

## **IPE Program COVID-19 Amendment to Department Evaluation Guidelines**

The 2020 pandemic has had a significant impact on the IPE faculty. While the faculty has overall been successful in adapting to the challenges, we also recognize that several ways in which faculty demonstrate teaching excellence, professional growth, and even some aspects of university and community services, have been hindered.

### ***Teaching:***

The pandemic's impact on teaching is multifaceted, and IPE faculty will take this into account in evaluations. First, the shift to remote teaching affects student engagement. We will value colleague's efforts to handle this difficult transition, while being mindful that there are new limitations in what teachers can achieve and how students perceive their experience in class. Second, IPE courses sometimes rely on field trips or even travel, which faculty members showcase as major contributions to students' experiences. Most of these opportunities were lost or significantly paired down with remote teaching and travel restrictions. Keeping these challenges in mind, the IPE faculty will value efforts, initiative and innovations made by evaluatees to bring new pedagogical strategies into our online environment.

### ***Professional Growth:***

Most of the IPE faculty rely on field research abroad to gather data for their professional growth, not only in on-going projects but also to start new research projects. With travel significantly reduced or even impossible, the IPE faculty understands that colleagues' research agendas may face serious delays or may even need to be completely reshaped. We will take this into account in evaluating colleagues' professional growth.

### ***Service***

IPE faculty members' service involves participating in activities and/or helping to organize events that contribute to the university's cultural and intellectual life. Opportunities to serve the university in this way have been greatly reduced, thereby limiting colleague's ability to contribute.

Moreover, faculty members also use their expertise to engage with the community, through events, presentations, and other activities. At least on some level, these forms of service will be reduced. Overall, the IPE faculty will recognize both the constraints placed on evaluatees, as well as recognize ways in which they have adjusted their service to address the pandemic.

Thus, the IPE faculty acknowledges that the pandemic has created serious challenges for colleagues in the areas of teaching, professional growth, and service. We will take the inherent resulting limitations into account as we evaluate colleague's for review and promotion, and recognize the ways in which colleagues adapted their work.