

The main argument that management has offered for not suspending student evaluations even for a single semester has been that faculty have become used to teaching in this remote environment by now and so student evaluations are appropriate. However, I point out that, for example at BSU, a majority of faculty taught their classes asynchronously in the Fall 2020 semester, then for the Spring 2021 semester many switched to teaching synchronously using Zoom or Blackboard Collaborate Ultra. This change was strongly encouraged by the administration given that many students expressed a preference for synchronous teaching.

As we prepare for the fall return, faculty are facing having to learn how to teach in yet a third modality, called Hy-Flex, which involves having our faculty undergo professional development again to learn this new technology. I hope you recognize that faculty are still faced with the challenges of mastering new technologies as they transition from one modality to another and adapt their teaching materials accordingly.

Finally, when the administration expressed support for the adoption of the Pass/No Pass grade policy for students in the Spring 2020 semester, and again in the Fall 2020 semester, and now potentially for a third semester this spring, the decision was justified by saying that these are unusual circumstances that deserve understanding and compassion for our students.

We ask that you extend the same understanding and compassion to your faculty members, who have been working tirelessly to master these new technologies semester after semester and continued to educate our students despite experiencing chronic levels of stress and burnout during these very challenging times.