



**SAN FRANCISCO
STATE UNIVERSITY**

Department of Biology

COVID Temporary Addendum to Department RTP Criteria

Approved by Faculty Affairs on October 19, 2020

The COVID-19 pandemic has resulted in considerable disruption to research and teaching at SFSU. Research specimens have been lost, experiments have been interrupted, field seasons irreplaceably missed, carefully planned in-person courses moved online. The RTP Committee of the Department of Biology recognizes that these disruptions have created conditions that lessen the normal pace of research and the quality of teaching for faculty, and will take the unique circumstances into account for faculty under review who were affected by COVID19 at any point in their trajectory. In addition, evidence suggests that individuals are differentially affected by home obligations due to Covid-19. All caregivers of young children are also disproportionately impacted. Women, especially BIPOC women, are more likely to be coping with family illness and caring for elders (e.g. citations found on the following website): <https://facultydevelopment.stanford.edu/diversity-engagement/faculty-networks/faculty-womens-forum/gendered-covid-19-faculty-experiences>). Therefore, when evaluating the record of faculty undergoing review for retention, promotion, and/or tenure, the RTP committee will modulate expectations for research, teaching, and service achievement according to the individual impact of COVID19, as described in the candidate's eWPAF narrative. The RTP committee will also credit faculty for COVID19 related work (eg; redesigning curriculum for an online format).