

RESOLUTION RECOMMENDING CHANGES IN THE ANNUAL FACULTY PRODUCTIVITY REPORT

WHEREAS the Faculty Responsibility Policy requires that faculty annually to report their professional activities and accomplishments for review by the chair and the deans;

WHEREAS the annual report constitutes a formal record of faculty productivity which may affect decisions about leaves, discretionary salary increases, and workload;

WHEREAS the COVID-19 pandemic has adversely affected research productivity both by restriction of resources (including but not limited to bandwidth, conference participation, lab and facility access, workspace, closure of libraries and archives, travel restrictions, cancellation of artistic performances and events) and by a vast expansion of effort needed for adaptation to online teaching and careful vigilance over growing numbers of at-risk students;

WHEREAS most faculty members had never taught fully online before and had therefore to invest significant time, efforts and resources to ensure they continued to deliver high quality instruction in the new remote environment;

WHEREAS a disproportionate responsibility for caregiving and homeschooling made necessary by the pandemic risks exasperating persistent disparate career attainment by women and Black, Indigenous and People of Color (BIPOC);

WHEREAS the University at Buffalo has expressly committed to eliminating such disparities;

WHEREAS R1 and other peer institutions have taken steps to address the COVID19 impact on such disparities;

BE IT THEREFORE

RESOLVED that the Faculty Senate urges university administration to ensure that reductions in productivity during the pandemic not adversely impact faculty consideration for research leaves, discretionary salary increases or result in increased or shifted workload; and

RESOLVED that the Faculty Senate urges decanal leadership to solicit from faculty an optional supplement to the annual report, detailing impacts of the pandemic on their work, and identifying measures that would help them recover from setbacks attributable to the pandemic, and that due date extension be offered to provide these statements

Presented and Approved by FSEC: May 5, 2021 18yea – 2against – 2abstain

First Reading Faculty Senate: May 11, 2021 52yea-4 nay-4 abstain

Second reading Faculty Senate: suspended

Promulgated by President: