

RESPONDING TO COVID-19 IMPACTS ON FACULTY CAREERS

Overview

The Faculty Senate has formed a committee to explore and make recommendations about accommodations to take account of the effects of COVID-19, especially with regard to faculty advancement, tenure, promotion, reappointment, and annual evaluation. The committee has been charged with taking a broad view of ways DU could address these issues. Recent research has abundantly demonstrated the effect the pandemic is having on faculty research and teaching, particularly of BIPOC and women faculty.

Governance

Committee members

- Deb Ortega, Professor and Director, Graduate School of Social Work, Co-Chair
- Chip Reichardt, Professor, Psychology, Co-Chair
- Derigan Silver, Associate Professor, Media, Film and Journalism Studies, Co-Chair
- Apryl Alexander, Associate Professor, Graduate School of Professional Psychology
- Norma Hafenstein, Daniel L. Ritchie Endowed Chair in Gifted Education, Morgridge College of Education
- Barbekka Hurtt, Teaching Assistant Professor, Department of Biological Sciences
- Mike Keables, Associate Professor, Department of Geography
- Viva Moffat, Professor, Sturm College of Law

Committee Reports and recommendations

[Report of the Committee on Changes to the APT for the Effects of COVID-19](#) (April 9, 2021) (pdf)

[Further Recommendations](#) (docx)

Faculty Senate Motions

Faculty Senate Motions related to Covid-19 include:

[Amendments to the “Policies and Procedures Relations to Faculty Appointment, Promotion, and Tenure”](#) including a one-year COVID-extension.

(Approved by the Faculty Senate 6/26/2020; Approved by the faculty 7/8/20)

[FS Resolution on DU’s Covid-19 Decision-Making Values](#) 5/22/20 (pdf)

[Motions](#) (pdf)

Additional Covid-19 related policies

WRITING A COVID IMPACT STATEMENT

Understanding and Creating a COVID-19 Impact Statement offers a broad overview of COVID-19 Impact Statements, the rationale, and some framing questions for faculty to consider as they write or interpret these statements. ([PDF](#))

How to Write a COVID-19 Impact Statement in One Hour is a practical guidance tool that faculty could use to actually write such a statement, and provides a table of the sorts of impacts they might choose to document. While faculty are encouraged to block off a concrete amount of time for this statement to avoid overwork, an hour is likely shorter than some (and longer than others) will need for this documentation work. ([PDF](#))

WORKSHOP: “PREPARING FOR REVIEWS IN LIGHT OF COVID-19 IMPACTS FACULTY WORKSHOP: OCTOBER 22ND 9:00 TO 10:30 AM

This workshop will include prompts and support for both Covid-19 Impact Statements and Teaching Reflection Statements. This is a working session, with plenty of time to draft or create an outline of one or both statements. Participants can choose to work on one or both statements, and will have breakout rooms with faculty facilitators dedicated to different ranks, series or writing tasks. Register here for zoom link:

https://udenver.qualtrics.com/jfe/form/SV_42bpC9HFuAXezly

DEMONSTRATING TEACHING EFFECTIVENESS

Documenting Teaching Effectiveness in a Reflection on Teaching, Leslie Cramblet Alvarez & Jared Del Rosso, co-chairs of the Teaching Excellence Task Force offer frameworks, literature, and other ideas for reflecting on teaching to supplement or replace student evaluations of teaching (CTEs) ([PDF](#))

STATEMENTS TO EXTERNAL REVIEWS

Please see the Faculty Senate & Provost approved statement to external reviewers ([PDF](#))