



Channel Islands

CALIFORNIA STATE UNIVERSITY

DIVISION OF ACADEMIC AFFAIRS-PROVOST

AGREEMENT

Date: December 7, 2020
To: All CSUCI Faculty Members
From: Elizabeth A. Say, Interim Provost
Sheila Grant, AVP for Faculty Affairs
John Yudelson, CFA/CSUCI Chapter President
Subject: Joint CFA/CSUCI Campus Agreements to Mitigate Negative Impacts of COVID-19

Thank you for all that each of you have been doing to ensure we continue in the path of Student Success during this COVID-19 crisis. We have been working jointly with the California Faculty Association to add additional flexibility to deadlines for faculty this semester and to adjust other policies to help mitigate the negative impact of COVID-19 on faculty and the campus community. The following items also reflect recommendations from the CSUCI Academic Senate, including in Senate Resolutions SR 20-02 and SR 20-03.

The CSUCI Academic Senate has passed SR 20-02 which resolves “that faculty be permitted without prejudice to choose to permanently exclude student ratings of teaching (SRT) from their Personnel Action Files (PAF) after seeing the evaluations, and on a course-by-course basis for the 2020/21 academic year.” As such, we agreed that faculty, after reviewing, may choose to remove Fall 2020 and Spring 2021 SRTs from their PAFs.

For tenure-line faculty the request to remove these Fall 2020 SRTs from their PAFs must be submitted *before* the beginning of the next 2021-2022 RTP cycle and no later than September 10, 2021. For tenure-line faculty the request to remove these Spring 2021 SRTs from their PAFs must be submitted *before* the beginning of the next 2021-2022 RTP cycle and no later than September 10, 2021.

For lecturer faculty, the request to remove Fall 2020 SRTs shall be submitted *before* the beginning of the 2020-2021 evaluation period and no later than January 29, 2021. For lecturer faculty, the request to remove Spring 2021 SRTs shall be submitted *before* the beginning of the 2021-2022 evaluation period and no later than January 28, 2022. All SRTs for faculty who do not submit a request per the above deadlines will remain in faculty PAFs following regular protocol.

An Email Request sent to Faculty Affairs at academicpersonnel@csuci.edu with subject line “SRT EXCLUSION” will suffice. As an alternative to email, you may choose to submit your request via Qualtrics. A unique link will be sent to each faculty member shortly.

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Even though CSUCI SP 20-02 resolved that the SP 12-10 Policy on Lecturer Evaluation be suspended, the Collective Bargaining Agreement requires that temporary faculty shall be evaluated. CBA Provision 15.23 indicates that “Full-time temporary faculty unit employees appointed for two (2) or more semesters or three (3) or more quarters, regardless of a break in service, *must be evaluated*” and Provision 15.24 states that “Part-time temporary faculty unit employees appointed for two (2) or more semesters or three (3) or more quarters, regardless of a break in service, *shall be evaluated* in accordance with the periodic evaluation procedure.” As such, all full-time and temporary faculty covered in CBA Article 15 cited above, shall be evaluated in 2020-2021 AY.

The CSUCI Academic Senate has passed SR 20-03 which resolves “that faculty be permitted to forgo peer observation and if observed may permanently exclude peer observations from the 2020-2021 academic year.” As such all faculty will have to option to either undergo peer observations or be able to opt out of that process for 2020-21 AY. If faculty do not forgo peer observations, programs are responsible for conducting them as usual. If peer observations are conducted, the reports may be viewed by faculty who may then choose to have them excluded from their PAFs. You may submit your request via Qualtrics by **January 29, 2021**. A unique link will be sent to each faculty member shortly.

The CSUCI SR 20-03 Resolution recommends “that the Executive Committee of the Academic Senate and that Associate Vice-President of Faculty Affairs add a joint letter to the Personnel Action File of all faculty that will memorialize that the 2020-2021 academic year is an *annus horribilis* due to the effects of COVID-19 on the University.” As such, the Office of Faculty Affairs agrees to work with the Executive Committee to that effect.


Elizabeth Say (Dec 8, 2020 13:44 PST)

Elizabeth Say, Interim Provost


Sheila Grant (Dec 8, 2020 13:42 PST)

Sheila Grant, AVP for Faculty Affairs


John Yudelson (Dec 9, 2020 19:23 PST)

John Yudelson, CFA/CSUCI Chapter President

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