

**SAN JOSÉ STATE
UNIVERSITY
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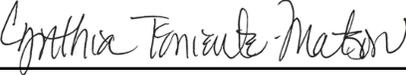
**Amendment G to University Policy F12-6,
Evaluation in Effectiveness in Teaching for all Faculty**

Legislative History:

On March 16, 2026, the Academic Senate approved Amendment G to University Policy F12-6, Evaluation in Effectiveness in Teaching for all Faculty, presented by Senator Riley for the Professional Standards Committee.

Action by University President:

Date: 3-23-26

Signed and approved by: 
**Cynthia Teniente-Matson, President,
San José State University**

**Amendment G to University Policy F12-6,
Evaluation in Effectiveness in Teaching for all Faculty**

Rationale: Existing policy is unclear on whether Direct Observations (DOs) are required for Full Professors. The first paragraph of Section C seems to indicate that all faculty will be observed by their peers. However, Section C.4.c clearly states that DOs are not required for Full Professors, but may be requested by them for developmental purposes.

Amendment G removes confusion on this matter by modifying the first paragraph under Section C and making minor changes to § C.4.c., which clarify that the full professor is the one who makes the request. Therefore, be it:

Resolved: That F12-6, Evaluation in Effectiveness in Teaching for all Faculty, be modified as follows.

Date Approved: March 2, 2026

Vote: 10-0-0

Present: Barrera, Sen, Chen, Attar, Riley (Chair), French, Raman, Stemwedel, Buyco, Agustin.

Absent: McNiece

Financial Impact: None anticipated

Workload Impact: A possible reduction in workload for any departments that were requiring direct observations for Full Professors.

C. Direct Observation by Peers.

As one component of the evaluation of teaching, faculty will be observed by their peers. Direct observations are required for all lecturer and librarian periodic evaluations, probationary faculty evaluations, and RTP including promotion to Full, but are optional for Full Professors as described in §§ C.4.a, b, and c, below. These direct observations are designed to evaluate teaching within the broad context of factors "A" and "B" cited above. Direct observations may consist of visits to the classroom, laboratory, or supervisory sessions. For courses with majority electronic or online content, direct observations will consist of peer observers experiencing the course content from the vantage-point of the students. Faculty evaluations as described above and in Section C.4, should include at least one direct observation, which may be made in either regular or special session classes.

C.4.c:

c. For tenured full professors, a direct observation may be made upon request of the faculty member with the observation used for professional development.