



Distance Education

Article 27, covering Distance Education, has been added to our contract for 2020. Here are the highlights.

Requirements to Teach Online

All faculty who teach online (including hybrid courses) must have successfully completed an approved professional development program in online pedagogy and technology. Courses will be offered for free every semester. Faculty who are scheduled to teach online in fall or spring of 2020 but who have not completed training may be compensated up to 10 hours at their “Other Academic Rate” for taking an approved course. Faculty who currently teach online or have taught online in the past but who have never completed an approved course will have until January 1, 2021 to successfully complete online training. Having been deemed qualified to teach online at one 4CD college qualifies a faculty member to teach online at all colleges in the District.

Evaluation of Faculty Teaching Online

Faculty shall be evaluated the first time they teach online (including hybrid courses) by at least one evaluator who has demonstrated qualifications to teach online. If the first semester in which a faculty member teaches online is a semester in which a regular evaluation is not scheduled, the faculty member’s online class will be evaluated, but the results will not be used for part-time staffing preference eligibility or tenure decisions. The off-schedule evaluation of the online class will not affect the regular evaluation cycle.

Online Forms and Procedures

The guidebooks for faculty teaching fully online or partially online have been updated substantially. At the pre-evaluation conference, the evaluatee will show the evaluator how best to view interactions between students and faculty. The evaluator will be granted “evaluator access” and will focus primarily on material outlined in the Classroom Observation Plan Form and on instructor-initiated interactions and student-student interactions during the 7-day period of the evaluation, but may access additional non-private material referenced during the evaluation period as needed (excluding the gradebook). For hybrid classes, either the online or the in-person portion or both may be evaluated.

Questions? Call United Faculty at 925-680-1771 or email uf@uf4cd.org.