**Further Recommendations from the Committee on Changes to the APT for the Effects of COVID-19**

The Committee was charged with recommending changes to the *Policies and Procedures for Appointment, Promotion, and Tenure* (<https://www.du.edu/facsen/media/documents/apt_jan16_2015.pdf>) to take account of the effects of COVID-19. However, as a result of its deliberations, the Committee discussed other potential accommodations for the effects of COVID-19. Further recommendations of the Committee follow. As the university community continues to navigate the impacts of COVID-19, we recommend that emergent strategies not directly addressed in this document be considered at the department, college and university level as mechanisms to ensure equity in future evaluations and opportunities.

**1. Service Duties.** In assigning service duties, academic units and administrators should reduce demands for faculty members to perform service work, especially for service work deemed less essential at this time.

Service work should be reduced for all faculty members because of the effects of COVID-19. However, if service work were reduced mostly for those who are suffering more deleterious effects than others, the voices of the faculty members suffering most might be stifled more in performing service work than the voices of those not suffering as much. Faculty should receive credit for service when they contribute to diversity, equity, and inclusiveness and for extraordinary service performed in dealing with effects of COVID-19 (such as serving as COVID-19 Impact Statement Facilitators, which are recommended in the other report from the Committee).

**2. Sabbatical Leave Deferrals.** Faculty should be given the option of deferring a sabbatical leave due to the impact of COVID-19. The timing of future sabbatical leaves should not be affected by the deferral of a sabbatical leave due to COVID-19.

**3. University Statement.** The Provost should issue a statement to the University community acknowledging and specifying in some detail the likely effects of COVID-19 on faculty teaching, scholarship, creative activity, and service.

The Provost’s statement should acknowledge that academic units have been affected differently and that effects have often been greatest on historically underrepresented and marginalized faculty. Such a statement would signal to the university community the university’s commitment to the equitable treatment of all faculty members.

**4. Start-up Expenditures.** If requested by the faculty member, faculty members should be given a one-year extension for the disbursement of allocated start-up funding.

**5. Retroactive Pay Increases.** If faculty members accept the one-year delays in reviews for promotion (possibly including tenure) and if promotion is subsequently awarded, the pay increases that would have been accrued should be paid retroactively.

The Provost has announced such a policy. The Committee is pleased to support that decision.

**6. Reminder of April 1 Deadlines.** To request a one-year extension in their employment contract (as previously specified by the university), a faculty member must file the request by April 1 of the academic year before the review was originally scheduled. So that the deadline is not missed, deans, directors, and chairs should remind faculty members when the deadline comes near in future years.

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