



Academic Senate Approved: 12/3/20

**Resolution requesting President Hutchinson, in an emergency circumstance, to exercise executive authority to allow faculty to selectively opt-in to inclusion of Student Evaluations of Teaching (SET) and peer observations in the CSU, Chico faculty Personnel Action File (PAF) during the Academic Year 2020-2021.**

**WHEREAS:** The current 2017-2021 faculty unit 3 Collective Bargaining Agreement (CBA)<sup>1</sup> allows the campus President to authorize fewer Student Evaluations of Teaching (SETs) after consideration of recommendations from the appropriate faculty committees<sup>2</sup>, and

**WHEREAS:** Peer observations of teaching are a local campus Faculty Personnel Policies and Procedures (FPPP) requirement and there is a precedent for creating exceptions to the FPPP under emergency circumstances, and

**WHEREAS:** On October 22, 2020, the CSU, Chico Academic Senate unanimously supported the ASCSU resolution [AS-3450/FA](#)<sup>3</sup>, calling for campuses to suspend SETs and peer evaluations, and the CSU, Chico Academic Senate reviewed the Faculty and Student Policies (FASP) endorsed options to assess faculty teaching effectiveness<sup>4</sup>, and

**WHEREAS:** CBA Article 15.15 does not have a minimum threshold for how many course SETs can be waived for inclusion in the PAF particularly during emergency circumstances, and

**WHEREAS:** The appropriate faculty committees at CSU, Chico that are empowered to make this recommendation and request include FASP and Academic Senate, and

**WHEREAS:** The COVID-19 pandemic has thrust faculty into teaching on-line courses for which many were not specifically hired nor trained, and

**WHEREAS:** Some faculty were expected to pivot to fully online instruction during the first week of the Fall 2020 semester, and

**WHEREAS:** Many faculty will again be preparing courses for online instruction which were not offered in Fall 2020 semester, hence constituting a new preparation, and

<sup>1</sup> <https://www2.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Pages/unit3-cfa.aspx>

<sup>2</sup> CBA Article 15.15 <https://www2.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Documents/unit3-cfa/article15.pdf>

<sup>3</sup> <https://www2.calstate.edu/csu-system/faculty-staff/academic-senate/resolutions/2020-2021/3450.pdf>

<sup>4</sup> [https://www.csuchico.edu/sen/\\_assets/documents/sen-agenda-2020-10-221.pdf](https://www.csuchico.edu/sen/_assets/documents/sen-agenda-2020-10-221.pdf)



**WHEREAS:** Despite gallant efforts to offer funded Go Virtual workshops in summer 2020 and upcoming 2021 winter recess, a majority of faculty will not be able to participate this AY, and while this training constituted an important first step to understanding tools that facilitate changing to virtual instruction modality, it was not adequate for complete curricular overhaul to virtual instruction as mandated, and

**WHEREAS:** Student feedback on course delivery is recognized as essential to course development, but the current pandemic creates a unique situation for both students and faculty, and

**WHEREAS:** Students are rightfully concerned that their input on courses will be heard and the administration of SETs for all courses has not been halted, and

**WHEREAS:** Students have emphasized they do not want their perspective of course delivery during a pandemic to be used unfairly in faculty evaluations, and

**WHEREAS:** Online course tools featured in Go Virtual subsequently experienced multiple widespread outages and technical failures over the semester, and

**WHEREAS:** Faculty preparation was impaired by inconsistently applied policies that restricted access to offices, equipment, and teaching resources, and

**WHEREAS:** Faculty are teaching from closets, laundry rooms, bedrooms, and other private spaces while also managing dependents, and

**WHEREAS:** Faculty are expected to maintain accessible professional university-level instruction, service, and research on personally-funded internet, equipment, and climate control, and

**WHEREAS:** The emotional toll of these working conditions are exacerbated by a global pandemic creating further uncertainty, fear, and grief for all members of the campus community, and

