

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:

For:

Peter Bermel
Ximena Bernal
Bharat Bhargava
Sammy Bonnet
Alex Griffin-Little
Lowell Kane
Neil Knobloch
Klod Kokini
Rodolfo Pinal
Audrey Ruple
Ala Samarapungavan
Val Schull
Kevin Stainback
Susan Watts
Kip Williams

Against:

Albert Heber

Abstained:

De Bush
Alysa Rollock

Absent:

Terrence Meyer

Faculty Affairs Committee Votes:

For:

Min Chen
Bruce Craig
Sharon Christ
Alexander Francis
Steve Hooser
Jozef Kokini
Seokcheon Lee
Brian Richert
John Springer
Steve Yaninek

Against:

Charles Bouman
David Koltick

Abstained:

Ralph Kaufmann

Absent: