

1 Resolution on Continuity and Compassion Amid Disruption by 2 COVID-19: Evaluation and Promotion of Faculty

3 WHEREAS on March 4, 2020, Governor Newsom proclaimed a State of Emergency to exist in
4 California as a result of the COVID-19 epidemic. On March 11, the World Health Organization
5 declared COVID-19 to be a pandemic; and

6 WHEREAS on March 11, 2020, the University announced plans to put strong social distancing
7 measures into place by discontinuing face-to-face instruction and replace it with 'virtual
8 instruction' starting on April 6; and

9 WHEREAS on March 12, the Ventura County Public Health Officer declared COVID-19 to be a
10 local health emergency. On March 13, the pandemic led President Trump to declare a national
11 state of emergency.¹ On March 15, the governor of California directed that populations
12 especially vulnerable to COVID-19 self-isolate at home. At the same time, to accelerate social
13 distancing in California, primary and secondary schools were closing their campuses and
14 moving instruction online; and

15 WHEREAS on March 15, the University announced an acceleration of social distancing plans,
16 canceling classes through Spring Break, and giving faculty the week after Spring Break to retool
17 for virtualization, starting virtualized instruction a week earlier on March 30; and

18 WHEREAS on March 17, the Ventura County Public Health Officer issued the first shelter in
19 place² order for the county which ordered non-essential businesses to close and all citizens to
20 self-isolate at home. On March 31, this county order was updated³ to align with a March 19
21 state-wide stay at home order from the governor⁴. On March 22, President Trump
22 declared the pandemic to be a major disaster for the state of California. On March 30, the
23 county's Stay Well Stay Home order was extended⁵; and

24 WHEREAS this timeline shows the rapid development of the COVID-19 pandemic, the rapid
25 University response to the public health emergency, and the immense pressure put on all

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27 <https://www.whitehouse.gov/briefings-statements/letter-president-donald-j-trump-emergency-determi>
28 [nation-stafford-act/](https://www.whitehouse.gov/briefings-statements/letter-president-donald-j-trump-emergency-determi)

29 ² Text of the Ventura County Stay Safe Stay Home order can be found online at

30 https://vcportal.ventura.org/CEO/VCNC/2020-03-17_Ventura_County_Public_Health_Order.pdf.

31 ³ <https://s30623.pcdn.co/wp-content/uploads/2020/03/StayWellAtHomeOrder.pdf>

32 ⁴

33 <https://www.gov.ca.gov/wp-content/uploads/2020/03/3.19.20-attested-EO-N-33-20-COVID-19-HEALT>
34 [H-ORDER.pdf](https://www.gov.ca.gov/wp-content/uploads/2020/03/3.19.20-attested-EO-N-33-20-COVID-19-HEALT)

35 ⁵ https://vcportal.ventura.org/covid19/docs/March_31_2020_Order.pdf

36 members of the University community, it puts unique and poorly understood pressures on the
37 institution's research, scholarship, and creative missions; and

38 WHEREAS the emergency conditions surrounding the pandemic create social and
39 psychological stress on students and instructional faculty that add to the difficulty of teaching
40 and learning at a college-level; and

41 WHEREAS the rapid escalation of the world-wide health emergency has disrupted professional
42 travel of faculty, forcing them unexpectedly to cancel attendance at professional conferences and
43 meetings, to cancel presentations in and attendance of colloquia and seminars, and to cancel
44 visits to sources of primary documents; and

45 WHEREAS limited travel and in-person interaction with disciplinary peers limits a scholar's
46 ability to realize the goals they have set out in their Professional Development Plan because
47 professional activities are critical to the growth of a scholar. Canceling plans to interact with
48 their disciplinary peers limits a scholar's ability to disseminate their work and receive critical
49 feedback from their peers in the disciplines; and

50 WHEREAS social distancing practices and current University practices mean face-to-face
51 instruction is no longer occurring, making peer observation of teaching more difficult; and

52 WHEREAS the members of the Academic Senate agree that now is a time that we make every
53 effort to treat one another, our students, and all our CI colleagues with compassion as we all
54 work to preserve our academic and professional standards so the University is positioned to
55 continue its work in Fall 2020.

56 BE IT THEREFORE RESOLVED: that tenure-track faculty be permitted to add one year to
57 their tenure and/or promotion clock, should they choose, without prejudice; and

58 BE IT ALSO RESOLVED that faculty be permitted to permanently exclude peer observations
59 from the 2019-2020 academic year. Any completed peer observation from the 2019-2020
60 academic year may be removed from their PAF by the faculty member; and,

61 BE IT ALSO RESOLVED that the Executive Committee of the Academic Senate and Faculty
62 Affairs will add a joint letter to the Personnel Action File of all faculty that will memorialize that
63 the 2019-2020 is an *annus horribilis* due to the effects of COVID-19 on the University.

64 If any resolution or part of a resolution in this document conflicts with or contradicts
65 guidance on other University policies or procedures, these resolutions shall prevail without
66 invalidating any other portion of the University policy or procedure. If any part of a
67 resolution statement in this document conflicts with existing CSU policy, executive order, or
68 coded memoranda, or if any resolution in this document conflicts with local, state, or
69 federal statute, or the Collective Bargaining Agreement, that part of a resolution statement
70 will be declared invalid without harming any other resolution statement in this document.