

COVID Equity Impact on Faculty Evaluation Task Force
CSULB Academic Senate, Spring 2021

The Covid Equity Impact on Faculty Evaluation Task Force is charged with developing campus guidelines for advancing equity for parents, caregivers, and others negatively impacted by COVID-19 during the evaluation process (lecturer faculty), and evaluation, retention, tenure & promotion for tenured/tenure-track faculty. The Task Force will deliver its recommendations to the Academic Senate in a report in fall semester 2021 and again in spring 2022. Its work will be completed by the end of spring 2022.

Specifically, the Task Force will:

1. Develop a campus-wide set of informed best practices for how evaluators can read candidates' files through an equity lens, so as not to perpetuate inequities caused by the Covid pandemic, particularly for parents & caregiving faculty, including its acute impacts for women and faculty of color. These will:
 - a. Equip evaluators and administrators with equity-informed strategies in order to reduce bias during evaluation
 - b. Inform and educate RTP evaluators about potential biases that could develop during the evaluation process
 - c. Inform and educate those conducting lecturer evaluations about potential biases that could develop during the evaluation process
 - d. Provide input to the Academic Senate on equity issues for university RTP processes that could inadvertently harm faculty reviews due to the COVID pandemic
2. Create procedural guidelines that address:
 - a. How faculty can best address the impact of covid on their careers in their files for lecturer evaluation and T/TT faculty RTP actions
 - b. How evaluators at the campus-wide level will apply an equity lens to read and interpret these statements
3. Offer structures for College and Department COVID Equity Committees to aid college faculty and evaluators in the evaluation/RTP processes

Membership

1. One tenured or tenure-track faculty member from each academic college and the University Library, with knowledge and expertise in equity *and* the structural impediments the COVID pandemic has had on faculty careers, particularly those who have knowledge of the experience of parents and caregivers (especially women-both

trans and cis--faculty members), selected by the Academic Senate Executive Committee. At least one faculty member should have experience serving on a college RTP committee.

2. 2 lecturer faculty members from different academic Colleges, with knowledge and expertise in equity *and* the structural impediments the COVID pandemic has had on faculty careers, particularly those who have knowledge of the experience of parents and caregivers (especially women-both trans and cis--faculty members), selected by the Academic Senate Executive Committee
3. 2 Department Chairs, preferably with knowledge and expertise in equity *and* the structural impediments the COVID pandemic has had on faculty careers, particularly those who have knowledge of the experience of parents and caregivers (especially women-both trans and cis--faculty members), preferably with RTP evaluation experience, selected by the Academic Senate Executive Committee
4. 1 CAPS Counselor (tenured/tenure-track or lecturer) faculty member, selected by the Academic Senate Executive Committee
5. 1 Dean, preferably with knowledge and expertise in equity *and* the structural impediments the COVID pandemic has had on faculty careers, particularly those who have knowledge of the experience of parents and caregivers (especially women-both trans and cis--faculty members), selected by the Deans
6. AVP for Faculty Affairs (or designee)
7. AVP, Office of Equity & Diversity (or designee)
8. California Faculty Association Co-President (or designee)

The Academic Senate will convene the Task Force in spring 2021 and members will elect a Chair or co-Chairs at their first meeting. All members have voting rights.