Temporary Modification of Academic Senate Policy #F15-160: Policy Resolution on Lecturer (Temporary) Faculty

**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:

A. That the Provost shall place a letter in every faculty member’s Personnel Action File (PAF) that provides the context for understanding the circumstances surrounding the periods including spring 2020, summer 2020 and fall 2020. Said letter would be for ALL faculty.

B. Inclusion of Student Evaluations of Teaching Effectiveness (SETEs) for spring 2020 and AY 2020-2021 instruction in a lecturer faculty member’s Personnel Action File (PAF) shall be at the sole discretion of the faculty member. No lecturer faculty shall be penalized in any way for exercising their right to exclude the results of their SETEs from spring 2020 or AY 2020-2021 instruction.

C. In lieu of SETEs, lecturer faculty are encouraged to solicit informal, anonymous feedback from students during the semester regarding their experiences of remote instruction to help faculty to improve.

D. Refer to Sections 15.23-15.34 of the Collective Bargaining Agreement for other aspects of the evaluation process for lecturer faculty.

E. Those at all levels of review (peer review, department chair and college dean/university librarian) are urged to be as flexible as possible and remain cognizant of the disruption caused by COVID-19 in evaluating teaching effectiveness and/or primary assignment for lecturer faculty working at SF State during the 2020-2021 academic year.

F. No periodic performance evaluations for lecturer faculty in either 1-year or 3-year appointments will be conducted for the 2020-21 academic year. All lecturer faculty will be presumed to have performed at a satisfactory level for purposes of annual review.

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**Signed Memo:**

F20-291 memo