Faculty Equity & COVID-19
The Ongoing Impact

ADVANCE PROGRAM
UNIVERSITY OF MICHIGAN

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The challenge of COVID-19 for faculty equity

WE ARE ALL IN THE SAME STORM, BUT NOT IN THE SAME BOAT.

/ Removed supports

/ Reduced opportunities

/ Exacerbated inequality
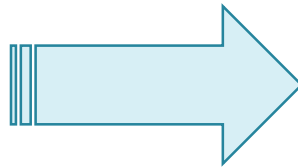
The impacts of the pandemic on faculty diversity…

/ Are hard to track   / Not yet fully visible   / May be lasting

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How do we know?

Review of National Data

**ADVANCE Survey
March, 2021 (*n* = 412)**

Network to Advance Women Scientists and Engineers
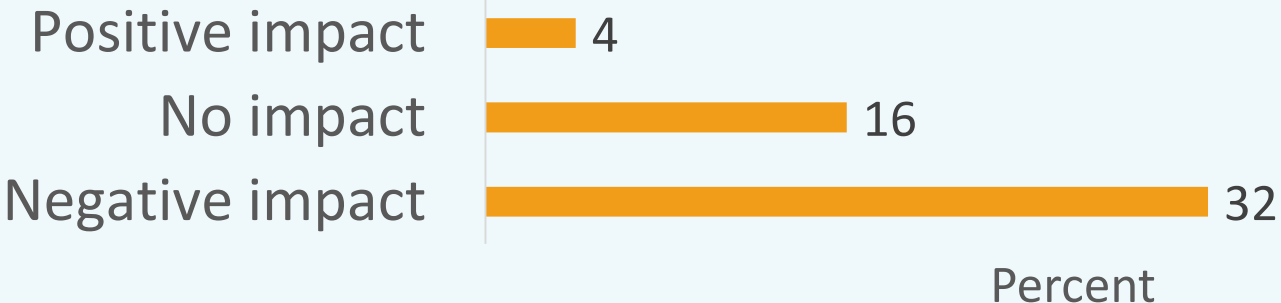
Network to Advance Faculty of Color

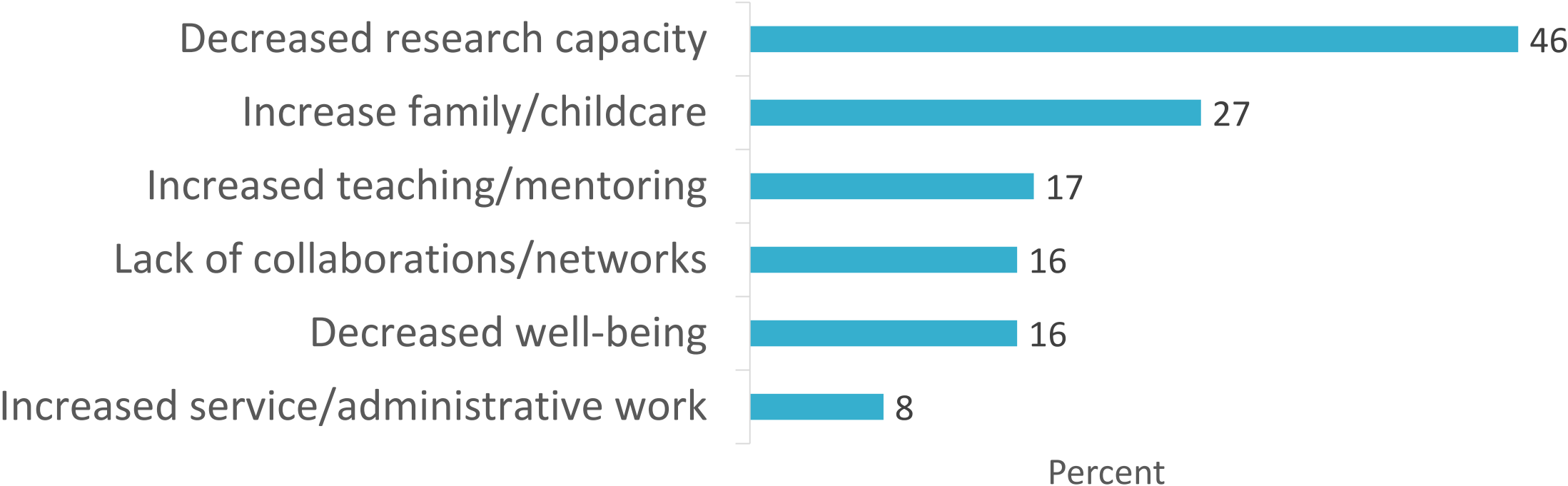UM-LGBT Faculty Alliance

Single Faculty Network

Work/Life Resource Center users

Launch program faculty

U-M Faculty: Impact on Career Trajectory

- Positive impact — 4
- No impact — 16
- Negative impact — 32

Percent

U-M Faculty: Productivity Negatively Affected by...

