



**CSUF Resolution on Inclusion of SOQs in Lecturer Evaluations During COVID-19**

- Whereas: The California Faculty Association & the California State University entered into a Memorandum of Understanding on June 5, 2020 to recognize the impacts of COVID-19 on the evaluation of faculty, especially lecturers; and
- Whereas: The global pandemic of novel coronavirus caused unprecedented and ongoing disruptions to teaching and to virtual learning; and
- Whereas: Lecturers transformed their courses to all-virtual modes of instruction in the middle of the semester as it became a necessary yet unexpected and time-consuming task for CSU for all lecturers teaching the courses; and
- Whereas: According to UPS 210.070 the evaluation of a lecturer shall be appropriate to their work assignment and based on the lecturer's performance of the essential duties of the position; and
- Whereas: The nature of assignments for lecturers has expanded beyond the duties specified in CSU Collective Bargaining Agreement, section 20.1 and UPS 210.070; therefore, be it
- Resolved: That for preparation of working personnel action files for evaluation during the 20/21 academic year or in subsequent WPAFs including materials from Sp 20, F20 and Sp 21; each lecturer has the option of excluding the results of student opinion questionnaires; and be it further
- Resolved: That given the circumstances of the COVID 19 environment, the Academic Senate of CSUF encourages CFA and the CSU to negotiate a fair process for lecturer evaluation; and be it finally
- Resolved: That copies of this resolution be distributed to CSUF faculty and administrators.