As a result of the COVID-19 epidemic reaching San Francisco, SFSU suspended (on March 11, 2020) in-person classes and directed that faculty move to remote instruction. While these changes were instituted for good public health reasons, they have necessarily disrupted teaching and learning halfway through the semester. Many lecturer faculty have never before used those teaching modalities or conducted their work in a fully remote capacity, and they may harbor concerns that the changes will negatively impact evaluations of their work, be it evaluations of teaching effectiveness or evaluations of their primary work assignment. This policy seeks to allow faculty to concentrate on course conversion and supporting their students. In addition, future reviews of lecturer faculty may not penalize those who choose not to include spring 2020 Student Evaluations of Teaching Effectiveness (SETE) or for whom peer evaluation of teaching in spring 2020 was not possible.

Policy

The Academic Senate reminds all department chairs, program directors and school directors to follow the requirements of Article 12.29 of the Collective Bargaining Agreement (CBA) that outlines the assignment of work order for all unit 3 faculty (including coaches, counselors, and librarians).

The Academic Senate calls for the following:

- That the Provost shall place a letter in the file of each faculty member subject to an assignment review in spring 2020, which describes the process and the evaluation criteria for this period. The letter shall be signed by the Provost and distributed to all faculty members subject to the assignment review in spring 2020.
- That a letter from the Dean stating that all evaluations for the Spring 2020 semester will be delayed will be sent to all faculty members subject to the assignment review in spring 2020.
- That all members of the Faculty Senate, department chairs, program directors, and school directors be informed of the policies and procedures outlined in the letter from the Provost.

Periodic Evaluations – three-year contracts

A. All lecturer faculty whose three-year contracts expire in Spring 2020 shall be given a provisional three-year contract subject to a satisfactory evaluation as described below. The faculty member’s entitlement (CBA 12.12c) and order of assignment rights (CBA 12.29) shall be treated as if they were on a normal three-year appointment. The entitlement time base shall be based on their 2019-2020 workload (i.e., the sixth-year of continuous work).

B. All lecturer faculty currently on a three-year contract and who would normally be subject to a periodic evaluation in Spring 2020, but whose evaluation is postponed shall be granted a provisional three-year appointment, subject to the completion of a satisfactory evaluation as described below. The faculty member’s entitlement (CBA 12.12c) and order of assignment rights (CBA 12.29) shall be treated as if they were on a normal three-year appointment. The entitlement time base shall be based on their 2019-2020 workload (i.e., the third year of a three-year appointment).

C. Evaluations for three-year faculty members who do not have a previous evaluation and who are not subject to a periodic evaluation in Spring 2020 shall be completed by May 30, 2020.

Periodic Evaluations – one-year appointments

A. Faculty members subject to one-year appointment evaluation whose department-level review has not been completed shall be granted a subsequent one-year appointment. Despite the absence of an evaluation, temporary faculty members, for the 2020-2021 academic year only, shall be considered to have performed satisfactorily (absent disciplinary considerations) for purposes of appreciation in Article 12.29 of the CBA. The entitlement time base shall be based on the time spent in the position during the academic year.

B. Faculty members with one-year appointments who have not fully reviewed in 2019-2020 will submit materials from 2019-2020 and 2020-2021 for their subsequent (2020-2021) evaluation and review committee shall consider all materials from 2019-2021 in the next evaluation.

Postponement of evaluations & Assignment of Classes in 2020-2021

A. Faculty members who receive a postponement of their evaluation shall undergo an evaluation in the 2020-2021 Academic Year. The deadlines for this evaluation shall be determined by the college in consultation with the Office for Faculty Affairs and Professional Development.

B. Subsequent periodic evaluations that would normally span work in the spring of 2020 are NOT required to include Student Evaluations of Teaching Effectiveness (SETE) for spring 2020 courses and lecturer faculty may not be penalized for the omission of evaluations for spring 2020 courses nor for the lack of peer evaluations for spring 2020 courses.

C. For purposes of assigning classes (CBA 12.29) during the 2020-2021 academic year, “careful consideration” should primarily rely on the most recent evaluation of the faculty member (assumed to be 2018-2019 with continuous appointment), if such an evaluation exists, material in the lecturer faculty’s Personnel Action File (PAF) related to performance and secondarily on SETEs from Fall 2019.
D. Faculty members who have never been evaluated by the Department shall be considered to have performed satisfactorily unless there is material related to performance in the PAF. In such an instance in which a lecturer faculty member has never been reviewed and does not have material related to performance as noted above in their PAF, all materials in the lecturer faculty’s PAF, including SETEs, shall be construed in the light most favorable to the faculty member.

The Academic Senate shall, in fall 2020, consider whether an extension of this policy is needed

Signed Memo:
S20-291 memo