



---

**Date:** August 30, 2021

**To:** Talia Bettcher, Chair  
Academic Senate

**From:** Heidi Riggio, Chair  
Faculty Policy Committee

**Copies:** J. Lazo-Uy, R. Roquemore, V. Salcido, A. Avramchuk

**Subject:** **Optional Peer Observations of Instruction for the 2021-2022 AY**

At its meeting of August 30, 2021, the Faculty Policy Committee (FPC) considered the issue of Peer Observations of Instruction of faculty at Cal State LA for the 2021-2022 academic year. Peer observations are not required for Evaluation in the Contract (CBA, Article 15). With the COVID-19 pandemic still affecting the world, much instruction during Fall 2021 (and possibly for Spring 2022) is occurring either virtually (classes meeting by Zoom or other method), asynchronously (in fully online courses with no class meetings), or some combination thereof. With no clear University policy on evaluation of asynchronous courses, no requirements for any kind of training for teaching using Zoom, lack of faculty familiarity with virtual teaching (including technology), disparities in faculty access to high-quality technology and private/professional teaching/meeting spaces, the fact that most faculty are teaching from home (with concomitant family concerns and interruptions), and the anxieties and concerns everyone is experiencing because of the pandemic, FPC voted on August 30, 2021 to recommend that Peer Observations of Instruction be made optional for the 2021-2022 academic year. Peer observations and resulting reports would thus not be required for RTP processes during 2021-2022, but faculty members may request an observation and decide on the inclusion of any observation report in the Personnel Action File (PAF). All peer observations must consider the disruptive, ongoing negative effects of the COVID-19 pandemic on faculty working conditions in any resulting peer observation reports. The absence of a peer observation report from a review period ending in or involving AY 2021-22 shall not be relevant to evaluation of any faculty member in any RTP process.