

March 16, 2020

Dear Colleagues,

I hope this message finds you doing well and slowly settling in to our new and unprecedented, temporary reality. I write to you today as Chair of FPC. We met Friday morning to discuss, among other things, some of the ways COVID-19 may impact our tenure and promotion process in the coming years. We talked about three primary issues, and here are our thoughts:

- 1) Cancelled professional conferences—Many of you are (and will be) receiving communication that conferences at which you were to be presenting work have been called off. For those who already have work peer-reviewed and accepted for presentations, FPC will count those as part of your professional productivity even if your event is canceled. At this point we expect to view submissions not yet accepted differently than those accepted. That said, we strongly encourage you to submit for upcoming conferences even in the face of uncertainty as this offers a record of your work and may yield future acceptances.
- 2) Course evaluations—Teaching will be very different for the coming weeks. Given that reality, FPC decided today that, faculty will have a choice regarding whether or not they submit their Spring 2020 CIES data in their dossiers. The absence of these data will have no impact on one's case for tenure or promotion because we did not have the option to choose or time to prepare for online teaching. Faculty who discover a talent and thrive in the online teaching environment, are welcome to include their experiences and reflections in their narratives and submit their CIES data. Others may choose not to do so. Additionally, FPC recognizes that GPA C/GPA O data are likely not comparable to previous or future courses or semesters. Thus, FPC will not negatively view GPA C/GPA O data from this semester.
- 3) Event cancellations—We recognize that campus events are not able to continue as previously planned, which impacts the ability of some to perform service to the department, college, or community that they were preparing to do. Some of you have been working for weeks or even months on events that will need to be postponed or canceled; we know this is terribly frustrating. Faculty are encouraged to include cancelled service activities as part of their dossier. For events about which you wish to clarify your leadership role or would have discussed in more detail in your dossier had the event taken place, please be sure to include detailed accounts of such work in your Service Narrative so that FPC is able to recognize your efforts and plans.

We recognize there may be issues not covered here. Please know that you are welcome to contact the chair of FPC and we will address these carefully. The Tenure & Promotion process is meant to be as transparent as possible, and we hope this message clears up concerns.

Thanks so much, and be well,

Shannon Anderson
Chair, FPC 2019-2020