



Department of Sociology

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The Sociology Department recognizes that faculty members' efforts in the areas of teaching, research, and service have been significantly affected by the COVID-19 pandemic. Faculty must balance the normal demands of our work lives with the additional work of supporting ourselves and loved ones, students, and greater communities through the dangerous health crisis. Many faculty members are adjusting to increased caretaking responsibilities that substantially reduce time dedicated to work. In addition, many faculty members' research agendas have been modified or delayed indefinitely due to health restrictions forbidding face-to-face research and/or highly restricted sabbaticals.

The Sociology Department also recognizes a longstanding and insidious pandemic: racism. The impact of racism is seen through the disproportionate impact of the COVID-19 pandemic on Black, Indigenous and other People of Color. As such, the San Diego Board of Supervisors declared *racism* a public health crisis. Black faculty are burdened by the ongoing pandemic of anti-Black racism and the emotional, psychological, and physical tolls it wreaks. Faculty of color and, in particular, Black faculty in our department experience increased expectations for service involvement inside and outside of the university. Sociology faculty experience heightened student resistance to sociological analysis of institutionalized oppression and racism in their virtual classrooms.

In light of the unprecedented challenges that Sociology faculty face, we recognize that steady progression in the three areas of evaluation may be interrupted during this time. Faculty who are submitting Working Personnel Action Files (WPAFs) or Periodic Evaluation of Tenured Faculty files (PETFs) should outline how these three areas have been impacted by the double pandemics. Faculty should describe new approaches developed in their shift to online teaching, research, and service and their successes and areas for improvement. Faculty peer reviewers must acknowledge these types of efforts as substantial in light of the unusual social context.