

## Current UC Davis COVID-19 Related Efforts/Initiatives/Communications to Support Faculty

- Work-Life Advisors
  - Work-Life advisors have provided guidance for faculty in the document titled Advice for Managing Instruction While Supporting Family Commitments (March 29, 2020): [https://aadocs.ucdavis.edu/Managing\\_Instruction\\_and\\_Family\\_Needs\\_03.29.20.pdf](https://aadocs.ucdavis.edu/Managing_Instruction_and_Family_Needs_03.29.20.pdf) and Family Friendly Recommendations for Academic Departments (June 2020): <https://academicaffairs.ucdavis.edu/sites/g/files/dgvnsk2376/files/inline-files/Family%20Friendly%20Recommendations%20for%20Academic%20Departments.pdf>.
    - Faculty who are members of the Health Science Compensation Plan are eligible for work life-related benefits through that plan. Please check with the School of Medicine Academic Personnel Office for more information, <https://health.ucdavis.edu/academicpersonnel/>.
  - The Faculty Advisors for Work-Life were instituted in 2006/07 to provide greater support and consult to faculty about these programs. The Advisors represent a diverse group of colleges/schools and disciplines. They often speak to the various faculty groups at events hosted by Academic Affairs.
  - The only cost of the Work-Life Advisor program are for a quarterly luncheon (three times per year) sponsored by Academic Affairs for the advisors. The Advisors are all volunteer faculty who do this work because they are committed to these issues and support the program. Many of the Advisors used the program when they started their families.
  - Current Investment: \$1,000/year.
- Faculty Parent Support Group through Academic Affairs
  - This pilot program was based on an idea that came from one of our original and still current Faculty Advisors for Work-Life, Professor Diane Wolf. She had gone through training to become a post-partum doula and had an idea of supporting faculty who had recently become parents. Professor Wolf has offered in person meetings, and one on one consults, as needed. During COVID-19, Professor Wolf hosted Zoom meetings and continued to provide individual consults as needed. This support has been crucial during COVID-19 with the burden faculty face with moving to remote instruction while managing small children and children in virtual school. <https://academicaffairs.ucdavis.edu/faculty-support-group-new-parents>.
  - Current Investment: \$37,500/year.
- Teaching Support and Work-Life
  - Work-Life: Ongoing course release related to all Work-Life programs (childbirth/adoption/foster care leave + active service modified duties reduced teaching) which have continued under COVID-19.
    - Faculty who are members of the Health Science Compensation Plan are eligible for work life-related benefits through that plan. Please check with the School of Medicine

Academic Personnel Office for more information,  
<https://health.ucdavis.edu/academicpersonnel/>.

- Current Investment: \$630,000 spent on Work-Life replacement teaching costs in 2019-2020.
- Achievement Relative to Opportunities (ARO) principles
  - ARO principles enable merit and promotion reviews to evaluate candidates fairly based on their individual review-period professional accomplishments by taking into account unexpected or disruptive circumstances during that period that may have curtailed the candidate's normal ability to achieve expected outcomes.
  - Letter from Provost and Academic Senate Chair to faculty (10/21/2020).
    - “To help reviewers and review committees negotiate such a holistic evaluation of an academic record, we strongly emphasize that candidates, department chairs, and deans highlight and fully explain the circumstances that have affected the faculty member.” <https://aadoocs.ucdavis.edu/provost&evc-croughan-and-senate-chair-tucker-%E2%80%93-update-on-academic-personnel-issues-%E2%80%93-updated-october-21,-2020.pdf>.
- Include in review file a " COVID-19 impact statement"
  - In the letter from Provost and Academic Senate Chair to faculty (10/21/2020), faculty are asked to address COVID-19 impacts within their Candidate's Statement.
    - “To help reviewers and review committees negotiate such a holistic evaluation of an academic record, we strongly emphasize that candidates, department chairs, and deans highlight and fully explain the circumstances that have affected the faculty member.” <https://aadoocs.ucdavis.edu/provost&evc-croughan-and-senate-chair-tucker-%E2%80%93-update-on-academic-personnel-issues-%E2%80%93-updated-october-21,-2020.pdf>.
- Guidance from the Committee on Academic Personnel Oversight (CAP) on Advancement Actions and COVID-19 to faculty (3/20/2020)
  - “In light of the recent measures taken to mitigate the COVID-19 pandemic, the Committee on Academic Personnel – Oversight (CAP) would like to reassure our colleagues that we are already preparing for the fact that the review of future dossiers will need to consider the impacts of the COVID-19 outbreak. Moreover, since the extent of the outbreak and associated impacts are not fully known and are likely to be wide-ranging, CAP expects to apply considerable flexibility and empathy in reviewing dossiers that cover the impacted period.”  
[https://academicssenate.ucdavis.edu/sites/g/files/dgvnsk3876/files/inline-files/final\\_cap\\_covid\\_statement\\_3.20.20.pdf](https://academicssenate.ucdavis.edu/sites/g/files/dgvnsk3876/files/inline-files/final_cap_covid_statement_3.20.20.pdf).

