



Best Practices for Documenting Covid-19 Pandemic Impacts on Faculty Careers: Role of the PC

Laurel Smith-Doerr

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Presentation at Massachusetts Society of Professors' PC training.
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Inequality Magnified by Covid-19

Although total research productivity has increased, women's productivity dropped by **13.9%** compared to that of men.

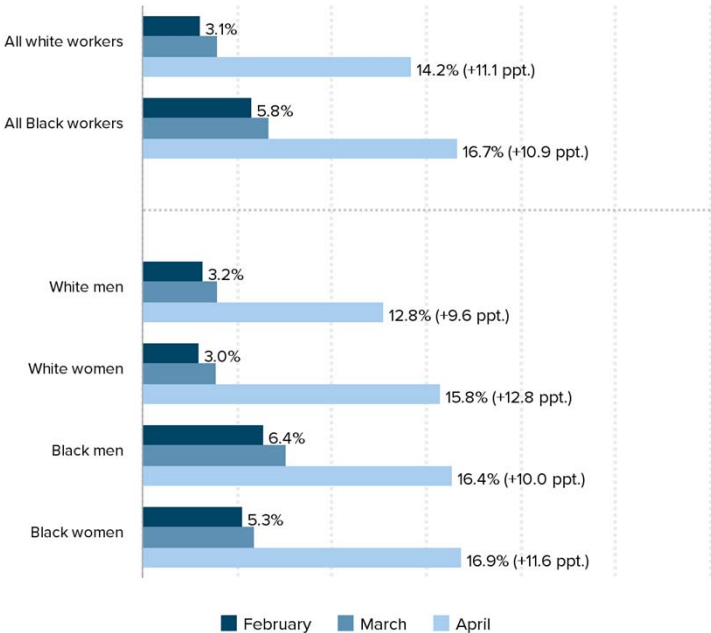
Cui, R., Ding, H., & Zhu, F. "Gender Inequality in Research Productivity during the COVID-19 Pandemic." *SSRN*. June 2020.

From Feb-April 2020, mothers with young children reduced work hours **4-5x** more than fathers.

Collins, C., Landivar, L.C., & Scarborough, W.J. "COVI-19 and the Gender Gap in Work Hours." *Gender, Work & Organization*, July 2020.

While unemployment skyrocketed for Black and white workers in the COVID-19 labor market, the unemployment rate is higher for Black workers

Unemployment rates by race, and by race and gender, February–April 2020



Note: White refers to non-Hispanic whites, Black refers to Blacks alone.
Source: EPI analysis of Bureau of Labor Statistics Current Population Survey public data.

**Economic Policy Institute:
Black workers face two of the most
lethal preexisting for coronavirus –
racism and economic inequality**

Gould, E. and V. Wilson. June 2020

ADVANCE Tool

DOCUMENTING PANDEMIC IMPACTS: BEST PRACTICES

WHY DOCUMENT THE IMPACT?

The COVID-19 pandemic immediately impacted faculty members' [workloads](#). Most faculty members have had to do significantly more work, [moving courses online](#), [mentoring](#) students in need, reworking university programs and addressing [COVID-19 risks](#), and helping [communities](#) manage current realities. At the same time, many faculty members are experiencing damage to their productivity and research record, due to lack of access to labs and facilities, research sites, and research subjects, as well as canceled conferences and inability to travel to conduct research and meet with collaborators.

These effects are exacerbated by differences among faculty. Those with children at home that need care or homeschooling or other family members that need care, face [limited work time](#) ([research](#) shows that women are submitting fewer journal articles during the pandemic). Women and faculty of color were already burdened by [higher levels of mentoring](#) students, which takes on new



Below are ideas about how to document pandemic impacts through annual faculty reviews, and separate "pandemic impact statements" for personnel reviews (faculty might also list canceled fellowships, conferences or speaking engagements on CVs). These ideas are not meant to pressure all faculty into documenting every possible impact. Documenting should identify impacts that help others understand a person's career trajectory given COVID-19, both in terms of new responsibilities as well as unexpected challenges. Documenting should make relevant but potentially invisible impacts visible.

<https://www.umass.edu/advance/resources-and-tools>

How can PCs support equitable evaluation amid Covid-19?

- 1. Frame the request for filling out the AFR and new section on Covid-19 impacts as important and supporting equity.
- 2. Write up a short statement among the PC for inclusion on all AFR reviews that acknowledges the special impacts of the pandemic for your discipline/field.
- 3. Educate yourself and your PC on equitable evaluation processes before reviewing materials. (Attend Beth Mitchneck's training for PCs on Oct 8, register on UMass ADVANCE website)

[Socfac] Sociology faculty | PC AFR announcement

23 messages

Laurel Smith-Doerr <lsmithdoerr@umass.edu>
To: socfac@soc.umass.edu

Tue, Sep 15, 2020 at 5:37 PM

Dear colleagues,

How are you doing? I hope you are managing as well as possible in these challenging days. I'm writing to remind you that your annual faculty report will be due in one month on **October 15**. This year the Annual Faculty Review (AFR) process includes acknowledgement that the Covid-19 pandemic has impacted faculty careers, with a blank box to describe it on your AFR. Please give some serious thought to documenting the impacts of Covid-19 on your work. The ADVANCE program in collaboration with MSP and Office of Faculty Development have developed resources to help you with this documentation, which you can find on the ADVANCE website. There's a 2-page [tool](#) to guide you, and links to the slides and recording from a [workshop](#) to guide faculty (featured speakers: our own Eve Weinbaum and Michelle Budig!).

Making this statement on your AFR now will be important for later personnel actions like tenure and promotion—we are likely to forget all of the ways our work has been disrupted later on but there will be long term effects. On your AFR you can summarize the ways your work has been disrupted since March 2020, and importantly list the work that you normally would have accomplished that you were not able to do because of Covid-19. These can be short bullet points. You probably also want to keep your own longer notes about these disruptions (for your memoirs, at least!).

As sociologists you will understand that faculty members' work has been unequally disrupted by Covid-19—studies show women faculty have faced greater negative impacts on their work, especially women faculty of color, and Black faculty have been doing life saving work on and off campus in supporting students, as well as family and community health during Covid-19 and uprisings against state-based violence. Our own Joya Misra is doing important research and writing on this topic of faculty equity in Covid-19—see her recent [piece](#) with ADVANCE team members Ethel Mickey and Dessie Clark. Filling in your AFR box on Covid-19 impacts is also important for equity. If I can be of help as you are working on this statement, please let me know.

Link to APWS for your AFR [here](#).

Sincerely,

Laurel

Laurel Smith-Doerr, on behalf of the Personnel Committee

Upcoming ADVANCE Training

Equitable Practices for Evaluating Faculty Amid COVID-19

- LEAD+ for Heads and Chairs: **October 2, 12:30-2:00**
- For DPC and CPC members: **October 8, 1:00-2:30**

Beth Mitchneck, Professor Emerita, University of Arizona, former NSF Program Officer for ADVANCE (co-sponsored with OFD and MSP)



<https://www.umass.edu/advance/events/workshops>