

The Department of Kinesiology
COVID-19 RTP Addendum
April 21, 2021

The Department of Kinesiology is writing this RTP Addendum as it relates to AA Policy 2021-04 - Evaluating Faculty Performance Disrupted by the COVID-19 Pandemic. Specifically, this addendum relates to number 2.2 of this policy - COVIDs potential impact on teaching and number 2.3 of this policy - COVIDs potential impact on scholarship and creative activity.

2.2 Faculty have been potentially impacted by the following factors during the pandemic:

- *A rapid shift to alternate modalities requiring new pedagogical approaches, technical competencies, and logistical solutions*
- *Lack of suitable computer hardware and technical support*
- *Increased time devoted to supporting the emotional and technological needs of students while serving as a broker to student services*
- *New personal responsibilities involving dependent care and education*
- *Personal or family illnesses*

Considering the above stated possible effects of COVID-19 on teaching, the Dept of Kinesiology understands that faculty under review may receive lower student PTE reviews. Therefore, these faculty will be held to the following PTE ratings standard for the 2020 – 2021 academic year. Faculty will be expected to receive no less than 70% of student PTE ratings in the top two categories of Agree and Strongly Agree. This new standard relieves faculty of the “regular” standard of receiving no less than 80% of PTE student reviews in the Agree and Strongly Agree categories. This is a one-year addendum for the 2020 – 2021 academic year.

2.3 Scholarship and creative activity during the pandemic was potentially limited by:

- *Reprioritization of faculty time to the teaching mission of the university*
- *Cancelled or restricted travel*
- *Conference/meeting cancellations*
- *Closure of libraries and research labs, inability to access human research subjects, and limitations to field work or archival visits*
- *Prohibition of assembly that prevented creative activity in fields such as the arts*
- *Publication delays*

Considering the effects of COVID-19 on research and scholarly activity, the Dept of Kinesiology understands that faculty under review may not have had the opportunity to demonstrate evidence of scholarship. Faculty may not have had the opportunity to conduct clinical research due to the CSUDH campus closure of classrooms, research labs, and the inability to recruit subjects due to COVID-19 restrictions. This has prevented the faculty from publishing (#1 from Evidence of Scholarship) at least one peer-reviewed work during the 2020-2021 and 2021-2022 academic years as outlined in the Kinesiology RTP Guidelines, which affects junior faculty in particular. The faculty may have also had limited opportunities to fulfill other defined areas of scholarly activities (#2, #3 or #4 from Evidence of

Scholarship). Therefore, the tenure-track faculty will be given a two-year delay for publications and scholarly activities for the 2020-2021 and 2021-2022 academic years. The overall expectation for peer-reviewed publications and scholarly activities during each year of the reappointment process has not changed: instead, the expectation that faculty have one publication and one scholarly activity each year during the 2020-2021 and 2021-2022 academic years will change.

For the Number of Expected Publications as described in #1 (Evidence of Scholarly Activity) and Scholarly Activities as described in #2, #3 or #4 (Evidence of Scholarship) needed for RTP, the following rubric will be used:

Tenure Cycle	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
First Year	0	0	3	4	5
Third Year	3	3	5		

Faculty will need to still provide evidence that they are working on publications and scholarly activities during the 2020-2021 and 2021-2022 academic year reviews and are highly encouraged to actually publish and produce scholarly work during these years if possible, but will not be negatively reviewed if they do not actually publish or produce scholarly work during these years. This is only a two-year provision, so faculty will need to “make-up” missed publications and scholarly activities in subsequent years as outlined in the rubric.



Department Chair

9/8/2021

Date



Dean

9/8/21

Date



Provost and Vice President for Academic Affairs

9/13/2021

Date