

HUMBOLDT STATE UNIVERSITY
University Senate

Sense of the Senate Resolution on Temporary Modification of Evaluations for Probationary Faculty and Lecturer Faculty affected by COVID-19 Pandemic.

23-19/20-FAC – April 21, 2020

RESOLVED: That the University Senate of Humboldt State University encourages the CSU and CFA to permit probationary faculty, at their option, to add another year to their tenure probationary period with no negative effect to their eventual tenure review, because of the disruption of the COVID-19 crisis; and be it further

RESOLVED: That the University Senate of Humboldt State University urges all levels of review committees to adopt supportive and flexible policies regarding Retention, Tenure and Promotion that encompasses Spring, Summer, and Fall of 2020. Collegial observations should not be conducted in the last half of the Spring 2020 semester unless requested by the candidate. Conference attendance and presentations, many scholarly and creative activities, and many service activities, have become impossible to perform given the need to shelter in place; and be it further

RESOLVED: That the University Senate of Humboldt State University urges all levels of review committees to be as flexible as possible, in recognition of the diverse disruptions caused by COVID-19, in evaluating teaching effectiveness of lecturers during Spring, Summer, and Fall of 2020.

RATIONALE: *As a result of the COVID-19 epidemic, numerous scholarly conferences and creative activities around the world were cancelled or delayed. Travel for scholarly/creative activities was blocked by shelter-in-place restrictions. Service activities were disrupted. Significant, unplanned investments of time were necessary to convert face-to-face classes into online venues. The ongoing, changing nature of the pandemic continues to force faculty to make significant unplanned decisions that do not allow for review committees to make normal review of faculty performance.*