

1 **Senate Resolution**
2 **Continuity Amid Disruption by COVID-19: Tenure Clock and Peer**
3 **Evaluations in Academic Year 2020/21**
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 term¹ 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 state², 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
29

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
33

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;
38

39 BE IT THEREFORE RESOLVED: that tenure-track faculty be permitted to add one year
40 to their tenure and/or promotion clock, should they choose, without prejudice; and
41

42 BE IT ALSO RESOLVED that faculty be permitted to permanently exclude peer
43 observations from the 2020-2021 academic year; and,

1
2
3
4
5
6
7
8
9
10
11
12
13

BE IT ALSO RESOLVED that the Executive Committee of the Academic Senate and that Associate Vice-President of Faculty Affairs will add a joint letter to the Personnel Action File of all faculty that will memorialize that the 2020-2021 academic year is an *annus horribilis* due to the effects of COVID-19 on the University.

If any resolution or part of a resolution in this document conflicts with or contradicts guidance on other University policies or procedures, these resolutions shall prevail without invalidating any other portion of the University policy or procedure. If any part of a resolution statement in this document conflicts with existing CSU policy, executive order, or coded memoranda, or if any resolution in this document conflicts with local, state, or federal statute, or the Collective Bargaining Agreement, that part of a resolution statement will be declared invalid without harming any other resolution statement in this document

¹ <https://www.csuci.edu/news/campus-updates/fall-2020/documents/csuci-fall-2020-plan-final-0731-update.pdf>

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