

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3450-20/FA
September 17-18, 2020

**SUSPENSION OF MANDATORY PEER OBSERVATIONS OF INSTRUCTION AND
STUDENT EVALUATIONS FOR ACADEMIC YEAR 2020-2021**

- RESOLVED:** That the Academic Senate CSU (ASCSU) recognize that because of the COVID-19 pandemic, that nearly all teaching within the CSU is being accomplished through virtual and/or asynchronous instruction from remote locations, including faculty members' homes; and be it further
- RESOLVED:** That the ASCSU recognize the myriad inequities associated with working remotely, including access to technology, lack of privacy, family concerns and interruptions, and others; and be it further
- RESOLVED:** That the ASCSU recognize the inherent and systemic biases in peer observations and student evaluations, including racial/ethnic, gender, sexuality, age, appearance, and other biases, and that such biases are likely exacerbated by teaching remotely; and be it further
- RESOLVED:** That the ASCSU strongly urge the Chancellor's Office and campuses to continue the suspension throughout the CSU system of mandatory student evaluations of teaching implemented in Spring 2020 to the 2020-2021 Academic Year; and be it further
- RESOLVED:** That the ASCSU strongly urge the Chancellor's Office and campuses to suspend throughout the CSU system all mandatory peer observations of teaching during the 2020-2021 Academic Year; and be it further
- RESOLVED:** That the ASCSU urge the Chancellor's Office and campuses to allow faculty to opt-in to peer observations of instruction and to student evaluations of teaching during Academic Year 2020-2021; and be it further
- RESOLVED:** That the ASCSU urge the Chancellor's Office and campuses to allow individual faculty to decide whether or not peer or student evaluations of teaching from Academic Year 2020-2021 are included in their permanent personnel files; and be it further
- RESOLVED:** That the ASCSU urge the Chancellor's Office to instruct campuses that the absence of peer observations of instruction or student evaluations of

teaching for Academic Year 2020-2021 in personnel files will not adversely affect personnel decisions; and be it further

RESOLVED: That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Office of the Chancellor, California Faculty Association (CFA), California State Student Association (CSSA), CSU campus Provosts/Vice Presidents of Academic Affairs, CSU campus Presidents, CSU campus Senate Chairs, CSU Emeritus and Retired Faculty & Staff Association (CSU-ERFSA).

***RATIONALE:** When teaching remotely, faculty face grave inequities. First, not all faculty members have equal access to high-quality technology, including internet access, because of financial capabilities, geographic location, and other factors. Second, faculty members have different living environments, with inequality in access to private spaces from which to teach. Third, faculty members experience factors and circumstances that intrude into the remote classroom, including children at home (with daycare and school largely unavailable for working families), elderly parents, roommates, and other relatives at home, and other situations that can be largely uncontrollable. All of these things can result in biased and unfair perceptions of teaching by faculty peers and students.*

Much research indicates that student evaluations of teaching within ordinary classroom environments are biased by gender, by race, and are unrelated to student learning (Hamermesh & Parker, 2005; Mitchell & Martin, 2018; Uttl, White, & Gonzalez, 2017). These biases are likely to be exacerbated in remote teaching environments.

Approved – September 17-18, 2020