

NEW BUSINESS

Motion 2: The Faculty Assembly Executive Committee moves that the Faculty Representative Assembly adopt the following resolution:

WHEREAS the unprecedented pandemic has impacted all of higher education in profound ways, and

WHEREAS faculty at UCCS, as elsewhere, have undertaken extraordinary measures to allow students to complete the spring 2020 semester remotely and to allow UCCS to reopen for fall 2020 under COVID precautions that have further complicated instruction and will continue to do so through at least May 2021, and

WHEREAS changes in modality of instruction have required enormous effort on the part of faculty, including preparation of classes in entirely different ways through summer 2020, and

WHEREAS faculty have become the first line of student support to an even greater extent than usual at a time when student anxiety and needs have skyrocketed, and

WHEREAS faculty with younger children have had to spend much greater time and effort caring for children and supporting them educationally and other faculty have needed to spend more time as caregivers in a variety of circumstances, and

WHEREAS the closure of laboratories, restricted access to campus and restrictions on travel and activities in the community and beyond have impacted the research activities of many faculty, and

WHEREAS the increase in effort required for teaching under extraordinary circumstances and the domestic impact of the pandemic have gravely impacted the ability of faculty to progress on their research agendas, and

WHEREAS faculty (and staff) have faced enormous stress and anxiety on many levels resulting at least in part from a dramatic increase in their workloads at a time when routines and resources have been deeply disrupted, and

WHEREAS nearly all faculty have made what must certainly be greater contributions than ever before to the welfare of UCCS and its students during 2020 and will continue to do so during 2021, and

WHEREAS annual merit review is not currently structured to take these entirely unanticipated circumstances into account, making it likely that the outcomes of these reviews will in some cases be deeply inequitable, the prospect of which is resulting in even greater anxiety on the part of the very faculty most impacted by those circumstances,

BE IT RESOLVED that faculty be allowed to adjust their workload percentages for 2020 at any time prior to the start of the evaluation process and that they also be allowed leeway in setting their workload percentages prospectively for 2021.

BE IT FURTHER RESOLVED that expectations for research be adjusted to reflect the faculty member's assignment of workload to research, so that the amount of production required for a given score is proportional to the workload percentage for research, and that they be allowed to submit a

questionnaire indicating changes in their opportunity to perform research, which will also be a positive consideration in assigning a rating for research.

BE IT FURTHER RESOLVED that all faculty be allowed to submit a questionnaire about the impact of the pandemic and its surrounding disruptions on their teaching and the effort needed to maintain student learning and that scores for teaching under annual merit review be adjusted upward in proportion to the severity of that impact.

QUESTIONNAIRE

1. The impact of the pandemic on my teaching practice has been:

Minimal Moderate Substantial Very substantial

2. The impact of the pandemic on the amount of time my teaching has required has been:

Minimal Moderate Substantial Very substantial

3. The impact of the pandemic on my opportunity to produce research, scholarship or creative works has been:

Minimal Moderate Substantial Very substantial

Comment (optional):