

**Year 2 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in Higher Education**

**Oregon State University**

**COVID Impact Mitigation**

**Relevant Rubric Area(s):**

*Prevention:*

- a. *practices to improve retention*
- b. *creating policies and practices that address workers needs to balance work and family*

**Description of Work:**

In view of the extraordinary impacts of COVID-19 on faculty, especially women and other underrepresented groups, the Office of the Provost at OSU established a COVID-19 workgroup which is charged to uncover, measure, and communicate the impacts of the pandemic on academic faculty – including differential impacts associated with disciplinary fields, race, gender, and other factors – and mitigate impacts through the development of guidance, mentorship, and related policies and practices that can be feasibly and readily implemented.

The committee's work includes a literature search of data concerning COVID impacts on faculty, proposed measures for mitigation, and a faculty survey to uncover the specific impacts related to disciplines, facilities, and other factors relevant to the OSU campus. Our survey was developed in consultation with Oregon State University's Survey Research Center, and is intended to address longer term impacts on career trajectories, promotion and tenure timelines, and faculty development. The survey is built around the need for discipline-specific data and addresses impacts faculty members may have experienced in research and scholarship, teaching, outreach and engagement, and other areas of their work responsibilities.

At present the committee is processing the information received from survey participants and has developed policies and guidance for COVID impacts mitigation that provide relief over the next 1-2 years. They include the following measures: (1) Tenure clock extension option; (2) Provision of COVID Impact statements in promotion and tenure files; (3) optional use of teaching evaluation scores in annual activity reports for classes taught during the pandemic; (4) Guidance to evaluators and reviewers concerning the use of COVID impact statements and related accommodations in tenure and promotion files; (5) Guidance concerning COVID impact statements in periodic reviews, mid-term reviews, and post tenure reviews of faculty.

This work will continue into the fall of 2021, as survey results are compiled and further evaluation of impacts is conducted. Our long-term goals go beyond accommodation at Oregon State. We aim to add to the growing collection of data on impacts nationally as well as contribute to the national discussion concerning COVID impacts on faculty and in particular, women and underrepresented groups that have been most impacted by the pandemic.

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The COVID-19 workgroup is co-chaired by Roberta Marinelli, Dean of the College of Earth, Ocean, and Atmospheric Sciences, and Peter Betjemann, Executive Director of Arts Education and Associate Professor of English. Susan Capalbo, Senior Vice Provost and OSU representative to the Action Collaborative, commissioned the workgroup and study.

### **Website for further information (if applicable):**

<https://facultyaffairs.oregonstate.edu/academic-faculty-covid-19-accommodations-and-resources>

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