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

Source Committee: Faculty Affairs Committee
Unit(s) Responsible for Implementation: Division of Faculty Affairs and Professional Development
Consultations: AVP for Faculty Affairs, SFSU Chapter of the CFA, College Deans and University Librarian.

Rationale
As a result of the COVID-19 epidemic, SFSU suspended in-person classes in Spring, 2020 and directed that faculty move to remote instruction. While these changes were instituted for good public health reasons, they have necessarily disrupted faculty work. This disruption impacts teaching effectiveness. Continued social and environmental upheaval has exacerbated the current crisis, and will continue to do so into the foreseeable future.

Lecturer faculty are coping with a myriad of professional challenges and disruptions to their work caused by the viral and racial pandemics. The degradation of social support systems such as child care, elder care, educational facilities for school-age children, and health care systems that enable society to function compounds professional difficulties in this historical moment. The lack of separation between public and private life means that lecturer faculty are trying to teach while managing a mixture of often intense personal challenges.

Furthermore, the current crises mean that many lecturer faculty are engaged in high levels of emotional labor in support of students and colleagues beyond normal expectations. The negative impact of the ongoing health, environmental, and social crises does not affect all faculty equally and research has demonstrated that faculty who are female and/or Black, Indigenous, and people of color are disproportionately affected negatively and are called upon much more heavily to provide emotional labor support.

Policy
The Academic Senate reminds all department chairs, program directors and schooldirectors 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 befor 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 other 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 purpose of annual review.

Signed Memo:
F20-291 memo