

California State University Maritime Academy Faculty Senate

Resolution 20-21/02

August 27, 2020

RTP SUPPLEMENTAL GUIDANCE DUE TO COVID PANDEMIC

WHEREAS: The pandemic brings profound challenges to all faculty – both faculty teaching in-person who are now attempting face-to-face (F2F) instruction while socially distant and/or covered in personal protective equipment and those faculty who adopted an online modality for their usually in-person courses based on the mandate by the Chancellor’s Office.

WHEREAS: There will be some faculty whose service opportunities are affected by the pandemic, because many in-person events will be cancelled or postponed.

WHEREAS: There will be some faculty whose scholarship opportunities are affected by the pandemic. Some faculty - particularly those whose scholarly activity depends on regularly visiting certain facilities, in-person data gathering, student assistants, or the like - will have their plans slowed or postponed by the pandemic.

RESOLVED: The Faculty Senate strongly supports the following measures regarding the **evaluation of teaching:**

- Evaluation of all courses as required by the CBA, albeit with evaluation forms and questions adapted for the mode of instruction of each course. More information on these adaptations will be forthcoming. Student evaluations, even under these exceptional circumstances, provide faculty with important data.
- Peer evaluation of teaching shall be adapted appropriate to the modality of the course being evaluated. For evaluating in-person classes, the faculty reviewer should be drawn from the faculty population teaching in-person to reduce the risk of infection. For online classes, the method of peer evaluation will need to change particularly for courses that are being taught entirely asynchronously. More specific guidance for faculty reviewers of online courses will be forthcoming, as will a revised peer evaluation form.
- Faculty undergoing review should take every opportunity to properly contextualize the results of their evaluations during the pandemic in their self-study. The challenges of teaching in this COVID pandemic environment are real, and each faculty’s situation is distinct. It is imperative that RTP reviewers understand and take into consideration this extreme context.
- All levels of RTP review should recognize the unusual and abrupt nature of these changes to ‘normal’ circumstances, and reasonably weigh the challenges associated with these changes in reviewing a faculty’s application for retention, tenure, or promotion.

RESOLVED: The Faculty Senate strongly supports the following measures regarding the **evaluation of service:**

- Faculty should note COVID-related disruptions in their self-study, and reviewers should give weight to significant disruptions of this sort.
- Faculty are also encouraged to seek out service opportunities to replace any

service work that is disrupted by the pandemic, because although it has curtailed certain service opportunities, the pandemic has also created an urgent need for faculty input and leadership to address the difficulties imposed upon the University.

RESOLVED: The Faculty Senate strongly supports the following measures regarding the **evaluation of scholarly activity:**

- As we recommended with the other pillars of RTP in this resolution, the affected faculty should demonstrate in their WPAF how the pandemic has impacted their research plans, and reviewers should give weight to this important context when reviewing a faculty's record.

RESOLVED: That this resolution be distributed to the President, the Provost, the Dean of Letters and Sciences, the Dean of Engineering, the Dean of Maritime Transportation, Logistics, and Management, Senate RTP Committee members, Department RTP Committee members, and the Cal Maritime Executive Board of the California Faculty Association

RATIONALE: In the light of COVID pandemic the Faculty Senate wanted to offer some guidance on the three pillars of RTP (Teaching, Service and Scholarly Activity) for the faculty undergoing RTP reviews and the RTP reviewers.