



SAN FRANCISCO
STATE UNIVERSITY

Addendum to Department of Communication Studies RTP Guidelines

Approved by department faculty, October 2020

Approved by Faculty Affairs, November 2020

The COMM department recognizes the professional and personal tolls impacting faculty related to climate, health, economic, and other crises, including, but not limited to, the COVID-19 global pandemic in 2020, wildfires in 2018 and 2020, among others. The move to emergency remote instruction in March 2020 impacts all faculty with increased technical challenges and preparation time requirements. We recognize the emotional labor and formal and informal advising of our students is time and labor-intensive, and this work often falls disproportionately on faculty of color, non-U.S. citizens, women, queer, and trans faculty, as these identities often intersect and overlap. Additionally, dependent care during the pandemic represents additional burdens to and challenges for faculty. These crises create other challenges for faculty members' scholarship in various ways, including field research, public presentations, and performances, that are distributed differently across faculty. The COMM department recognizes these challenges, and the departmental RTP committee will take into consideration the structural conditions of these times.