



**FACULTY SENATE PROPOSAL
FSP 2020-2021-01**

I. Proposal Name:

COVID-19 IMPACT STATEMENTS IN TENURE AND PROMOTION DOCUMENTATION

II. Proposal Statement:

The Faculty Senate proposes that Administrators involved in the tenure and promotion process, including the Provost, Deans, and Chairs or Directors, include statements of support that relate to the challenges faced by faculty during the COVID-19 pandemic and the resulting impacts.

To accomplish this, the Faculty Senate proposes that chairs and directors work with their faculty to create a statement that relates specifically to challenges faced by their department and disciplines within it during the pandemic and associated budgetary fallout, including budgetary, travel, and face-to-face restrictions on activities valued in tenure and promotion review, such as student research mentorship, faculty research, presentations, and continued education among others. Chair/Director Statements of Support are intended for inclusion in annual reviews or multi-year reviews.

Additionally, we propose that Deans work with Chairs and Directors to create a statement of support that relates specifically to challenges due to faculty enhancement budget reductions and that the Provost works with the Deans to create a statement that relates to broader challenges faced by all faculty of the University of Central Oklahoma. Dean and Provost Statements of Support are intended for inclusion in annual reviews or multi-year reviews.

III. Timeline:

The impact of restricted activities valued in Tenure and Promotion secondary to the COVID-19 pandemic could be reflected in Tenure and Promotion documented activities beginning March 2020. Therefore, it is proposed that a COVID-19 Impact Statements be included in Tenure and Promotion applications from March 2021 to those submitted in Fall 2025.

IV. Background:

University of Central Oklahoma Faculty's effective teaching load (percentage of working hours devoted to teaching) has increased in response to changing modes of instruction and required pedagogical innovations resulting from COVID-19. In response to COVID-19 UCO faculty increased effective service load (percentage or working hours devoted to

service) both formally and informally. With decreased financial support for research University of Central Oklahoma Faculty's effective RCSA load (percentage of working hours devoted to RCSA) has likely been affected for both faculty and student projects.

Additionally, access to research funds, access to research materials and resources, and avenues for research dissemination have been curtailed or eliminated. Teaching effectiveness ratings may be lower in light of given changes in educational delivery models, "extended classrooms," simultaneous F2F, and virtual delivery.

The Department and College Impact Statements should be specific to their unit because every school or department has unique pedagogical, research, scholarly, and creative challenges that may not be faced by other departments and each college has unique budgetary, personnel, facility, and equipment needs that differ from the other colleges.

Academic Affairs should coordinate and include Impact Statements and is in a position to understand broad shifts in funding, effective teaching loads, service, and other faculty responsibilities at an institutional level.

This Resolution was submitted for Consideration to the UCO Faculty Senate on March 11, 2021 by:

Recommended for Approval by the

UCO FACULTY SENATE RESEARCH, INFORMATION RESOURCES, & TECHNOLOGY COMMITTEE

SAM LADWIG, CHAIRPERSON

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IT IS SO UNANIMOUSLY APPROVED BY THE FACULTY SENATE ON APRIL 8, 2021:



JENNIFER BARGER JOHNSON
UCO Faculty Senate President