

CERRITOS COLLEGE FACULTY SENATE

Resolution Affirming Fairness in Faculty Evaluations Related to HyFlex Instruction During Spring 2026

Adopted: May 12, 2026.

Whereas, Pursuant to Title 5 §53200, instructional modalities, faculty professional development, and academic standards related to teaching and learning constitute academic and professional matters within the purview of the Faculty Senate;

Whereas, Education Code §70902(b)(7) requires governing boards to rely primarily upon Academic Senates in matters relating to academic and professional standards;

Whereas, during the October 28, 2025, Faculty Senate meeting, concerns were formally raised regarding conflicting definitions of HyFlex instruction, involuntary assignment to the modality, lack of consultation regarding modality changes, and uncertainty surrounding faculty expectations and evaluation standards;

Whereas, in response, the Faculty Senate conducted a formal review of HyFlex modality standards and assignment practices during its November 4, 2025, meeting and determined that HyFlex was being implemented inconsistently across the college and without sufficiently clear institutional expectations;

Whereas, during these discussions, senators acknowledged that HyFlex instruction involves substantial technological and pedagogical demands and that faculty required clearer standards, training, and preparation before being expected to teach in the modality;

Whereas, as a result of these concerns, the Faculty Senate formally revised the HyFlex modality definition and approved a new HyFlex training and certification framework on March 31, 2026, thereby acknowledging that the prior standards and expectations governing the modality required clarification and institutional correction;

Whereas, California Education Code §87663(h) provides that probationary faculty members shall be evaluated under “clear, fair, and equitable evaluation procedures”; and

Whereas, the Faculty Senate recognizes that it is fundamentally unfair and inequitable for faculty evaluations to include adverse findings related to instructional expectations, modality practices, or standards that the institution itself later determined were unclear and inconsistently implemented at the time of evaluation.

Resolved, the Cerritos College Faculty Senate affirms that:

- Spring 2026 faculty evaluations shall not include adverse evaluative findings related to HyFlex instructional practices or modality expectations, given the institutional ambiguity surrounding HyFlex standards, expectations, training, and implementation practices that were subsequently revised through Senate action.
- Evaluators must exercise fairness and caution when completing Spring 2026 evaluations involving HyFlex instruction due to the lack of clearly established and consistently implemented HyFlex standards at the time of evaluation.
- Evaluators shall not focus on modalities that were not of the choosing of the evaluatee.

Resolved, that copies of this resolution be forwarded to the Vice President of Academic Affairs, the Cerritos College Faculty Federation, instructional deans, and the Chairs Council.