



MEMORANDUM

TO: President Larry Dietz and Provost Aondover Tarhule

FROM: Susan Kalter, Academic Senate Chairperson

RE: Sense of the Caucus resolution

DATE: October 16, 2020

On behalf of the Faculty Caucus, I am transmitting to you a Sense of the Caucus resolution in support of flexible approaches to annual faculty evaluation for this difficult calendar year.

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cc: Faculty Caucus
Deans
Department Chairpersons/School Directors



Whereas the COVID-19 pandemic has disrupted everyone's personal lives in unexpected and drastic ways and placed enormous stress on the entire university community, especially students;

Whereas events of the 2020 calendar year have disrupted or halted research agendas and teaching plans of Illinois State University faculty;

Whereas disruptions caused by the COVID-19 pandemic may have differentially and disproportionately impacted faculty with children or other care responsibilities, faculty with COVID-impacted health concerns, BIPOC (Black, Indigenous and People of Color) faculty, non-tenure track faculty, and other vulnerable groups in ways that we are just beginning to understand;

Whereas faculty during this stressful year have been called upon to devote unforeseen time to learning new teaching modalities, reworking courses, and devoting significant time to shared governance;

Whereas the Provost has urged DFSCs/SFSCs to "review and revise their ASPT policies in ways that account for [COVID-19] disruptions and their impact;"

And whereas the faculty of each unit has the ability to revise ASPT processes, if it is their will;

Let it be resolved that the Illinois State University Faculty Caucus supports the Provost's recommendation of flexibility in faculty evaluations. Further, it urges departments/schools, under the leadership of the D/SFSCs for tenure-track and tenured faculty and chairs/directors for other faculty, to develop and approve exceptions to standing departmental ASPT and other evaluation policies that will allow them to approach evaluation of performance for the 2020 calendar year for all faculty flexibly with respect to unexpected changes in the balance of teaching, research and creative activities, and service (such that work performed may not match faculty assignments as determined prior to the pandemic) and flexibly with respect to the measures that will be used to judge productivity/performance for all ASPT and non-ASPT faculty; we also urge that departments/schools consider developing exceptions to allow flexibility in the format of annual productivity reports submitted to D/SFSCs by faculty.