

## UW Tacoma Shared Governance Statement

### Actions to Document and Recognize COVID Impacts on Faculty

In the wake of the Covid-19 pandemic, the University of Washington has taken measures to acknowledge and seek solutions to many challenges that faculty face. The UW Faculty Senate approved [Class C legislation](#) concerning equity for caregivers as a result of the pandemic's adverse impacts, and President Cauce has urged administrators to be thinking about ways to effectively document the impacts of Covid on faculty, and on [caregivers](#) in particular, for the purposes of promotion and tenure and other impacts in the future.

Since the start of the pandemic, leadership across the UW Tacoma campus have been working on ways to support faculty. The items below represent the shared commitment of faculty and administrators at UW Tacoma to document and recognize the impacts of COVID on faculty members' work and careers.

1. Faculty members may document COVID Impact Statement through the Yearly Activity Report ([FCG 24-57B](#)). This is voluntary and not required. Specific guidelines for documentation will be developed in each school.
2. In promotion or promotion/tenure reviews, evaluators may not apply higher standards to faculty who have received a clock waiver (extension of the time before mandatory review) [due to COVID](#) or any other approved reason.
3. In conducting faculty evaluations such as merit, reappointment, promotion, and tenure, evaluators are asked to consider COVID impacts in conjunction with the established criteria. Evaluators are asked to recognize the individualized impacts of COVID. (E.g., the same factor that presented an opportunity for one candidate may have presented a hardship for another.)
4. Deans or their designees will add a statement of COVID impact to the documentation of the regular conference ([FCG 24-57D](#)) for each faculty member. Because the intervals for regular conferences range from one to three years depending on rank, the addition of this statement should occur in reviews conducted in 2021, 2022, and 2023.
5. The Chancellor and the Executive Budget Committee committed to avoiding furloughs and layoffs during the 2020-2021 academic year in an effort to mitigate the financial impacts of Covid on faculty and other employees. Nevertheless, shared governance leaders recognize that faculty have experienced the financial hardship caused by one year of not receiving a 2% annual merit increase and other longer-term economic impacts. Going forward, financial decision-makers will pay careful attention to remedying equity and compression issues caused by these financial impacts on faculty.
6. Shared leadership is committed to collecting aggregate data on the impacts of the Covid-19 pandemic on UW Tacoma faculty, including [economic](#) and professional impacts.

These measures will be reviewed by Shared Governance signatories during the 2023-2024 academic year to determine whether they need to be updated or modified, based on the shifting needs of faculty after the Covid-19 pandemic.

Signatories:

Faculty Assembly Executive Council (approved May 20, 2021)

Council of Deans

EVCAA Jill Purdy

Chancellor Mark Pagano