

Academic Affairs
Office of Faculty Affairs and Development

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
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Via Electronic Mail

MEMORANDUM

Date: March 13, 2020
To: Faculty
From: Seval Yildirim
Re: SOTEs and RPT clock

Dear Colleagues:

I write to address potential concerns regarding SOTEs and progress towards tenure given the changes in instruction during the Spring 2020 quarter.

As you know, due to the evolving situation with the novel COVID-19 virus, the University has had to take certain precautions, including providing virtual instruction for part or all of the quarter, and canceling all non-essential travel supported by state funds. In order to ensure that faculty are not negatively impacted by these necessary and evolving measures, please note that

- Student evaluations will be done per the requirements under CBA Provisions 15.23 and 15.24, which together require that student evaluations be conducted regularly and considered during the evaluation process. However, in reviewing Spring 2020 SOTEs, we do encourage our faculty reviewers to give serious consideration to the fact that faculty are asked to teach in alternative modalities during the Spring 2020 quarter and that these alternative modalities are new to some of our faculty. Moreover, faculty who think they have been disadvantaged due to the switch to alternative modalities are welcome to include a note in their files highlighting this variable during the Spring 2020 quarter.
- Pre-tenure faculty who think they are negatively impacted either due to the switch to teaching in alternative modalities, or canceled conferences and research-related trips, will have the option to toll their tenure clock by one year. In order to do so, please draft a memorandum to me outlining the reasons why you think your tenure clock should be tolled by the end of June 2020.

If you have any questions or concerns about this matter, please do not hesitate to contact me at seval.yildirim@csusb.edu or at 909-537-5029.

Sincerely,



Seval Yildirim
Associate Provost for Faculty Affairs and Development