, will be issued by the Office of Faculty Affairs to the colleges to be placed in the personnel action file (PAF) of each faculty member who is teaching during that semester, and be it also

RESOLVED, that probationary faculty with concerns that their RTP progress may be impacted by the COVID-19 pandemic will have the option to request and receive a one-year extension of their probationary period provided that they request this extension from the Office of Faculty Affairs by July 20, 2020, and be it also

RESOLVED, that evaluations expected to be conducted in the spring semester of 2020 for lecturers on annual appointments are waived, and that evaluations shall proceed for lecturers who are currently in their first year of teaching at CPP and therefore without an entitlement under CBA 12.3, and that evaluations will also be conducted for lecturers who are currently in their 6<sup>th</sup> year and eligible for an initial 3-year appointment, as well as for 3-year lecturers eligible for a subsequent 3-year appointment, and that those lecturers who undergo evaluation will have the option not to include student evaluations of teaching for the spring semester of 2020 as well as any peer observations conducted in the same period, and be it also

RESOLVED, that the spirit of cooperation and collegiality evidenced in the negotiation of these adjustments is testimony to the commitment of all parties to "one team, one goal, student success," and be it also

RESOLVED, that this resolution be distributed to the President of Cal Poly Pomona, all Vice Presidents and Associate Vice Presidents in Academic Affairs and posted on the Academic Senate website.

Unanimously adopted by the Academic Senate of California  
State Polytechnic University, Pomona, on Wednesday, April  
15, 2020



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Phyllis Nelson, Chair  
Academic Senate