

Department of History RTP Criteria Addendum for Covid-19

(Adopted by the History Department, 5-14-2021)

Approved by Faculty Affairs, Fall 2021

In recognition of the stresses of the Covid-19 pandemic and its severe impact on professional development, the History Department will alter its RTP criteria as they apply to tenure track and tenured faculty. In making evaluations for tenure and promotion, the department will adopt a holistic approach, taking into consideration the structural conditions and impediments of this time, paying particular attention to the added demands the pandemic has placed on faculty, especially faculty of color and women faculty, and to the additional labor required by the move to online teaching, an increased advising load, travel limitations, and different modes of service to the profession and the community.

In addition, the History Department further alters its RTP criteria in the following specific ways:

1. Those faculty at the assistant or associate level will have their tenure and/or promotion expectations in professional achievement and growth altered so that they may submit two instead of three articles and/or the listed substitutions delineated in 4.B.1. Similarly, they may submit a full draft of a book manuscript that has received positive readers' reports and is under contract with an appropriate press, but it need not be "in production" as specified in 4.B.1.
2. In line with Academic Senate policy, faculty at assistant or associate level may choose to extend their tenure clock by one year without a corresponding increase 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.
3. Inclusion of Student Evaluations of Teaching Effectiveness (SETEs) for instruction during the calendar years 2020 and 2021 in a faculty member's Personnel Action File (PAF) and Working Personnel Action File (WPAF) shall be at the sole discretion of the faculty member. No faculty shall be penalized in any way for exercising their right to exclude the results of their SETE's from the 2020 and 2021 calendar years.
4. For all faculty, converting face-to-face courses to high quality virtual formats and certified training in online instruction will count towards the candidate's demonstration of instructional development. While the RTP committee does not participate in the evaluation of lecturer faculty, the department recommends that the Chair consult with lecturer faculty to similarly amend the guidelines for range elevation.

These revised criteria apply to all faculty employed by the University during the pandemic crisis, which began in the Spring of 2020, and takes into account that the resolution of the pandemic crisis may take some time as we learn more of the long-term impact of Covid-19 and of structural impediments such as travel restrictions, reduced funding, new and continued requirements of online teaching, and our ongoing service to students, our profession, and our communities. We will review this addendum three years after its approval to determine its continued relevance.