

Joint Academic Federation/Senate Personnel Committee Statement on Advancement Actions and COVID-19

The University of California is successful, in large part, because of the creativity and dedication of scholars within the Academic Federation. The Joint Academic Federation/Senate Personnel Committee (JPC) recognizes that the COVID-19 pandemic is forcing these scholars to make profound adjustments to their craft. We assure them that such circumstances can be recognized in the merit and promotion process. The standards of merit in the Academic Personnel Manual (non-represented titles) and the applicable MOU are intentionally flexible. Circumstances such as we now experience can be accommodated with some small help when merit/promotion packages are prepared.

The JPC asks for help in understanding adjustments that were made in response to the pandemic via text in a merit/promotion package. It will be helpful for the Candidate, the Department Chair, and/or the Dean to detail changes in practice that affected productivity, as they pertain to the traditional areas of review (*Research, Extending Knowledge/Teaching, Professional Competence and University and Public Service*). For example:

- Did barriers to research arise because of campus suspending operations, social distancing, and travel bans? Did unexpected opportunities arise to publish research or start new collaborations due to the COVID-19 pandemic? These barriers could include reduced laboratory access resulting from noncritical status of research, increased childcare, and elderly care, canceled or postponed research trips, and/or technical difficulties from the need to avoid infection.
- For Federation scholars who have a significant component of public outreach and education, what was the transition of instructional material to an online format and distance learning like? Did it offer an opportunity to improve this course? Did attendance change? How did your teaching effectiveness change?
- What service activities are delayed or modified because of practices that reduce the chance of infection, such as social-distancing restrictions? Was mentoring made difficult and less effective? Was instruction impeded?
- Were aspects of the work detailed in the Position Description made impossible to execute? Were fast adjustments needed during the merit period in response to the pandemic? What were they?
- Did the pandemic affect productivity in any way that needs to be recognized?

The JPC asks that such impacts be discussed explicitly in the candidate's statement, in the Department Chair's letter, and/or in the Dean's letter, and we thank our colleagues for their extraordinary efforts on behalf of this institution.

For more information regarding the titles reviewed by the JPC, please visit the Academic Federation committee page here: <https://academicfederation.ucdavis.edu/committees/jpc>.

Academic Federation Personnel Committee Statement on Advancement Actions and COVID-19

The University of California's success in research, instruction patient care, and public outreach, in no small part, due to the work of Librarians, Continuing Educators, Supervisors of Physical Education, and Supervisors of Teacher Education. The Academic Federation Personnel Committee (AFPC) recognizes that the COVID-19 pandemic is forcing these titles to make profound adjustments to their work. The AFPC believes that, with some preparation and consideration, the current circumstances can be recognized in the merit and promotion process. The criteria for merit and promotion in both the Academic Personnel Manual (non-represented titles) and applicable MOU's provide some flexibility. The circumstances such as we now experience can should be considered with some small help when merit/promotion packages are prepared.

The AFPC asks for help in understanding adjustments that were made in response to the pandemic via text in a merit/promotion package. It will be helpful for the Candidate, the Reviewer, and/or the Dean/University Librarian to provide detail as to how changes in work conditions affect the normal areas of review as established in the APM and applicable MOU's. For example:

- Did barriers to outreach, program development, or professional service arise because of campus suspending operations, social distancing, and travel bans? These barriers could include canceled Society meetings and conferences, increased childcare, and elderly care, canceled or postponed trips, and/or technical difficulties from the need to avoid infection.
- For Federation titles who have a significant component of public outreach and education, what was the transition of instructional material to an online format and distance learning like? Did it offer an opportunity to improve the course? Did attendance change? How did your teaching effectiveness change?
- Were aspects of the work detailed in the Position Description made impossible to execute? Were fast adjustments needed during the merit period in response to the pandemic? What were they?
- Did the pandemic affect productivity in any way that needs to be recognized?

The AFPC asks that such impacts be discussed explicitly in the candidate's statement, in the Reviewer's letter, and/or in the Dean's/University Librarian's letter, and we thank our colleagues for their extraordinary efforts on behalf of this institution.

For more information regarding the titles reviewed by the AFPC, please visit the Academic Federation committee page here: <https://academicfederation.ucdavis.edu/committees/personnel>.

Administrative Series Personnel Committee Statement on Advancement Actions and COVID-19

The Administrative Series Personnel Committee (ASPC) asks for help in understanding adjustments that were made in response to the pandemic via text in a merit/promotion package. It will be helpful for the Candidate, the Department Chair, and/or the Dean to detail changes in practice that affected productivity, as they pertain to the traditional areas of review (*Administration/Management of Programs, Professional Competence and University and Public Service*). For example:

- Were aspects of the work detailed in the Position Description made impossible to execute? Were fast adjustments needed during the merit period in response to the pandemic? What were they?
- Were any service activities delayed or modified which impacted revenue?
- Did the pandemic affect productivity in any way that needs to be recognized?
- What service activities are delayed or modified because of practices that reduce the chance of infection, such as social-distancing restrictions?
- Did barriers to productivity arise because of campus suspending operations, social distancing, and travel bans? These barriers could include lack of students, canceled or postponed conferences, and/or technical difficulties from the need to avoid infection.
- For Federation members who have a significant component of public outreach, has fundraising been impacted? Have the number of investors and stakeholders dropped? Was effectiveness hampered?

The ASPC asks that such impacts be discussed explicitly in the candidate's statement, in the Department Chair's letter, and/or in the Dean's letter, and we thank our colleagues for their extraordinary efforts on behalf of this institution.

For more information regarding the titles reviewed by the ASPC, please visit the Academic Federation committee page here: <https://academicfederation.ucdavis.edu/committees/aspc>.