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- Faculty should not feel pressured to divulge personal details or circumstances in their file. It is strongly preferred that "COVID-19 impact statements" provide merely a detailed accounting of lost opportunities in the professional domain, rather than a description of personal impacts.
  - Letter from Provost and Academic Senate Chair to faculty (10/21/2020).
    - “Personal details need not be disclosed, but information on causes (e.g., COVID-19, California wildfire events, caring for a sick family member, illness, loss of a home) that contextualize the circumstances will be helpful (e.g., reduced time available for writing manuscripts, limited access to research facilities, emergency conversion to remote learning due to campus closure, etc.)”  
<https://aadocs.ucdavis.edu/provost&evc-croughan-and-senate-chair-tucker-%E2%80%93-update-on-academic-personnel-issues-%E2%80%93-updated-october-21,-2020.pdf>.
- The STEAD (Strength through Equity and Diversity) Committee intends to implement this in 2021-2022.
  - STEAD currently provides implicit bias workshops for all faculty recruitment committees, required training for any participating members to take at least once every 3 years. All executive recruitments also require members of those panels to take STEAD.
  - STEAD is in the process of finalizing a workshop on best practices in faculty searches.
  - STEAD is working on developing a workshop about implicit bias in the advancement process that would be geared towards review committees, i.e., CAP and FPCs starting in 2021/22.
  - Current Investment: \$280,000, with future cost sharing by deans and campus as this funding is not permanently allocated.
- Merit/promotion-related salary increases when these advancements are delayed through stop-the-clock usage.
  - Academic Affairs is developing a proposal for tenure/security of employment cases that have used stop-the-clock that would reimburse one-year of salary differential IF someone used the clock extension.
  - Potential Investment: Approximately one assistant professor in each of the last three years actually used a one-year tenure clock extension (90% of faculty who preemptively request the extension do not use it). The difference between an associate professor, step I salary and an assistant professor, step IV salary in a nine-month appointment is approximately \$4,300. We have had approximately twice as many clock extension requests (not usages) this year compared to last year, so the potential investment if the same proportion of faculty who requested extensions prior to this year actually use them (~10%) will be approximately (depending on actual current step) \$8,600 (i.e., two faculty per year). Of course, we cannot be certain this proportion under COVID-19 will be the same prior to COVID-19.
  - For information about Unit 18 excellence and merit reviews, faculty should refer to the March 2021 side letter and other applicable provisions of the collective bargaining

