

Asian Languages & Cultures Program COVID-19 Amendment to Department Evaluation Guidelines

The 2020 pandemic has had a significant impact on Asian Languages & Culture (ALC) faculty. While the faculty has generally adapted positively to the challenges, we also recognize the adverse impact that the pandemic may have had on families and recognize several ways it may have impacted teaching, professional growth, and service. We will take these factors into account as we evaluate colleagues for review and promotion, and will recognize the ways in which colleagues have adapted their work in response.

Teaching:

The pandemic has had an impact on teaching and student engagement in classes on both literature in translation and language. In language classes, in particular, adjustments to ensure sufficient oral and written practice have often included the introduction of new and varied platforms. Keeping these challenges in mind, the ALC faculty will value efforts, initiative and innovations made by evaluatees to bring new pedagogical strategies into our online environment, while being mindful that there are new limitations to what teachers can achieve and how students perceive their experience in class.

Professional Growth:

Most of the ALC faculty conduct research that requires travel to libraries and archives abroad, and also maintain cultural currency through travel to Japan, China or Taiwan. With travel significantly reduced or even impossible, the ALC faculty understands that colleagues' research agendas may be delayed or may even need to be revised. We also recognize that early in the pandemic many conferences were cancelled. We will take this into account in evaluating colleagues' professional growth.

Service:

The Chinese and Japanese Programs have active co-curricular schedules that keep their students engaged with the language and culture they study both inside and outside of the classroom. The quantity and scope of those co-curricular activities have been severely curtailed by the pandemic and the shift to online learning. The ALC faculty understands the unavoidable reduction in evaluatees' planning and participation in co-curricular activities, and will recognize ways in which they have adjusted their service to address the pandemic.