



SAN FRANCISCO
STATE UNIVERSITY

Department of English Language and Literatures

COVID Temporary Addendum to Department RTP Criteria

Approved by the Office of Faculty Affairs &

Professional Development on April 28, 2021

The COVID-19 pandemic has resulted in considerable disruption to research and teaching at SF State. Research projects have been postponed, peer review and publication delayed, opportunities to share scholarship and network cancelled, and carefully planned in-person courses overhauled and moved online. The RTP Committee of the Department of English Language and Literatures recognizes that these disruptions have created conditions that delay the normal pace of professional achievement and growth, and the change to online modalities/supporting students in online environments has significantly increased faculty workload. We will thus take these 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: [Gendered COVID-19 Faculty Experiences | Office of Faculty Development, Diversity and Engagement, Stanford](#)).

Colleagues who do not have children or others needing significant caretaking have taken up the work and service of those who do, in order to lessen their load.

Given the above realities, 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 COVID-19, as described in the candidate's eWPAF narrative. The RTP committee will also credit faculty for COVID-19 related work (e.g.; redesigning curriculum for an online format).