



~Sent via email~

Date: November 16, 2020

To: Department Chairs

From: Kirsten Wolf, UC Chair, and Beth Meyerand, Vice Provost for Faculty and Staff Affairs

Re: Post-Tenure Review and Pandemics

[Faculty Policies and Procedures 7.17](#) requires that tenured faculty members should be reviewed at least once every five years. Post-tenure reviews should continue this year despite the turmoil created by the COVID pandemic and the second pandemic of racial violence. In faculty assessments, departments should take into account how these pandemics have affected a faculty member's research productivity, teaching, and service since spring 2020.

Departments should bear in mind that the COVID pandemic has differential effects on faculty members depending on the type of research they conduct and how much work it took to convert courses to a different format. Departments should also note that faculty members may have been affected personally by the twin pandemics. Challenges with childcare, virtual schooling, mental and physical health could also affect the productivity of faculty members. To assess the impact, departments should ask faculty members to discuss how (not why) their productivity has been affected. This can be done as part of the brief summary of future plans written by faculty members for the review. This information can help the department recognize the differential impacts the pandemics have had on faculty members leading to a more equitable assessment that is less likely to worsen existing inequalities for women and BIPOC. Areas that could be discussed include:

- changes to courses (moving courses online and learning/testing new technologies)
- trainings required for new technology, pedagogy, etc.
- additional support provided to students during the pandemic
- additional work needed to close and re-open labs
- limited or reduced availability of research tools
- research time lost for a variety of reasons (professional and personal)
- travel cancellations
- increased review time of publications or the delay of publications
- increased service time due to COVID preparations or responses

If you have any questions about the post-tenure review process, please contact the Secretary of the Faculty Office, sof@secfac.wisc.edu, or Beth Meyerand, vpfsa@provost.wisc.edu.

Secretary of the Faculty

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Here are a couple of resources for further information about evaluating faculty productivity during the pandemics.

- <https://advance.umich.edu/wp-content/uploads/2020/10/UM-ADVANCE-Faculty-Equity-and-COVID-19-Oct-2020.pdf>
- <https://www.umass.edu/advance/sites/default/files/inline-files/UMass%20ADVANCE%20COVID-19%20Tool%20August%2017%202020%20Final.pdf>

cc: Rebecca Blank, Chancellor
Karl Scholz, Provost
Eden Inoway-Ronnie, Provost Chief of Staff
Laurie Leininger, University Executive Staff Assistant (Provost Office)
Heather Daniels, Secretary of the Faculty
Deans and deans' assistants