FALL CHAIR WORKSHOP

October 8, 2021

Workshop Plan

1. Provost Update

2. Vaccine Compliance and Questions from Chairs

3. Impact of COVID on Academic Personnel Reviews and Breakout Groups Discussion

4. Wrap up and Brief Program Updates

3a. COVID-19 Impact on Merit Files for 2021-22

❑ Faculty are encouraged to submit merit files on time if they have made strong contributions to teaching and service and research/creative activity that is consistent with achievement relative to opportunities, even if productivity/impact is less than pre-COVID-19.

■ Achievement Relative to Opportunities principles includes evaluation of candidates fairly based on their professional accomplishments by taking into account unexpected or disruptive circumstances during that period that may have curtailed the candidate's normal ability to achieve expected outcomes" (from UC Academic Senate Recommendations to President Drake on Mitigating COVID-19 Impacts on Faculty, 1/26/21).

❑ If unsure faculty should consult with leadership in unit and/or equity advisor, and in difficult cases further consultation with Nina Bandelj

3b. COVID-19 Impact on Promotion/Advancement

- CAP/VPAP will use a holistic approach in evaluating files and will consider impact of the pandemic on performance documented in the file
  - Examples: lack of access to lab, studio space, increased teaching, canceled performances, talks, presentations, additional mentoring, etc.
- Candidates must still demonstrate:
  - Good productivity, impact of research/creative work, including leadership role in those
  - Effective teaching/mentoring and contributions to service.

- New guidance for COVID context in solicitation letters (shorter)

  During the pandemic, starting in March 2020, there have been major research disruptions and significant shifts in teaching modalities as well as challenges with dependent care that have impacted faculty productivity. We ask that you take these unprecedented events into consideration when evaluating work performed by the candidate. https://ap.uci.edu/policies-procedures/app/3-60/sampleletterofpromotion/

- Updated faculty guidance website https://ap.uci.edu/faculty/guidance/

3c. COVID-STC (pre-tenure) and Deferral (post-tenure)

- ❑ COVID-STC will be available to all pre-tenure faculty employed during the pandemic, including those hired in 2021-2022
  - ❑ AP will track use to delay tenure year in COVID vs pre-COVID years

- ❑ Deferrals are available to all post-tenure faculty employed during the pandemic, including those hired in 2021-2022
  - ❑ AP is tracking submitted deferrals:
    - ❑ 2019-20 (pre-COVID)   43
    - ❑ 2020-21 (COVID)   46

3d. Questions from Chairs in three general areas

1. How to appropriately set the stage in a faculty meeting before reviewing specific files?

2. How to manage the conversation during discussion of specific review files?

3. When to write a Chair's letter and what to include?

4. Faculty Support Programs

- Reference Check Program
  - Required for all search candidates who were made an offer from UCI
  - Must inform my office when you make an offer, and we will conduct concurrent reference check
- Interim COVID-19 Modified Duties Program (ICMD)
  - Last call for Spring 2022 due January 15
  - Have funded 38 to date
- Interim COVID-19 Research Recovery Program (ICRRP)
  - First call Sept 2021: received 58 applications for 1.7 million, notification in 1-2 weeks
  - Second call deadline: Jan 14, 2022
- Franklin Covey All Access Pass – leadership professional development resources for chairs (will follow up with more information by an email announcement)