- Decreased research capacity — 46
- Increase family/childcare — 27
- Increased teaching/mentoring — 17
- Lack of collaborations/networks — 16
- Decreased well-being — 16
- Increased service/administrative work — 8

Percent

National Data:
Less time for research for most faculty, especially:

Women, especially with young children	Faculty of color
Humanities (& Social Science to a lesser degree) compared to STEM	Within STEM, those in bench sciences
Early-career faculty	Mid-career faculty, especially women

More time for research for ~25% of faculty, especially: men, STEM faculty, and later-career faculty

U-M faculty: Productivity affected by…

/ Women

- Increased teaching & mentoring

/ Parents

- Family & childcare obligations

/ Women Assistant Professors

- Reduced research capacity
- Increased teaching & mentoring
- Lack of collaborations and networks
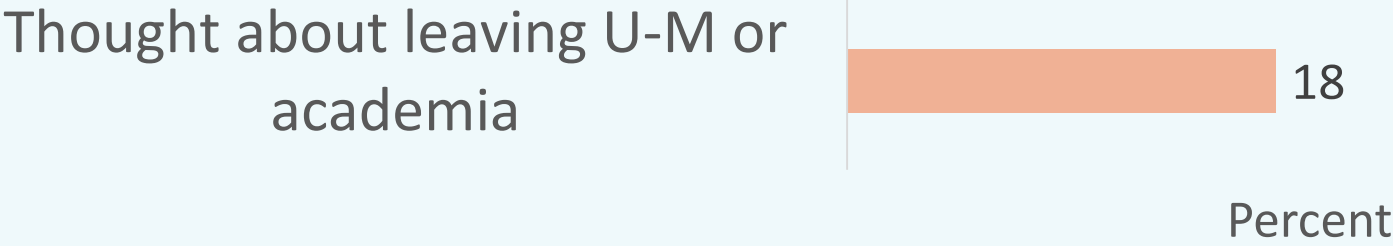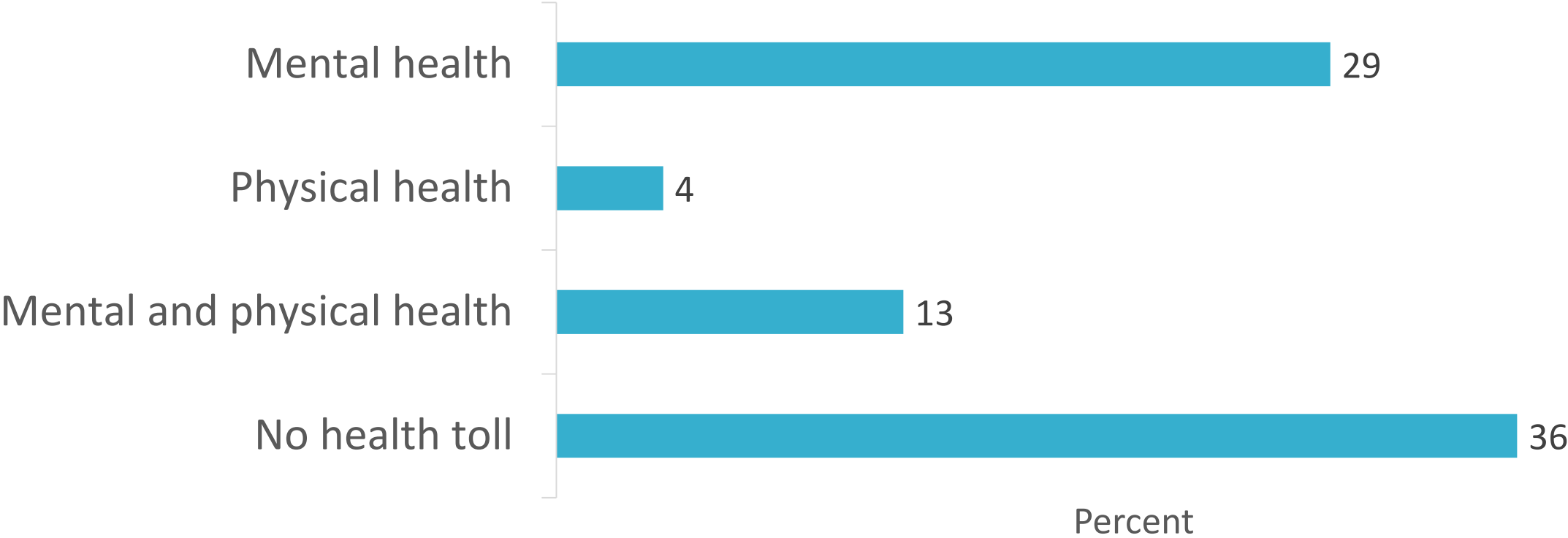- Decreased well-being

