

# What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

Provide relief from teaching duties

Personalized plans for the coming 2-3 years

provide more flexibility in terms of workload for next three years

Increase mentoring to these groups.

Bias training for T&P committees to be aware of disparate impact of COVID on faculty

extended funding to finish degrees

Rethink "productivity"

PAUSE in the tenure clock probationary period

We need to provide additional supports for those particularly affected by the pandemic (internal and external grants aimed at caregivers, etc.)

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Engage with them directly to get their input - one size does not fit all.

schedule research time for each week

reallocate workloads

Short term: provide personal and mentoring support, particularly for junior faculty

Engage middle-management administrators and encourage them to utilize their discretionary power to influence change toward equity.

Rethink workload

Change policies in P&T that reflect the negative impacts of COVID

We need to change the way that people are assessed for promotions and tenure, recognizing differences.

Through recruitment and cluster hires



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Modification of performance metrics to reflect gendered realities

Supplement existing ADVANCE programs so we can provide additional support

Break the 40 hour work week

Extend start-up timelines

Flexible work environments!

Normalize different timelines for attaining tenure

Short term: repurpose funding to provide workload relief, look at the demographic data before any decision

very clear policies around "counting" different types of faculty work on assessments

Ensure there is engaged Equity-Centered Leadership

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redefine measures of success

PAY PEOple the salary they lost by the delay in tenure clock

Better institutional culture related to caregiving, mental health, stress relief. Recognizing that productivity isn't the be-all, end-all

course releases

Ensure flexibility

Add years to grants to support students and faculty

Recognize (with money and resources) the additional emotional labor for helping students, who seek us out disproportionately.

Leverage professional societies

Give credit for service activities in the tenure process



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Change activity weights for all faculty to reflect actual time spent on activities. No time for research means that people should not be evaluated on something that they could not do for a year.

Change productivity metrics

Continually remind leaders about the very real impact, that they may not have experienced

allow flexibility in tenure and promotion criteria

Provide mentoring support for faculty

Long term: Adjust tenure expectations to be more inclusive

Provide flexible scheduling

Redefine excellence of scholarship

Host forums to share these findings on the campuses to solidify that these impacts are real.



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Recognize impacts may be long-term, plan for impacts over time.

Institutions/Departments incentivizing greater work-life flexibility

We gave small grants to caregivers for research supplies and course release. They seemed very grateful.

Make COVID-years explanations normal in tenure packages

value the work of women caregiving/childcare options on campus (so many are being cut!)

Increase investment in work-life balance efforts

Provide actual leadership development (which necessarily includes equity and diversity) for administrators to improve decision making.

Overhaul P&T and what counts as productivity

Start counting "secret service:" the intensive "mothering" work nearly all women/femme faculty are expected to perform in times of crisis



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Provide independent funding for graduate students (not just GRFP) that is not attached to a PI

examine the ways in which people are rewarded for their work on projects like ADVANCE

Educate community on the disparate impacts to ensure awareness that not all in the same boat.

Admin should talk to their faculty and really understand what their lives are like right now.

provide opportunities for "social" interaction to support community

We never had a level playing field. Now that the pandemic has made this clear, let's rethink how to evaluate people in ways that recognize that the playing field is not level.

help connect researchers with other options for recruiting research participants, including online

re-define the true cost of the work that needs to be accomplished

Smart scheduling with fewer course preps



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Share promising practices w deans and chairs

retroactive salary increases in cases of delayed tenure

ensure there are policies in place for graduate students/postdocs who have been impacted by the pandemic

address tenure clock for new hires immediately

If stop the tenure clock, then make the increase in funds retroactive

care about people's families!

Value time spent mentoring and in search committees in P&T decisions.

Provide childcare subsidies

Backdate time loss on tenure, don't just extend the clock.



# What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

have special journal article issues focused on shorter articles

mental health resources

Show genuine empathy and support given everyone's unique situations and provide tangible structures/policies to address inequities.

training for T&P committee to better understand issues when assessing tenure cases

Start looking beyond the bias-infected instrument of student evaluations of teaching to understand quality of instruction

Authentic attention to this issue and tone at the top from presidents and chancellors

Include equity efforts as a meaningful part of performance evaluation

Be more inclusive in what is valued in RPT process

Flexibility in course mode of delivery. Reward and acknowledge successful course delivery and scholarship.



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Increase sabbatical opportunities/supports.

Continue flexibility to work at home once we are post-pandemic

Create funding opportunities that address gender inequalities magnified by COVID.

Be flexible in the ways that we evaluate faculty now and for the future especially around having to change research directions because of Covid

Transition funding for grad students and postdocs

Rendering service more visible and valued

reevaluate service/committee structures to prevent service bloat

Revise annual evaluation metrics

Instead of extending clock, evaluate consistent w part-time tenure-track faculty



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Provide professional development support

Provide tools to the middle management administration (chairs, deans, etc) on how to support faculty

build community and sustain conversations

Modernize evaluation procedures.

Pandemic impact statements!

Reward service performed as a result of the pandemic as of particular value

Fund research in gender disparities related to the pandemic