

Dear Faculty Colleagues,

The COVID-19 pandemic took a substantial toll on faculty productivity and career progress throughout higher education. In an effort to help mitigate the impact, The Faculty Representative Assembly (FRA) COVID-19 Task Force (hence forth Task Force) was created in April 2021. The charge and mission of the Task Force is to identify and document the short- and long-term impacts of COVID-19 on faculty and collaborate with FRA and campus administration to develop policies and procedures to mitigate those impacts including:

- Creating guidance documents for reappointment, tenure, and promotion as well as merit reviews
- Gathering, analyzing, and disseminating data related to pandemic impacts
- Promoting campus-wide discussions on and prioritizing recommendations about: faculty workloads; teaching policies and evaluation metrics; research support; service expectations; faculty wellness and work/life balance; caregiving needs; and mental health support

We began with a survey at the beginning of the year administered by FRA to identify both impacts and needs. The data collected were extremely helpful for both informing administrators of the impacts and advocating for resources and relief. We presented the survey results to FRA, the Provost's Deans Council, and the Chancellor and his Cabinet as a PowerPoint presentation. We have attached PowerPoint presentation here. These data also led to a variety of initiatives and recommendations based on faculty input. Here we provide an update on our progress to date in the following table along with the status of each task. But we would also like to highlight a couple key accomplishments based on survey results:

- While the Provost office was quick to respond with a clock stop for tenure track faculty, many faculty were concerned with how this delay would be reviewed in both RPT and annual merit reviews. To address this concern, a subcommittee of the TF drafted a series of recommendations for both candidates developing their dossiers as well as reviewers at all levels of those dossiers. These are also included in the attached presentation.
- Faculty also identified the need for flexibility and support for work-load adjustments and teaching for both IRC and T/TT faculty and support for research activities for T/TT faculty. To this end we put together a funding request to the Provost's office for financial support. The Provost's office used this information as a foundation to build upon and create a successful financial request to the President's office. Provost Klebe has recently announced that she received \$1,000,000 over the next three years from the President's office to support these efforts through Faculty Revitalization Grants for T/TT and IRC faculty. More on these will be announced soon.
- Another area of focus based on faculty feedback was the need for caregiving support. To this end, we conducted listening sessions to identify needs and concerns. We define caregiving very broadly. We then researched caregiving resources and supports on at other CU campuses and recommended the campus look into a caregiving support platform that would benefit faculty and staff. We are still waiting on final work on whether and how that can be implemented.

Furthermore, whereas all faculty were impacted by the pandemic, women-identified and minoritized faculty were disproportionately affected. Therefore, to ensure a diverse faculty moving forward, the Task Force aims to illuminate mitigation strategies that promote equity and inclusion as well as the retention and promotion of women-identified and minoritized faculty.

Since April 2021, the Task Force has successfully completed the following tasks:

Applications and Support for Funding Mitigation Initiatives	Status of Task/Request
<ul style="list-style-type: none"> • Outlined and provided data for the Provost to advocate for funding to mitigate the impact of COVID-19 on faculty at the system level <i>Request status: in progress</i> 	In progress
<ul style="list-style-type: none"> • Researched caregiving resources and made recommendations to campus leadership (e.g., Bright Horizons, Care.com, etc.) for investing in faculty caregiving support. <i>Request status: pending</i> 	Ongoing
<ul style="list-style-type: none"> • Provided feedback to the Provost Office on distribution of system funding 	Completed
<ul style="list-style-type: none"> • Provided information on funding priorities to the Cabinet based on AY 21-22 survey results 	Completed
<ul style="list-style-type: none"> • Applied for 4 UCCS grants to directly help initiatives to mitigate the impact of COVID-19, particularly for junior faculty, mid-career faculty, IRC faculty, minoritized, and women-identified faculty 	Completed
Surveys & Reports on Impact of COVID on Faculty	Status of Task/Request
<ul style="list-style-type: none"> • Achieved COVID Impact Report and Presentation with Kraemer Family Library Created by FAWC, FMAC, PRIDE, IRC, and Disability Committees 	Completed
<ul style="list-style-type: none"> • Analyze Faculty Assembly survey data from the 2020-2021 AY on the impact of COVID-19 on faculty 	Completed
<ul style="list-style-type: none"> • Developed an updated survey for Faculty Assembly that assessed faculty needs, concerns, and experiences with the pandemic in the new 21-22 AY 	Completed
<ul style="list-style-type: none"> • Analyzed data from the new 21-22 AY Faculty Assembly Survey 	Completed
<ul style="list-style-type: none"> • Achieved Data with Kramer Family Library and Shared Data with Institutional Research 	Completed
Communicated Survey Results and Recommendations Shared to Governance Groups	Status of Task/Request
<ul style="list-style-type: none"> • Presented AY 21-22 Survey Results & Recommendations to the UCCS Cabinet 	Completed January 2022
<ul style="list-style-type: none"> • Presented AY 21-22 Survey Results & Recommendations to Dean's Council 	Completed December 2021
<ul style="list-style-type: none"> • Presented AY 21-22 Survey Results & Recommendations to Faculty Assembly 	Completed October 2021
<ul style="list-style-type: none"> • Presented AY 20-21 Report on Impact of COVID to Anschutz Faculty Senate 	Completed June 2021
<ul style="list-style-type: none"> • Presented AY 20-21 Report on Impact of COVID to CU System Women's Council 	Completed May 2021
<ul style="list-style-type: none"> • Presented AY 20-21 Report on Impact of COVID to CU System Personnel and Benefits 	Completed May 2021
<ul style="list-style-type: none"> • Presented AY 20-21 Report on Impact of COVID to CU Faculty Council 	Completed May 2021

• Presented AY 20-21 Report on Impact of COVID to Faculty Assembly and Campus Leadership	Completed April 2021
• Presented AY 20-21 Brief on the Impact of COVID to Faculty Assembly and Campus Leadership	Completed April 2021
Created RTP Guides for Candidates on Documenting and Reviewers on Considering the Impact of COVID-19 on Faculty Workloads	Status of Task/Request
• Updated Candidate Tips and Strategies for Creating a Dossier	Completed April 2022
• Updated Internal Reviewer RPT Guide	Completed April 2022
• Updated External Reviewer RPT Guide	Completed April 2022
• Created Faculty Guide on Documenting Impact of COVID for RPT	Completed May 2021
• Created Statement for External Reviewers Assessing Impact of COVID-19 in RPT Process	Completed May 2021
• Created Guide for Internal Reviewers Assessing Impact of COVID-19 in RPT Process	Completed August 2022
Caregiving Resources & Listening Sessions	Status of Task/Request
• Analyzed caregiving survey questions from 2022 survey	Completed Fall 2021
• Conducted Listening Sessions with Caregivers	Completed Fall 2021
• Researched caregiving resources and support on other CU campuses	Completed Fall 2021
Task Force Meetings and Mission	Status of Task/Request
• Created a Task Force mission statement	Completed
• Holds monthly meetings with TF members to work on mitigation issues and elevate the voices of faculty	Ongoing
• Follow-up with campus leadership on recommendations of resources and initiatives to mitigate the long-term impact of COVID on faculty	Ongoing
• Collaborate across offices on the UCCS campus to archive the experiences of faculty and policies and practices impacting faculty during the pandemic	Ongoing
• Share resources on the impact of COVID among faculty across campus and CU system committees	Ongoing

We appreciate the faculty input that has been shared through listening sessions, surveys, and committee meetings. We look forward to continuing this important work, following-up on requests for mitigation efforts with campus leadership, and elevating the voices of faculty on the UCCS campus.

We hope you have a wonderful summer.

The FRA COVID-19 Task Force