

**COVID-19 Accommodations Committee – Senate Forum**  
**1.29.21 @ 12-1:30**  
**Invitation Letter with Zoom Link**  
**To: All Faculty**

The Faculty Senate will sponsor an open faculty meeting (via Zoom – link below) on **January 29 from 12:00 to 1:30** to discuss potential accommodations for the effects of COVID-19 on the lives of faculty (including, but not limited to, effects on faculty teaching, research, service and the care giving of dependents).

**Zoom details:**

Topic: COVID Accommodations - Senate Forum  
Time: Jan 29, 2021 12:00 PM Mountain Time (US and Canada)

Join from PC, Mac, Linux, iOS or Android: <https://udenver.zoom.us/j/87477911543>

Or iPhone one-tap :

US: +13462487799,,87477911543# or +16699006833,,87477911543#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 346 248 7799 or +1 669 900 6833 or +1 253 215 8782 or +1 312 626 6799 or +1 646 558 8656 or +1 301 715 8592

Meeting ID: 874 7791 1543

To stimulate discussion we are attaching a link to a report from the University of Delaware on their proposed recommendations for coping with the effects of COVID-19:

<https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/9/2591/files/2020/10/Equity-in-Faculty-Evaluations-Task-Force-Report.pdf>

This report cites literature documenting how COVID-19 has had (and continues to have) disparate effects, for example, across race and gender. The report recommends four concrete steps be taken as accommodations.

**1. Contract/Tenure Clock Extension**

“In response to the disruptions of the COVID-19 pandemic, a one-year extension to the tenure/contract clock is granted to all TT faculty and CT faculty.”

**2. Student Course Feedback**

“Student course feedback, solicited according to normal departmental practices in Spring 2020, will be included in future faculty evaluations only at the discretion of individual faculty members. For the 2020-2021 academic year, including student course feedback is required for the annual appraisal process, but optional for peer reviews and promotion and/or tenure.”

**3. COVID-19 Impact Statements**

Faculty members are to “prepare a ‘COVID-19 Impact Statement’ for inclusion in their dossiers for peer reviews and promotion and/or tenure reviews. The purpose of the statement is to provide reviewers the information they need to perform a fair, contextual review; faculty members should not feel compelled to divulge personal information that they would prefer to keep private.”

#### 4. Statement to external evaluators about the effects of COVID-19 on faculty development

The statement might read: “The COVID-19 pandemic has affected faculty work throughout higher education. We would appreciate that in evaluating this candidate, you do not consider the number of years since PhD or years in position. Instead, your evaluation should consider the quality of the work and the impact on the field. We hope you will use an empathic assessment of productivity that acknowledges the vastly different circumstances faculty are operating under and adapting to. We invite you to be mindful that pandemic mitigation efforts such as moving to remote learning, limited access to research spaces and resources, and restricted travel, have and will lead to variation in faculty productivity and career progress. Additionally, COVID-19 is widely expected to have disproportionately strong effects on some faculty, particularly female faculty and members of traditionally underrepresented groups. UD faculty have been required to document the particular effects of the pandemic on their work and present this documentation as part of their promotion dossiers. More information on the university’s COVID-19 response can be found at ....”

A DU committee has been established to explore potential accommodations at DU. That committee invites senators and representatives from all affected groups to solicit input from their members and constituents and to bring that input to the open faculty meeting and/or forward it to the committee chairs (as listed below). In addition, all faculty members are invited to attend the open faculty meeting to express their views and listen to the views of others and/or to forward their views to the committee chairs.

#### **Committee Members**

Apryl Alexander, Associate Professor, Graduate School of Professional Psychology

Norma Hafenstein, Daniel L. Ritchie Endowed Chair in Gifted Education, Morgridge College of Education

Barb Hurtt, Teaching Assistant Professor, Department of Biological Sciences

Mike Keables, Associate Professor, Department of Geography

Viva Moffat, Professor, Sturm College of Law

Deb Ortega, Professor and Director of the University of Denver Latino Center for Community Engagement and Scholarship, Graduate School of Social Work

Chip Reichardt, Professor, Department of Psychology (Co-Chair) **Chip.Reichardt@du.edu**

Derigan Silver, Associate Professor, Department of Media, Film and Journalism Studies (Co-Chair) **Derigan.Silver@du.edu**

Robert Urquhart, Associate Professor, Department of Economics

Kate Willink, Vice Provost of Faculty Affairs