

## **Resolution 2021-2. On Mitigating the Impacts of COVID-19 on Faculty Careers.**

The COVID-19 pandemic has affected every facet of our faculty members' professional and personal lives. The pandemic's consequences—and subsequent impacts of budget cuts, limited resources, and lost professional opportunities—could last for many years, even after the world is fully functioning again. The effects on the work life of faculty and their professional trajectories need to be considered with compassion and appreciation of the potential for disparate impacts across diverse faculty backgrounds and circumstances.

The Faculty Council strongly supports the following recommendations made by the Committee on Appointments, Promotion, and Tenure to mitigate the immediate and long-term impacts of the COVID-19 pandemic on faculty, their access to resources and support, and their careers at the University of North Carolina at Chapel Hill:

1. The University should continue to offer faculty members a tenure-clock extension owing to COVID's impacts, in addition to existing extension policies. Specifically, we ask that the Board of Trustees extend its temporary policy on COVID-related extensions by a year, thereby allowing faculty to make such requests until May 2022.
2. Units across campus should carefully consider both their criteria for promotion and tenure and the stringency with which these criteria are applied for promotion and tenure decisions.
3. Units across campus should direct department chairs, faculty members, and external letter writers to consider COVID's impacts in their faculty reviews and evaluations for re-appointment, tenure, post-tenure review, and promotion.
4. Units across campus should be mindful of placing demands on faculty, including new initiatives and curriculum changes, that add to their existing COVID-related academic and personal workloads.
5. Units across campus should be flexible with regard to time limits placed on the use of resources provided to faculty for their scholarship, including, but not limited to, startup or research funds, grants, and research leaves.
6. The University should clearly articulate guidelines for how COVID's impacts will be considered in faculty review, promotion, and tenure decisions. We suggest that the University allow for the inclusion of optional COVID statements in dossiers submitted for re-appointment, tenure, post-tenure review, and promotion.

We urge the Trustees, the Chancellor, the Provost, and the Deans to take steps to implement these measures as promptly as possible.

*Submitted by the Committee on Appointments, Promotions, and Tenure.*