



Loyola Marymount University
School of
Film and Television

SFTV Acknowledgment of the Impact of COVID-19 on Faculty
Endorsed by the School Council on April 15, 2020

In recognition of the near-term and long-term impacts of COVID-19 on faculty's work as teacher-scholar-artists, the School of Film and Television acknowledges that:

- Film Festivals planned for Spring and Summer 2020 have been cancelled.
- Conference presentations planned for Spring and Summer 2020 have been cancelled.
- Creative activities involving multiple cast and crew, location-shooting, or the use of on-campus equipment has been delayed, postponed, or terminated.
- Creative or scholarly activities involving access to archives, libraries, post-production spaces, or sound or animation laboratories have been delayed, postponed, or terminated.
- Local, national, and international travel for field work, film shoots, research, interviews, etc. has been made difficult or impossible for an unknown timeframe.
- Collaborative research projects with colleagues at LMU and other universities have been delayed or postponed.
- Regular peer-review cycles for academic journals and presses have been slowed, delayed, or reduced and many film or video festivals have been cancelled or postponed.
- The shift to remote instruction has necessitated continuous adjustments and additional time investments to learn new technologies, adopt and revise various pedagogies, and attend to students' needs.
- Support structures, such as tutoring, grading, research assistance, administrative assistance, etc., may have diminished or disappeared completely.
- Service responsibilities may have shifted or increased significantly.
- Many faculty have had to shift time and attention away from creative work, research, or writing in order to care for themselves and for their families and friends.

- Wider economic circumstances have had a deleterious effect on faculty and their families and their work as teacher-scholar-artists.

In his statement to faculty on March 25, 2020, Provost Poon stated that tenure-line faculty will be *“afforded the opportunity to delay their tenure clock or their promotion in rank for one year without prejudice due to the many complications the global pandemic has created. Faculty should consult with their dean, who can provide guidance on whether or not such a delay would be prudent. Ultimately, however, the decision rests with the faculty member and must be submitted in writing to me by May 15, 2021, regardless of where the faculty member is in the timeline and prior to the submission of a promotion or tenure application.”* As well, *Student Evaluations of Teaching have been impacted. As the Provost stated, “Student evaluations of teaching will still be administered this semester through the usual anonymous online survey for each course (some departments will be using the online SETs for the first time). While faculty are always expected to document their excellence in teaching, especially those completing faculty service reports or going up for review, faculty can request that spring 2020 SETs not be used or referenced in their FSR or R&T reviews and may choose not to submit them with tenure/promotion materials.”*

In recognition of these facts and with these provisions from the Office of the Provost in mind, the School of Film and Television offers the following guidance:

- When reviewing contingent faculty for contract renewal, the additional burden and effort due to the shift to remote or online teaching should be considered by Chairs and Departments.
- Pre-tenured faculty are encouraged to assess the possibility—in consultation with their Chairs, mentors, senior colleagues in the department, and the Dean’s Office—of delaying their rank and tenure timelines for one year without prejudice.
 - In general, we recommend that pre-tenured faculty adhere to their regular timeline for second- and fourth-year reviews in order to receive timely feedback, regardless of whether they choose to extend their timeline to tenure and promotion applications. Individual requests for modified timelines for pre-tenure or mid-probationary reviews can be made to Chairs and the Dean’s Office. We recommend faculty consult with their Chairs or the Associate Dean of Academic Affairs before making this request.
- Chairs should carry out their Calendar Year 2020, 2021, and 2022 FSR reviews with explicit sensitivities toward the impacts of the pandemic. While we encourage faculty to reflect meaningfully on their remote and online teaching experiences and student feedback, faculty may request that Spring 2020 course evaluations not be used for or referenced in their FSR review or in Rank and Tenure reviews, and may choose not to submit them with tenure/promotion materials down the line. If necessary, the SFTV Dean will provide a letter of exception for R&T files.
- We remain committed to our standards and expectations regarding Merit and Rank & Tenure. Chair FSR reviews should continue to use existing SFTV and departmental

guidelines, as well as accounting for activities and trajectories informed by the context. Similarly, Department, Chair, and Dean R&T reviews will remain committed to the existing standards; however, there should be no prejudice with regards to time to achieving the standards in relation to the COVID-19 pandemic's impact.

As the full impact of the virus materializes and University policies change, departments and the Dean's Office will work collaboratively to address faculty questions and concerns. These actions may include an annual review or updating of the School and departments' merit rubrics with new language or caveats, if necessary and in collaboration with the SFTV School Council and Full Faculty.