

## **Biology (2020/9/14)**

To my colleagues on the PSC,

The Biology Department has discussed the August PSC memo and reviewed our departmental evaluation criteria in light of the recommendations therein. We determined that no COVID-related changes were needed. We believe our guidelines have built in flexibility that allow for us to evaluate files fairly, even in these unprecedented times.

For instance, our professional growth criteria include multiple possible activities; included in these activities is “participation in coursework or activities that increase one’s capacity to perform professional duties as a biologist and teacher.” We will include work done to adjust to the online teaching environment here, and balance efforts there against other forms of profession growth such as maintaining a research program, publishing, attending meetings, and submitting grants.

Our teaching criteria ask us to evaluate preparation and competency of subject matter, course content and structure, as well as course presentation. We have a strong culture of class visits within the department and have agreed that these visits, in juxtaposition to Student Evaluations of Teaching, are perhaps the best way to assess teaching excellence.

We specifically considered our criterion for a minimum of one publication before tenure and before promotion to Full, and agreed that we did not want to soften this expectation.

Please let me know what further questions you may have for us.

Best,  
--Stacey