**WHEREAS:** Other campuses in the CSU have proposed similar resolutions that have been supported by campus Presidents<sup>5</sup>, therefore be it

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<sup>5</sup> SFSU Temporary Modification of Academic Senate Policy #S20-241 Policy Resolution on Retention, Tenure, and Promotion <https://senate.sfsu.edu/policy/temporar-modification-academic-senate-policy-s20-241-policy-resolution-retention-tenure-and>, and CSUCI SR 20-02 Resolution on Continuity Amid Disruption by COVID-19; Use of Student Ratings of Teaching and Mode of Instruction in AY20-21 <https://senate.csuci.edu/resolutions/sr20-02-continuity-amid-disruption-covid-use-of-student-ratings-of-teaching-mode-of-instruc-in-ay20-21.pdf>



**RESOLVED:** That the CSU, Chico Academic Senate requests President Hutchinson to authorize that all faculty may opt-in to the inclusion of selected SETs and formal peer evaluations in their PAF for the AY 20-21, and be it further

**RESOLVED:** That the CSU, Chico Academic Senate recommend that the administering of SETs for all classes, using the approved instruments, not be reduced to allow for student feedback to be reviewed by faculty, but still allow choice of course SETs by faculty to include in the PAF, and be it further

**RESOLVED:** That the CSU, Chico Academic Senate reaffirms its support of [AS-3450/FA](#) recommendations to suspend automatic inclusion of SETs and peer observations in AY 20-21, and

**RESOLVED:** That, as resolved in [AS-3450/FA](#), the CSU, Chico Academic Senate similarly recognizes the inequities of working remotely and that the inherent and systematic biases in SETs and peer observations are likely exacerbated by teaching remotely, and

**RESOLVED:** That the CSU, Chico Academic Senate commends the California Faculty Association (CFA) local Chico Chapter for advocating on behalf of faculty<sup>6</sup> despite a dearth of leadership from the Chancellor's Office on this important issue, and

**RESOLVED:** That the CSU, Chico Academic Senate requests that the Office of Academic Personnel work with the local CFA Chico Chapter to amend the reminder letter to be placed into the faculty PAF to include reference to all semesters impacted by the COVID-19 pandemic, and

**RESOLVED:** That the CSU, Chico Academic Senate endorses, as an important starting point, the FASP-recommended examples<sup>7</sup> of alternative evidence to evaluate faculty teaching effectiveness, and

**RESOLVED:** That the CSU, Chico Academic Senate encourages faculty to submit additional evidence of teaching to their WPAF using appropriate forms<sup>8</sup> as necessary, and be it further

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<sup>6</sup> See OAPL agreement with the local CFA Chico Chapter dated April 21, 2020 and titled "Unit 3 Faculty Evaluation Procedures in Light of the COVID-19 Pandemic" [https://www.csuchico.edu/oapl/\\_assets/documents/eval-procedures-re-spring2020.pdf](https://www.csuchico.edu/oapl/_assets/documents/eval-procedures-re-spring2020.pdf)

<sup>7</sup> As outlined in FASP recommendations submitted at the October 22, 2020 Academic Senate meeting. [https://www.csuchico.edu/sen/\\_assets/documents/sen-agenda-2020-10-221.pdf](https://www.csuchico.edu/sen/_assets/documents/sen-agenda-2020-10-221.pdf)

<sup>8</sup> See Office of Academic Personnel forms located here: <https://www.csuchico.edu/oapl/forms.shtml>



**RESOLVED:** That the CSU, Chico Academic Senate encourage faculty to implement opportunities for students to provide alternative feedback about their courses, and be it finally

**RESOLVED:** That this resolution be distributed to:  
CSU, Chico President Gayle Hutchinson,  
CFA President Charles Toombs,  
CSU, Chico CFA Chapter President Tim Sistrunk,  
CSU, Chico Dept. Chairs Council,  
CSU, Chico Staff Council,  
CSU, Chico Associated Students,  
CSU, Chico Student Academic Senate, and  
the CSU, Chico campus faculty.