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- agreement: [https://ucnet.universityofcalifornia.edu/labor/bargaining-units/ix/docs/ix\\_2016-2020-complete-contract\\_03050221-covid-sl.pdf](https://ucnet.universityofcalifornia.edu/labor/bargaining-units/ix/docs/ix_2016-2020-complete-contract_03050221-covid-sl.pdf).
- "Stop-the-clock" and postponements as mechanisms to delay file review only when ARO standards are inadequate to accommodate the COVID-era impacts.
  - One-year extensions on the service clock are now approved through an on-line form that routes to deans and Academic Affairs.
  - Postponements may be submitted and routed for approval through MIV.
  - Letter from Provost and Vice Provost for Academic Affairs to faculty (3/27/2020).
    - "We believe that impact of COVID-19-related events on an Academic Senate or Academic Federation member's ability to satisfactorily perform their academic duties qualifies as an "effect of a natural disaster." Therefore, such requests for a one-year extension on this basis will be regarded favorably and without prejudice or penalty. Requests by academics in the above titles to extend the "clock" may be submitted to the Office of Academic Affairs through their department chairs and deans after July 1, 2020." <https://aadocs.ucdavis.edu/03.27.20-update-on-academic-personnel-issues.pdf>
  - For information about Unit 18 excellence and merit reviews, faculty should refer to the March 2021 side letter and other applicable provisions of the collective bargaining agreement: [https://ucnet.universityofcalifornia.edu/labor/bargaining-units/ix/docs/ix\\_2016-2020-complete-contract\\_03050221-covid-sl.pdf](https://ucnet.universityofcalifornia.edu/labor/bargaining-units/ix/docs/ix_2016-2020-complete-contract_03050221-covid-sl.pdf).
- Ensuring equity in tenure and advancement for meritorious faculty at all levels
    - Guidance from the Committee on Academic Personnel Oversight (CAP) on Advancement Actions and COVID-19 to faculty (March 20, 2020).
      - "In light of the recent measures taken to mitigate the COVID-19 pandemic, the Committee on Academic Personnel – Oversight (CAP) would like to reassure our colleagues that we are already preparing for the fact that the review of future dossiers will need to consider the impacts of the COVID-19 outbreak. Moreover, since the extent of the outbreak and associated impacts are not fully known and are likely to be wide-ranging, CAP expects to apply considerable flexibility and empathy in reviewing dossiers that cover the impacted period." [https://academicsenate.ucdavis.edu/sites/g/files/dgvnsk3876/files/inline-files/final\\_cap\\_covid\\_statement\\_3.20.20.pdf](https://academicsenate.ucdavis.edu/sites/g/files/dgvnsk3876/files/inline-files/final_cap_covid_statement_3.20.20.pdf)
  - Academic Affairs continues to offer its Faculty Leadership Academy to faculty with tenure or security of employment, and will do so next year.
    - "The Faculty Leadership Academy (formerly known as the Leadership Development Program) is a workshop series for faculty with tenure or security of employment who have demonstrated the potential for leadership and who may aspire to join the ranks of academic leaders. Nominations are solicited from each Dean, and eligible faculty may also nominate themselves." <https://academicaffairs.ucdavis.edu/faculty-leadership-academy>
    - Current Investment: Annual costs are approximately \$30,000-\$40,000, every other year, and \$5,000 in off years.

- COVID-19 has had significant impacts on the networks and networking opportunities that are a cornerstone of scholarly exchange of information and achievement.
  - Academic Affairs continues to offer informational workshops, including chairs two-day fall workshop, new faculty fall workshop, bag lunch workshops throughout the year, new faculty network fall welcome, and Welcome Reception for Women Faculty in the fall. Please see the Academic Affairs Academic Development Workshops webpage for more information: <https://academicaffairs.ucdavis.edu/training-and-development>.
  - There also is a Faculty Parent Support Group through Academic Affairs (addressed above): <https://academicaffairs.ucdavis.edu/faculty-support-group-new-parents>.
  - Current Investment: \$22,600.
- Communications regarding impacts of COVID-19 on faculty merit and promotion
  - Academic Affairs maintains a website with up-to-date information about COVID-19 policies: <https://academicaffairs.ucdavis.edu/coronavirus-covid-19-academic-personnel-information>.
  - A newsletter is also published, including when new information comes out: <https://mailchi.mp/8e9f4ba606b1/ao1df4sitm-4924832> (example).