A. Faculty members subject to some-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 appointment in Article 12.29 of the CBA.

B. Faculty members with one-year appointments who were not fully reviewed in 2019-2020 will submit materials from 2019-2020 and 2020-2021 for their subsequent (2020-2021) 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 appointment in Article 12.29 of the CBA.

C. Evaluations for three-year faculty members who have already been fully through department review shall proceed with review by the Dean. This review shall be completed by May 30, 2020.

Periodic Evaluations – one-year appointments

Periodic Evaluations – three-year contracts

A. All lecturer faculty who are eligible for at-risk three-year contract in spring 2020 shall begin 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 discontinuous 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 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 have already been fully through department review shall proceed with review by the Dean. This review shall be completed by May 30, 2020.

Postponement of evaluations & Assignment of Classes in 2020-2021

A. Faculty members who receive 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