

Fall ADVANCE PC related Workshops

Evaluating Pandemic Impact Statements

September 23, 1:00-2:30 pm

September 24, 10:00-11:30 am

This workshop will provide members of Personnel Committees an opportunity to consider how to take pandemic impact statements into account when assessing AFRs and reappointment, tenure, and promotion cases. The session will include presentation, case studies, and small group discussion to collectively identify strategies for assessing statements fairly.

Writing Pandemic Impact Statements

September 29, 10:00-11:00 am (Assistant Professors)

September 30, 1:00-2:00 pm (Lecturers)

October 1, 2:00-3:00 pm (All Faculty)

This workshop will provide faculty members with templates about how to write their pandemic impact statements and give them time to write their own statement and run their statement by colleagues in break out rooms.

Equity Minded Workload Reform

November 5, 2021, 10:00 am-12:00 pm

February 18, 10:00 am-12:00 pm

Many faculty members report feeling that workload in their department is unfairly distributed; women and faculty of color may be asked to carry out more than their share of work. This session provides clear, evidence-based practices to create better, fairer workloads for faculty through changing the “choice architecture” for the division of labor in departments. For example, dashboards with transparent displays of work activity data ensure that faculty understand performance expectations, and department Chairs and Heads are not making assignments in the dark. This session will be followed in February by a session (Part 2) that focuses on organizational policies and practices that can be adopted to proactively design more equitable workloads and reward systems.



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

- Main disciplinary association (ASA) **annual meeting moved online** this summer. In addition to preventing in-person networking and meetings with collaborators for on-going research, this switch created a heavy service burden for those organizing sessions---ASA had no central tech support so sociologists were required to get up to speed on making a secure and functional online meeting space without support. In addition, workshops/professional development trainings are often associated with major conferences, and with those moved online, those continuing education opportunities are temporarily curtailed.
- Shutdown means lack of access to **data collection** in on-site archives or with in-person human subjects. Many sociologists use research methods that have necessitated (best case) modifications to data collection protocols to move online, and (worst case) not being able to collect data at all. These modifications are often time-intensive, forcing a near-complete or complete rethinking of every aspect of the research process that concerns human subjects. Research productivity has been significantly slowed down, and for a longer term that will affect careers, unequally, and unevenly, for years, a point we expand upon below.
- The racial and gender inequalities exacerbated by the pandemic requires action informed by sociological expertise and has created a need to support equitable policy creation and training at the university. Perhaps ironically, **university service** to educate and ameliorate long term disparate effects of the pandemic has taken away from sociologists' own individual productivity; we would note that the service burden has fallen especially on women sociologists.

Prepared by University of Massachusetts, Amherst, Department of Sociology 2020-2021 Personnel Committee: Laurel Smith-Doerr (Chair), Sanjiv Gupta, Mark Pachucki, Ofer Sharone, Millicent Thayer