

COVID Impact:

While the pandemic has affected all of our lives, it has not affected all faculty in the same ways. The pandemic has not changed our standards for excellence, but there have been significant disruptions to the institution that shaped faculty work over the last 18 months. During this time, the university significantly restricted campus access and even shut down for periods in accordance with mandates from the State of Pennsylvania and guidance from local health officials. As such, there have been disruptions to work from ongoing occupancy limits for offices, labs, studios, libraries, and other facilities beginning March 2020. Facilities began to open in summer of 2020, but at reduced occupancy. The university made several transitions from in-person to remote instruction and back. Many faculty spent time in the Summer 2020 in workshops to improve and optimize remote teaching and learning for Fall 2020. Some faculty have experienced substantial increases in their informal service load in the form of providing additional academic and emotional support to struggling students. In addition, faculty have faced personal and professional challenges ranging from the cancellation of conferences and disruption to publication schedules to family members' unemployment and difficulty with elder and child care arrangements. In fact, many school districts in our surrounding areas remained largely in remote learning mode well into Spring 2021. Please keep these contexts in mind as you conduct your review. In other words, excellence may look a little different in the wake of the pandemic for some faculty, but excellence is still the standard against which we want you to assess this candidate.

4/30/2021