/ Faculty of color

- Reduced research capacity
- Increased teaching & mentoring

/ Arts & Humanities

- Lack of collaborations & networks

U-M Faculty: Toll on health and retention

U-M faculty report the impact on their commitment to U-M or an academic career

/ 39% Unchanged commitment	/ 8% Stronger commitment	/ 41% Weaker commitment
I am as committed to academia and U-M as I have before - the pandemic has not changed that. The flexibility that comes with an academic position has been helpful as I have juggled childcare, remote schooling, and my own work.	For academia, about the same. *I am probably more committed to UM now*, it has been good to see the community come together around COVID 19. Overall I feel the university has done well despite the difficulties, so I am happy to be a part of it.	*It has lessened it.* At times my workload has been so high I have considered quitting. While I know the situation is unprecedented, I don't feel that all my extra work has (yet) been recognized in any substantial way.

Will Assistant Professors Ask to Postpone Tenure Review?

49%
Will request:

Slowed productivity
———————
Increased family obligations
———————
Safety net for future
———————
Was advised to do so by colleague, chair or mentor

URM faculty more likely to postpone

White faculty less likely to postpone

Three quarters of Humanities faculty will postpone

24%
Are uncertain:

Potential negative consequences (seen negatively by colleagues, delayed job security, lower salary)

27%
Will not postpone:

Too late/early in tenure process
———————
Had previously been granted delay in tenure review

Let us be the architects of a new world -

Fulweiler et al. (2021)

Seven Principles

Faculty need to be supported.

Time is a resource but unequally available.

Flexibility is valued.

Commitment cannot be assumed.

Equal is not always equitable.

Institutional solutions are needed.

Many academic institutions place a disproportional emphasis on traditional forms of productivity.

Recommendation:
Equitable faculty evaluation processes

/ Holistic review: quality over quantity; consideration of the pandemic context on faculty activities

/ Align metrics to better account for the value placed on teaching, service, mentoring, public engagement

/ Provide guidelines and training to evaluators

support

equity

institutional solutions

productivity

Recommendation:
Make workloads more manageable

/ Increase teaching and IT support

/ Reduce service loads – including "invisible service" – and meetings

/ Have robust backup plans in place

/ Look for other opportunities, e.g. bridge funds, grant writing assistance...

support

time

flexibility
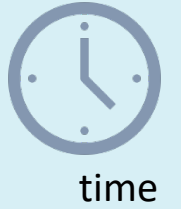
commitment

equity

institutional solutions

Recommendation:
Create supportive environments

/ Devote resources to developing community, networks, collaborations

/ Address workplace climate challenges

/ Provide coaching & mentoring around career development and leadership

/ Increase access to mental health resources and accommodations

support

commitment

equity

institutional solutions

Recommendation: Support caregivers

/ Identify or expand supports such as subsidizing childcare during work-related travel; reduced teaching, service, or appointment levels

/ Add flexibility in teaching and meeting schedules and formats

/ Address misalignment between institutional practices and caregivers' personal lives
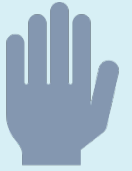
support

time

flexibility

commitment

equity

institutional solutions

Recommendation:
Assess and monitor COVID impacts

/ Patterns of hiring,
advancement, departure
by demographic group

/ Salary inequity

/ Differential workloads

/ How well are faculty
needs being met?

commitment

equity

institutional
solutions

Questions & Discussion

Principles: any to add?

Recommendations:

Other ideas?

Easiest to implement?

Most impactful?

What can we work on right now?

Additional resources (advance.umich.edu)

Reports

Effect of COVID-19 on U-M Faculty Life (August 2020 survey)

Effect of COVID-19 on U-M Faculty Experiences (March 2021 survey)

Faculty Equity & COVID-19: The problem, the evidence, and recommendations (2020)

Faculty Equity & COVID-19: The ongoing impact on faculty careers (2021)

BIPOC Faculty Retention: Interviews with Michigan Faculty (2021)

Faculty Exit Interview Studies (AY2011-AY2019)

Workshops & seminars

Epistemic Exclusion: Scholarly evaluation as a barrier to faculty equity (Feb 4)

Invisible Service and Service Equity (Feb 10)

Department Climate: Creating a welcoming and supportive climate (Mar 8)