



**Department of Anthropology RTP criteria Addendum for Covid-19**

Approved by the faculty Nov 13<sup>th</sup>, 2020

Approved by the Office of Faculty Affairs &  
Professional Development on November 13, 2020

In recognition of the stresses of the covid-19 pandemic and its severe impact on professional development, the Department of Anthropology is providing an addendum that will temporarily alter the department's RTP criteria in the following ways. These revised criteria apply to any faculty member at SFSU for a minimum of one semester beginning spring 2020 until the university resumes normal operations.

1. Tenure-track faculty and associate-level faculty during this period will have their tenure expectations in professional achievement and growth lowered from four peer-reviewed articles to three, and/or the listed substitutions.
2. The conversion of F2F courses to high quality virtual formats and certified training in online instruction will count towards the candidate's demonstration of instructional development.
3. The organization and facilitation of virtual platforms for traditionally online meetings and programs will count significantly towards the candidate's demonstration of service to campus and community.
4. In line with Academic Senate policy, tenure track faculty may opt to extend their tenure clock by one year without a corresponding raise in expectations. This decision is entirely in the hands of the faculty member in question, and the decision to take or not take that extra year will in no way affect the evaluation of that faculty member.