



1 **Resolution on Continuity and Compassion amid the Continuing**  
2 **Disruption Caused by the COVID-19 Pandemic: Evaluation and**  
3 **Promotion of Faculty**

4  
5 WHEREAS on June 8, 2020, the University announced plans to suspend face-to-face  
6 instruction for all but a few courses for the Fall 2020 term<sup>1</sup> with those plans  
7 subsequently approved by the CSU Chancellor Timothy White; and

8  
9 WHEREAS the continued spread of COVID-19 throughout our surrounding cities, region  
10 and state<sup>2</sup>, puts immense pressure on all members of the University community,  
11 including unique pressures on the institution's research, scholarship, and creative  
12 missions; and

13  
14 WHEREAS the emergency conditions surrounding the pandemic create social and  
15 psychological stress on students and instructional faculty that add to the difficulty of  
16 teaching and learning at a college-level; and

17  
18 WHEREAS the rapid escalation of the world-wide health emergency disrupts  
19 professional travel of faculty, forcing them unexpectedly to cancel attendance at  
20 professional conferences and meetings, to cancel presentations in and attendance of  
21 colloquia and seminars, and to cancel visits to sources of primary documents; and

22  
23 WHEREAS limited travel and in-person interaction with disciplinary peers limits a  
24 scholar's ability to realize the goals they have set out in their Professional Development  
25 Plan because professional activities are critical to the growth of a scholar and the  
26 concomitant inability to interact with their disciplinary peers limits a scholar's ability to  
27 disseminate their work and receive critical feedback from their peers in the disciplines;  
28 and

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30 WHEREAS social distancing practices and current University practices mean face-to-  
31 face instruction is no longer occurring except in exceptional cases, making peer  
32 observation of teaching more difficult; and

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34 WHEREAS the members of the Academic Senate agree that we make every effort to  
35 treat one another, our students, and all our CI colleagues with compassion as we all  
36 work to preserve our academic and professional standards so the University is  
37 positioned to safely continue its work;



**ACADEMIC  
SENATE**

C H A N N E L  
I S L A N D S

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2 BE IT THEREFORE RESOLVED: that tenure-track faculty be permitted to add one year  
3 to their tenure and/or promotion clock, should they choose, without prejudice; and  
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5 BE IT ALSO RESOLVED that faculty be permitted to permanently exclude peer  
6 observations from the 2020-2021 academic year; and,  
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8 BE IT ALSO RESOLVED that the Executive Committee of the Academic Senate and  
9 that Associate Vice-President of Faculty Affairs will add a joint letter to the Personnel  
10 Action File of all faculty that will memorialize that the 2020-2021 academic year is an  
11 *annus horribilis* due to the effects of COVID-19 on the University.  
12  
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14 If any resolution or part of a resolution in this document conflicts with or contradicts guidance on other  
15 University policies or procedures, these resolutions shall prevail without invalidating any other portion of  
16 the University policy or procedure. If any part of a resolution statement in this document conflicts with  
17 existing CSU policy, executive order, or coded memoranda, or if any resolution in this document conflicts  
18 with local, state, or federal statute, or the Collective Bargaining Agreement, that part of a resolution  
19 statement will be declared invalid without harming any other resolution statement in this document  
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<sup>1</sup> <https://www.csuci.edu/news/campus-updates/fall-2020/documents/csuci-fall-2020-plan-final-0731-update.pdf>

<sup>2</sup> <https://www.latimes.com/projects/california-coronavirus-cases-tracking-outbreak/ventura-county/>