

Memo to Faculty

COVID-19 Crisis Scholarship and Service

April 17, 2020

Western Oregon University (“WOU”) recognizes that during the period of the COVID-19 crisis it is operating in an emergency situation. In light of this and in order to continue serving University students and functioning as a higher education institution, it has been and will continue to be necessary to make adaptations to certain functions throughout the University.

The University has and will continue to take measures to support faculty efforts to deliver courses online or remotely during the COVID-19 crisis. This letter is intended to provide context to the totality of work that each faculty member has provided during the COVID-19 crisis.

During the crisis, faculty members have been asked to focus primarily on the critical task at hand—that of serving the immediate instruction and educational needs of our students. Pursuant to a Letter of Agreement between WOU and Western Oregon University Federation of Teachers (“WOUFT”) dated April 17, 2020. WOU will make the following adaptations in considering faculty performance during the COVID-19 crisis:

- 1) WOU will temporarily reduce emphasis on scholarly output and possibly some service commitments, with the exception of advising;
- 2) For purposes of future reappointment, tenure, promotion and post-tenure reviews, the unique circumstances presented by the COVID-19 crisis will be considered by all PRC-related reviewing bodies in determining whether faculty have met expectations during this period.
- 3) Faculty work adapting courses for remote delivery may be considered by the University and its relevant reviewing bodies as service to the University;
- 4) Faculty with more remote and online delivery expertise who help and provide mentorship to faculty with less experience with the modality will have that work be considered valuable institutional service for the period;

- 5) The Student Course Evaluation Instrument (SCEI) for the spring term of 2020 will not be used for evaluative purposes unless the individual faculty member elects to use it in which case the faculty member should include the data in their PRC materials.

Lastly, I am grateful for our talented and resourceful faculty. Through hard work, flexibility and creative problems solving we will get through this crisis and our students will continue to meet course goals and program learning outcomes.



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