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) for spring 2020 Academic Year. The deadlines for this evaluation shall be determined by the college in consultation with the Office for Faculty Affairs and Professional Development.

A. Faculty members who receive an apostatement 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 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