



Resolution on Faculty Evaluations Due to COVID-19 and Racial Unrest

Whereas the novel Coronavirus pandemic and racial unrest has disrupted faculty activities in teaching, research and scholarly and creative activities, and service; and

Whereas the office of the CSU Chancellor recently announced that the mandate for primarily virtual instruction is extended through the end of Spring 2021, which requires that faculty and students may be forced into instructional modalities that are not their preferred or most effective modality; and

Whereas the pandemic and racial unrest have impacted opportunities to showcase research, scholarly, and creative activities at events (e.g., professional conferences, shows, and exhibitions); and

Whereas the pandemic and racial unrest have affected scholarly and creative activities in a variety of ways. The ability to carry out research has been greatly reduced (e.g. the inability to travel to remote areas for research or to access collections in libraries) and the quiet time that many faculty use to think, design, write, and complete their projects has been disrupted by changes to the education system or having to care for relatives; and

Whereas the pandemic and racial unrest have impacted many service opportunities, including the cancellation of some service to the profession and community, as well as the creation of new barriers to campus-related service due to the virtual environment of our activities; and

Whereas the pandemic and racial unrest have impacted faculty work in all of these areas due to challenges related to converting courses to new modalities, working from home, family life complications related to working from home, and other challenges that emerge and are being faced by all in our current environment and

Whereas the pandemic and racial unrest and the pressures of these semesters compound the challenges to faculty from traditionally disadvantaged communities, and given CSUF's commitment to diversity, equity, and inclusion; therefore be it

Resolved that all levels of faculty review, including Department Personnel Committees, Peer Review Committees, Department Chairs, Deans, the Faculty Personnel Committee, and the Provost, consider pandemic-related challenges to the evaluation of teaching, scholarly and creative activities and service for any materials in a faculty personnel file from all academic terms from Spring 2020 through Spring 2021; and be it further

Resolved that any materials from Spring 2020 through Spring 2021 related to teaching, including but not limited to peer reviews, SOQs, and grade distributions, be clearly marked with a note, provided by the faculty member, indicating that the materials are from these semesters; and be it further

Resolved that copies of this resolution be distributed to:

President Fram Virjee

Provost Carolyn Thomas

The Council of Deans

Academic Department Chairs

Faculty Affairs and Records