

## **Statement Regarding Student Ratings and Pandemic Conditions**

The Covid-19 pandemic presented extraordinary challenges to teaching and learning for both students and faculty. Faculty offered courses in fully online, hybrid, and hyflex formats, in addition to in-person teaching. Even courses taught in-person were very different from the Skidmore norm: classes were held while wearing masks and observing social distancing requirements; some classes were held in tents or outside. Every course was affected by the pandemic, and had to adapt to new and suboptimal conditions. The Committee on Educational Policies and Planning strongly recommends that anyone reviewing these surveys take these unprecedented circumstances into consideration when interpreting the results. We also encourage readers to be mindful that such conditions may compound bias against faculty who may be discriminated against by virtue of race, ethnicity, gender expression and identity, sexual orientation, national origin, first language, religious and spiritual tradition, age, ability, and/or socio-economic status.