

Department of German Studies
Covid Amendment to Department Evaluation Guidelines (2022)

The Department of German Studies recognizes the deep impact on professional activity of the Covid pandemic and will take this into careful consideration when reviewing the expectations for Teaching, Professional Growth, Advising, and Service. To address future concerns when evaluating faculty in the department, we propose the following amendments to our evaluation guidelines currently in place.

1) Teaching

We will continue to read SETs carefully and critically, taking into great consideration the many challenges we now must navigate as educators in this unstable and evolving landscape of remote and hybrid learning. We also reaffirm that SETs should not be relied upon as the only instrument for evaluating teaching effectiveness.

2) Professional Growth

We will be mindful of negative impacts to professional activities, such as: stalled “in-progress” work, restrictions on travel for research or to attend professional conferences, increased wait time and/or disruptions in library borrowing, among many other factors.

3) Advising

It is even more difficult to fully and accurately document and keep track of student engagement and advising in a remote or hybrid environment, and we will therefore rely more heavily on evaluatees’ own narratives of advising in upcoming evaluations.

4) Service

We continue to value university service, but also acknowledge the additional stresses it has placed on our colleagues, and recognize that an evaluatee’s service record may be negatively affected due to health and/or time constraints.

Therefore, the department welcomes, but does not require, the evaluatee to address details of Covid impact, both personal and professional, in their personal statement.