

Colleagues,

In considering the continued presence of COVID-19 in our lives and its potential impact on our professional lives, and questions we have received, FPC has been discussing how to proceed with the tenure clock and evaluations for the fall semester.

Given the unusual circumstances, in addition to the standard “no questions asked” 1-year hold on the tenure clock available to all TT faculty, one additional year of pausing the clock will be available to all of those currently in the tenure pipeline. For those already tenured and planning to come up for full, in consultation with the academic dean, you can petition to “omit” up to two years over an 8-year span, for COVID related delays.

FPC has also decided to collect CIES data [as normal] this fall, where the data is shared with Chairs and the Dean as part of the overall annual evaluation process. We feel it is important to continue to gather feedback regarding our teaching, even in difficult circumstances, as part of our overall teaching narrative. Rather than having an abrupt shift like in the spring, this fall we had time to work ahead on our classes unlike in the spring. Faculty will have the opportunity to articulate their thoughts about their 2020-2021 data in both the annual evaluations and in dossiers.

In addition, wanting to get some perspective on the possible impact of our disrupted semester on evaluations, we asked Jack Steehler to give us data from the spring regarding aggregate CIES scores. To be clear, FPC had absolutely no access to individual evaluation data and stood firm by its spring decision to respect each individual’s choice to determine access to their evaluations. The results of our inquiry revealed that the mean score was actually higher than in past years (see table below). While it is encouraging to see that the mean score was not much different than in previous years, FPC acknowledges no strong conclusions can be made, in part based on the lower response rate.

FAC has reviewed and supports this decision.

Thank you for your patience as FPC worked through this matter. Please contact Dean Smith or Kate Shortridge with questions.

Best,
Kate Shortridge
Chair FPC 2020-2021

For your reference, the data:

Term	Mean Score	Overall Response Rate
2015SP	4.40	70.8%
2016SP	4.42	70.2%

2017SP	4.42	71.6%
2018SP	4.45	68.8%
2019SP	4.49	64.3%
2020SP	4.54	46.0%