

To: The University Senate
From: Equity and Diversity Committee and Faculty Affairs Committee
Subject: The Impact of the Pandemic on Faculty
Reference:
Disposition: University Senate for Discussion and Adoption

Rationale:

- 1) Faculty face unprecedented challenges as a result of the current pandemic.
- 2) Actions and measures required to address pandemic-related challenges have the effect of exacerbating existing inequities within the faculty workforce.
- 3) Nationally, there is increasing evidence that the COVID-19 pandemic is having a differential impact on the productivity of faculty from different groups.
- 4) Across faculty groups, there has been a change in the distribution of work effort, with less time devoted to research and more time spent on teaching and service. However, this change in distribution of efforts is not uniform across groups.
- 5) Disparities in experience within our own faculty have been shown through the Senate Surveys dispersed throughout the summer and fall terms.
- 6) Maintaining a commitment to diversity, equity, and inclusion is critical to support and retain faculty.

Proposal: Recognizing that structural inequities may exist and that there is an immediate need for intervention, we support the University in instituting compassionate and supportive policies in response to the pandemic. These efforts may include actions such as:

- Reducing service loads during the pandemic
- Creating mechanisms for making “invisible” service work (supporting students during the pandemic, equity and inclusion support at all levels of the University, etc.) more visible through formalizing and recognizing this work

- Giving freedom to instructors to teach in their preferred mode (in-person, online, hybrid, etc.) without the added burden of justifying their preference
- Providing course releases for faculty facing significant caregiving demands
 - If course releases are not possible for faculty with significant caregiving demands, allowing them priority in selecting courses to teach, and hiring temporary help for those courses needing such special support
- Postponing new, non-essential programs and initiatives, especially those that require additional effort from faculty
- Providing guidance for Promotion and Tenure committees for how research, teaching, and service during the pandemic ought to be considered differently than other times

In addition, we encourage the University to promote adoption of these policies across all units, so that faculty will not feel stigmatized for accepting support.

Equity and Diversity Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Peter Bermel	Albert Heber	De Bush	Terrence Meyer
Ximena Bernal		Alysa Rollock	
Bharat Bhargava			
Sammy Bonnet			
Alex Griffin-Little			
Lowell Kane			
Neil Knobloch			
Klod Kokini			
Rodolfo Pinal			
Audrey Ruple			
Ala Samaratungavan			
Val Schull			
Kevin Stainback			
Susan Watts			
Kip Williams			

Faculty Affairs Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Min Chen	Charles Bouman	Ralph Kaufmann	
Bruce Craig	David Koltick		
Sharon Christ			
Alexander Francis			
Steve Hooser			
Jozef Kokini			
Seokcheon Lee			
Brian Richert			
John Springer			
Steve Yaninek			