

ADDENDUM

CONSIDERATIONS DURING COVID-19 PANDEMIC

The COVID-19 pandemic has disrupted the daily operations of CSUDH, as well as the professional and personal lives of faculty, students, and staff. This addendum is in response to the disruptions of COVID-19 and provides adjusted expectations in the areas of teaching, service, and research for the purposes of retention and promotion. Switching to a virtual environment produced a great deal of additional work in the area of teaching; service commitments have altered due to the inability to be on campus; and research trajectories have shifted as a result of travel limitations, the CSU system's freeze on travel funds, and lack of access to libraries, archives, and research sites.

As a result, Women's Studies offers the following modifications in the evaluation of faculty who were in CYCLE I during 2020 – 2021 academic year and shall apply through CYCLE IV (tenure and promotion to associate professor).

For “Teaching and Instructional Activities” for Reappointment

Evaluation of teaching effectiveness for courses taught during CSU-mandated virtual instruction will allow PTE submissions to be optional. Faculty will determine whether or not to include PTEs for assessment purposes, and, should a faculty member elect to not include PTEs for a course or semester, the peer evaluation report in combination with course materials and the SIF narrative for teaching performance will be used to evaluate teaching effectiveness. When PTEs are submitted, they will not be the sole measure of teaching effectiveness.

For “Scholarly and Creative Activity” for Promotion from Assistant to Associate Professor

For *Option B* (three peer-reviewed academic articles accepted for publication with no further requirements for revision) for scholarly standards for tenure (p. 4), faculty may submit one peer-reviewed article at “revise and resubmit” stage OR one scholarly publication outside of a peer-reviewed academic journal for their third publication requirement. Options would include the examples listed under qualified “Publications” for “Scholarly and Creative Activity Standards for Reappointment” (p.3 - 4).

This ensures that the unprecedented delays academic journals are experiencing are considered when evaluating scholarly contributions. Further, Women's Studies recognizes that research trajectories may shift as a result of the disruptions of the COVID-19 pandemic, and scholarly work, therefore, will be judged by its coherence through theoretical frames in the faculty member's areas of hire instead of initial projects which were outlined with an assumption that travel would not be restricted.

For “University, Professional, and Community Service” for Promotion from Assistant to Associate Professor

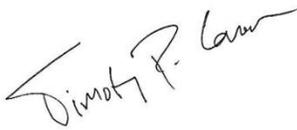
Faculty will be able to cite one example of program/department-level service in lieu of their fifth example of college and/or university level service for promotion from Assistant to Associate Professor (p. 7). Promotion with tenure will now require at least four examples of college and/or university service and one example of departmental service.



04/14/21

Department Chair

Date



Dean

4/25/21

Date



8/10/2021

Provost and Vice President of Academic Affairs

Date