



COMMITTEE ON FACULTY WELFARE

April 21, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair
Committee on Faculty Welfare

Re: [Campus Review] Consultation: Consideration of Proposal for Suspension
of iEval for Spring 2020

The Committee on Faculty Welfare (CFW) met remotely on April 14th and discussed this proposal. The committee recognizes that this is an unprecedented situation and using iEval as usual may negatively affect a large section of faculty in their merit and promotion. On the other hand, suspending it completely may send a wrong signal to the students. In addition, it will eliminate the opportunity of faculty with positive evaluations from including these in their files. This may be particularly important for assistant professors.

The CFW has discussed this issue holistically and there is a variety of opinions. After much discussion, a majority of the members recommend that the iEval process move forward, but with the condition that evaluations would not be made available for merit or promotion files unless requested by the affected faculty member (an opt-in approach). By moving forward with the iEval process, students have a voice in the evaluation process and faculty have a chance to receive those comments. If iEvals are not included, the department or administration cannot discuss or use the iEvals for the affected period for merit or advancement discussions.

A minority opinion expressed by a small but significant number of members supports complete suspension of iEval process for Spring 2020 (as proposed in the memo) due to short lead time for preparation, technological issues and other obvious reasons related to our COVID-19 response. It favors leaving faculty to assess their own classes by other means. By having no evaluations, there would be no stigma attached for not including evaluations for the affected periods in their files. These members feel that the students can potentially give feedback through a survey at the end of Spring quarter. The CFW thinks that the concerns raised by the minority opinion has merit and should be seriously considered when making a decision.