

November 19, 2021

To: Jody Kreiman, Chair  
Academic Senate

From: Carson T. Schutze, Chair  
Faculty Welfare Committee

**Re: Reaction to Mitigating COVID-19 Impacts on Faculty Working Group Preliminary Report**

Dear Chair Kreiman,

At its meeting on November 15, 2021, the Faculty Welfare Committee (FWC) reviewed and discussed the Mitigating COVID-19 Impacts on Faculty Working Group Preliminary Report. Members offered the following comments.

The FWC encourages Senate leadership to request that the Council on Academic Personnel and the Interim Vice Provost for Academic Personnel issue official statements as soon as possible concerning whether and how they intend to follow MCIF-WG Recommendation Two concerning Academic Review and Appraisal: File Submission & Review. We hope these statements will address all aspects of the recommendations, but especially:

- Are they committed to the principles of assessing “Achievement Relative to Opportunities”?
- Do they intend to make a blanket recommendation of “Option A” vs. “Option B” (pp. 16–17) for the entire campus or will they leave this decision up to individual units and/or faculty?
- Given the timing of the issuance of these guidelines, how do they plan to handle this year’s cases already in the pipeline? In particular, how will they ensure fair treatment of all cases, given potential disparities in what candidates may (not) have been told about COVID-19 impact statements, what external reviewers may (not) have been told about the impact of campus restrictions on candidates’ research, whether candidates may (not) have been advised that they could defer submission with(out) various consequences, etc.?

Thank you for your consideration of FWC’s recommendations.

cc: Jessica Cattelino, Vice Chair/Chair-Elect, Academic Senate  
April de Stefano, Executive Director, Academic Senate  
Elizabeth Feller, Assistant Director, Academic Senate

Shane White, Immediate Past Chair, Academic Senate  
Members of the Faculty Welfare Committee