

SENSE OF THE SENATE RESOLUTION
Research, Scholarship, and Creative Activities
Affected by the COVID-19 Epidemic

Resolved: The Academic Senate recommends that evaluators give consideration to faculty for research, scholarship, and creative activities that were subsequently cancelled or delayed due to the COVID-19 epidemic that disrupted SJSU in Spring 2020, provided that documentation of the acceptance is submitted; be it further

Resolved: The Academic Senate recommends that the University provide a mechanism for probationary faculty whose research, scholarship, or creative activity was substantially interrupted by the COVID-19 epidemic, to apply for an additional year of probation. Applications should be reviewed by the department and appropriate administrators prior to decision by the President. The Senate recommends that faculty present documentation showing 1) a clear link between the disruptions associated with the epidemic upon their RSCA, and 2) a substantial impact on their RSCA that cannot reasonably be mitigated in another way. Be it further

Resolved: The Professional Standards Committee of the Academic Senate will revisit the COVID-19 epidemic's impact on RTP evaluation and Lecturer evaluation when it reconvenes in person in Fall 2020, and will make any necessary policy recommendations at that time.

Rationale: As a result of the COVID-19 epidemic, numerous scholarly conferences and creative activities around the world were cancelled or delayed. The SJSU Senate believes that faculty who demonstrate that their research, scholarship, or creative activities were accepted for presentation or publication and were subsequently cancelled or delayed due to the epidemic should be given the same consideration they would have received if the work had proceeded.

Some probationary faculty—e.g., faculty whose primary research programs involve extensive overseas travel or research in foreign archives—may find that their program is substantially delayed due to the epidemic. We believe that they should have the option of applying for an extension to their probationary period. Their applications should clearly explain how the COVID-19 epidemic impacted their research and should be reviewed by the department and appropriate administrators before a decision by the President.

At the time of the writing of this resolution, the events associated with the COVID-19 epidemic are moving too rapidly for the Senate to be able to predict all the necessary adjustments to policy or practices that may be necessary. The Senate views this resolution as a commitment that the Senate will strongly advocate for faculty to be treated

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54 *fairly in their evaluation processes. Rules and policies may need to be interpreted with*
55 *flexibility to help mitigate for the recent disruptions to their RSCA activity.*
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57 *Approved: March 16, 2020 by electronic meeting.*
58 *Vote: 10-0-0*
59 *Present: Birrer, He, Cargill, Peter, Monday, Kumar, Mahendra, Riley, Chin,*
60 *Kemnitz*
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62 *Financial Impact: No known impact.*
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64 *Workload Impact: No significant impact.*