

**ACADEMIC SENATE RESOLUTION
COVID-19 Global Pandemic Impact**

Title: COVID-19 Global Pandemic Impact

Submitted by: Executive Committee of the Academic Senate

Date: August 21, 2020

PREAMBLE

In recognition of the overall impact of the COVID-19 global pandemic, informed by the Summer 2020 Faculty Review Process Subgroup of the Path Forward Academics Group, the Academic Senate, in a manner of shared faculty governance, recommends this document be referenced in faculty review processes for Spring 2020-Spring 2021. As the pandemic continues and evolves, as infection and mortality rates change and treatment and vaccine options develop, the Academic Senate will revisit and revise, if necessary, these recommendations and any further Senate action following Spring 2021. This document serves as an official record of the depth and breadth of the impact of COVID-19 on the lives of the University of Dayton community.

RESOLUTION

WHEREAS the SARS COVID-19 virus caused a global pandemic which is having a significant impact on the University of Dayton and its campus community, largely beginning in March 2020.

WHEREAS in mid-March 2020, a decision was made that students would leave campus prior to the scheduled Spring Break, and ultimately the decision was made that students would not return to campus after break.

WHEREAS all courses were shifted to remote-learning in an emergency-type fashion and continued in this manner for the remainder of Spring 2020 semester, all course offerings for Summer 2020 were fully remote/distance learning, and course offerings for Fall 2020 were significantly modified to account for physical distancing requirements and the potential of a pivot to fully remote learning.

WHEREAS employees were asked to work-from-home where possible and access to campus, regional, and global spaces (impacting laboratories, experiential learning sites, field research placement, among others) may have been impacted.

WHEREAS travel restrictions impacted travel to research field sites, conference attendance, and presentations, as well as other activities related to teaching, research, scholarship, artistic expression, community engaged learning, experiential learning, and service beginning in March 2020 and extending through at least the Fall Semester, 2020.

WHEREAS many professional, collegiate, and community artistic performances were canceled beginning in March 2020 and extending at least through the Fall Semester, 2020.

WHEREAS in addition to the direct impact on the residential nature of the University, mode of course delivery, and campus activity, the global pandemic had significant shifts to daily life in Dayton and throughout the world.

WHEREAS mandatory shelter-in-place orders, K-12 school closures, cancellation of public activities and events, face covering requirements, increased unemployment, volatile financial markets, and disrupted supply chains of food and household essentials undoubtedly provided numerous challenges to personal and professional productivity and well-being.

WHEREAS all of the aforementioned has the potential to impact faculty reviews.

WHEREAS while each individual's experience is different, there has been documented recognition of the disproportionate impact of COVID-19 on underrepresented and underserved populations, such as the impact on people of color, women, and persons with disabilities.

WHEREAS ECAS, as informed by the Faculty Review Processes Working Group, made the following recommendations that were subsequently approved and promulgated by the Provost's Office:

- all deadlines for promotion & tenure for tenure-line faculty be delayed by 6 weeks for 2020-21.
- where feasible given unit policies, FT-NTT faculty deadlines for promotion be delayed by 6 weeks for 2020-21.
- (a) units develop and deploy electronic submission; (b) units and departments provide assistance to candidates [in developing their electronic submission portfolio] where possible; (c) faculty members will have the responsibility to review and approve the final [electronic portfolio, including] scanned files; (d) there be flexibility in department and unit bylaws, policies, and/or practices with respect to accommodate reviews in a virtual format.
- units and departments allow for the inclusion of an optional "COVID-19 Impact Statement" in all faculty reviews (beginning Fall 2020 extending until Fall 2026) in order to provide documentation of the direct impact of the pandemic in one's teaching, scholarship, and service.

BE IT RESOLVED THAT

- Beyond the flexibility mentioned above, Academic Senate recommends:
 - (a) units and departments consider the criteria for faculty evaluation (e.g., tenure, promotion, annual review) within the context which the disruption occurred. While units and departments determine their bylaws, any changes need to be approved through their proper channels;
 - (b) as the long-term impact of the pandemic is unknown, units and departments begin the process of examining the criteria for faculty evaluation to consider if long-term revisions are necessary to account for discipline-specific realities related to the COVID19 pandemic;
 - (c) given the disproportionate impact the pandemic has on underrepresented and underserved populations, unit and department reviewing committees actively take

measures to reduce bias in faculty evaluations (e.g., receiving training on implicit bias, appointing a diversity, equity and inclusion advocate on each committee).