

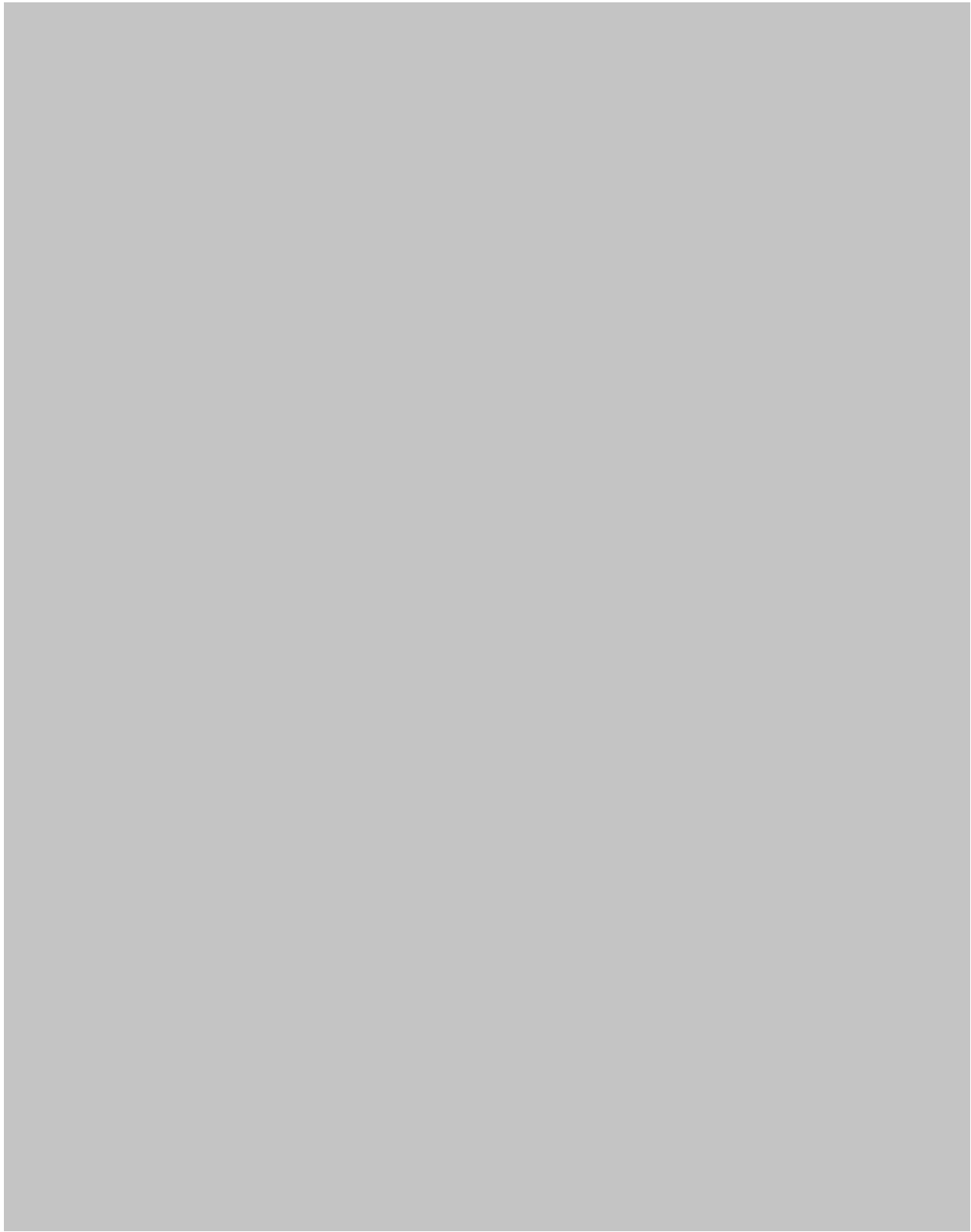
! "##\$% "'&'() * &+, "&- (.) #+&0 * 1\$2+##&+) &3 "\$2,45%6&72,)8\$ (#,416&\$59&7" (.42"&

Dear faculty,

In response to questions raised during Faculty Senate on March 13th and directly to my office, I am writing to provide guidance on adjustments that will be made regarding faculty evaluations for terms affected by coronavirus. My goal is to fairly and accurately capture, recognize, and reward faculty work. So many of you are stepping up in remarkable ways to meet urgent and emergent needs and this ongoing excellence is vital to the future of DU. I want to encourage faculty to experiment, adapt, and adjust during the weeks online so that we are making continuous improvement.

In partnership with all the deans and the Faculty Senate Executive Committee I write to share these guidelines.

Teachi



Service in these next days, weeks, and months may look different than it has in the past. It is more important, not less, even though it doesn't have committee titles or fit into accepted categories.

Capturing faculty workload has always been an imperfect art. Please document your work, so it can be recognized in annual reviews. While this would happen as part of our normal review processes, the current situation requires and inspires new activities and efforts and has unique demands.

I expect deans, chairs, directors, and direct supervisors will explicitly keep the context of this spring in mind when evaluating teaching, scholarship/creative work, and service this year and in future promotion evaluations.

I have always felt the faculty are the heartbeat of the university. Your compassion toward our students, your continued commitment to teaching, your pursuit of knowledge and expression of the human spirit during these times and beyond will be the reason that we thrive in the future. You are appreciated. Thank you for all that you have done, are doing, and will do.

Best regards,