

Whereas, the Covid-19 pandemic has substantially altered the manner in which instruction is being provided to the students; and

Whereas, it is nevertheless important for observations of faculty members to take place in order to support applications for reappointment and tenure and to provide faculty with formative feed-back; and

Whereas, the University and the Union have agreed to modify FPS 46 in order to facilitate and clarify how peer observations should be conducted for so long as it is not possible to return to full in-person course delivery as existed prior to the pandemic; and

Therefore, the Parties have agreed to the following:

1. Except as set forth herein the provisions of FPS 46 shall remain the same.
2. The following language shall be added to Section IV:

Faculty are expected to participate in peer observations to the extent possible. If, however, there are not enough members of the DPC and department available, the DPC may request observations from colleagues with appropriate expertise from other departments. These outside observations should be limited to one instance for the 2020-2021 academic year.

3. The following language shall be added to Section V.B:

The observation must be representative of a typical class session and in the format deemed appropriate by the observee for the design of their course. That is, the observee may request that the observation occur in-person or online dependent on what they believe to be the most appropriate format for the observation to take place based on the current course design. Alternately, the observee may request retrospective observation on a recording of a live session from the current semester that includes both their teaching and a representative sample of interaction with students either in-person or via videoconferencing. The observee may include the transcript of the videoconferencing chat feature if necessary for context of responding to student questions.

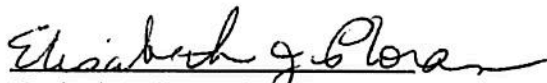
4. The following language shall be added to Section V.C (2):

The current pandemic is requiring faculty to use new learning systems (e.g., Zoom, in-class lecture capture, etc.) and to use older systems (e.g., Blackboard) more extensively than in prior years. Observers should refrain from negative comments on technology when the observee can be reasonably considered not at fault for errors or issues (e.g., faulty microphones, issues with lecture capture videos, etc.).

For the 2020-2021 academic year, the focus of the observation should be on the mastery of the material and clarity of presentation, regardless of the technological aids employed. Observers are encouraged to provide commentary and/or highlights of effective and productive uses of technology. Negative criticism concerning the faculty member's use (or lack of use) of technology should be included on the separate attached form, which will be used only for formative purposes.

5. Should an observation be required for in-person courses that do not have physical room for an observer in the classroom during the Fall 2020 semester and an alternate suitable classroom with the same technological setup is not available, and the observee is not willing to allow online observers, the observee will be allowed to delay the observation to Spring 2021 without penalty.

Dated: November , 2020



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Dated: November , 2020



Herman A. Berliner, Ph.D.
Provost and Senior Vice President for
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