

College of Arts & Sciences

*Statement on Accounting for Disruptions in Productivity Caused by COVID-19
in Faculty Tenure, Promotion, and Annual/Triennial Evaluations*

The Spring 2020 semester was interrupted by the global pandemic, COVID-19. Consequently, there may have been disruptions in the teaching, service, and research and creative activities of all faculty members in the College of Arts & Sciences (e.g., the cancelation or postponement of academic conferences, performances, or exhibitions).

In recognition of this reality, the College of Arts & Sciences has adopted the following language to be used in all faculty evaluations for both annual and triennial evaluation periods in which faculty activities performed during the Spring 2020 semester are to be evaluated. This language should be added to standard evaluation materials.

Teaching: During the Spring 2020 semester, _____'s teaching evaluations may have been influenced by the sudden need to move all courses online during the remote instruction mandate subsequent to the COVID-19 pandemic. The [FEC or Department Chair] has taken this into consideration in reviewing the teaching evaluations provided during this period. In light of this consideration, the [FEC or Department Chair] evaluates _____'s performance as _____.

Research and Creative Activities: During the Spring 2020 semester, _____'s research or creative activities productivity may have been influenced by the need to work remotely subsequent to the COVID-19 pandemic. The [FEC or Department Chair] has taken this into consideration in evaluating the research or creative activities productivity recorded during this period. In light of this consideration, the [FEC or Department Chair] evaluates _____'s performance as _____.

Service: During the Spring 2020 semester, _____'s service participation may have been influenced by the need to work remotely subsequent to the COVID-19 pandemic. The [FEC or Department Chair] has taken this into consideration in evaluating the service activity completed during this period. In light of this consideration, the [FEC or Department Chair] evaluates _____'s performance as _____.

In the event that there are continued disruptions to standard academic practices and activities as the result of ongoing responses to the COVID-19 pandemic, the College of Arts & Sciences will update and extend this statement to reflect new developments and time periods.