CAS Covid-19 Impact Statement Guidelines

Workshop, 1 April 2021
Outline

• Background
• CAS Issues/Concerns
• Interim Guidelines
• Suggestions for PROFs
• Next Steps
• Q & A
Background

• OSU faculty were immediately impacted by pandemic:
  • Move the end of winter term online
  • Move spring, and much AY20-21 online
    • These moves were particularly problematic for faculty without online teaching experience
  • Research suspension with a modified restart during spring term
    • Some labs have limited capacity for maintaining program
    • Travel restrictions limited field work
    • Some missed field seasons entirely because of the spring shut-down
    • Substantial time required for COVID-19 Research Resumption plans and lab safety/employee supervision
• Most employees began working from home with another set of challenges
  • Internet bandwidth issues
  • Child care and online learning supervision
  • Issues supervising students and employees

• By early spring articles began appearing in disciplinary journals about the impact of the pandemic on scientists
Background--continued

• Bottomline: Impact differs across the scientific disciplines, but disproportionately fell on women, POC, and single care givers.

• CAS leaders’ discussion on 7 October 2020 to identify issues and concerns in the college

• CAS developed draft guidelines on 15 October 2020 and exchanged concepts with Office of Faculty Affairs

• Final guidance on 20 Feb 2021 just covering PROFs
Background--continued

• Office of Faculty Affairs Guidance
  • Tenure clock extensions offered 2X (deadline for next is 1 May 2021)
  • Allowed eSETs last winter, spring and this AY to be optional

• Extension has made Citizen Evaluations of Teaching optional for 2020, but will require them for 2021

• COVID-19 Task Force
  • On-going, but should issue report in April
  • Will make P&T and other recommendations

• OFA will need to issue specific guidance on P&T soon:
  • Impact statements if allowed
  • Guidance to reviewers
CAS Issues/Concerns from CAS Leaders’ Discussion on 7 October 2020

• P&T Process Guidance (Impact Statement, Reviewer Instruction, etc.)
• PROF guidance
• Loss of career earning potential because of extensions.
• TT-clock extension concerns
• List of potential impacts
Interim Guidelines

• How CAS employees (all ranked and professional faculty) may choose to convey the impact of the pandemic on their job performance.
• Supervisors should use PROFs to better understand the impacts on the faculty and discuss ways to support their academic efforts during this pandemic.
Interim Guidelines--Format

• Impact statement is **optional**

• 1 page maximum, or you may wish to ask COVID-19-related questions with each section of a PROF (research, teaching, service, scholarship) depending on the process you use.
Interim Guidelines—Content Professional Development and Teaching

- Missed or delayed sabbatical
- Missed professional development opportunities
- Additional work/trainings to teach classes or non-credit workshops in an online environment
- Additional teaching responsibilities as a result of overload assignments, or additional sections added to accommodate social distancing guidelines for face-to-face instruction
- Additional time required to advise students online, or as a result of pandemic-related changes in schedules or stress
Interim Guidelines—Content
Extension and Outreach

• Difficulty establishing clientele networks, or conducting needs assessments
• Loss of traditional clientele or reduced participation because of online format for programs
Interim Guidelines—Content Research

• Entire field seasons may have been lost requiring no-cost extensions or reduced/revised research objectives

• Productivity of a laboratory or research program may have been reduced because of limits on number of personnel that can occupy a lab or field situation under social distancing guidelines

• Additional costs because of the need to provide PPE, cleaning supplies, additional travel vehicle(s) or lodging

• Extending contracts of employees and graduate students.
Interim Guidelines—Content Scholarship

• Delays in manuscript preparation and review
• Lost opportunities to present research at conferences
• Missed opportunities to submit new grants, contracts, or patent applications because of the need to pivot to other immediate commitments
Interim Guidelines—Content Service

- Additional time dedicated to university or professional service either as a direct or indirect impact of the pandemic
- Service on committees directly related to COVID-19
Interim Guidelines—Content Innovation

• Innovative approaches to overcoming the disruptions caused by the pandemic or which helped mitigate possible diversity and equity disparities.

• Creative solutions to these challenges and resulting outcomes can be noted in annual review materials.
Suggestions for PROFs

• Invite an impact statement as outlined, or
• Ask COVID-19-specific questions for each section of your PROF form
• Use the PNAS document as a guide on follow-up questions
• Look for opportunities to be flexible and to accommodate challenges.
• Even if we are back to “normal” soon there will likely be on-going impacts as a result of backed-up work or lost opportunities.
Next Steps

• Remind current faculty on tenure track that they have until 1 May to request a tenure clock extension
  • Don’t have to take it if they request it.

• Look for guidance from OFA for P&T this coming cycle
  • Impact Statements (likely will be similar to our guidance)
  • Instructions to reviewers
Questions/Comments?