



University of Victoria
Faculty Association

EARLY IN CAREER WORKSHOP

MARCH 22, 2021

COVID-19 AGREEMENTS

MADE BETWEEN THE FA AND THE UNIVERSITY

Course Experience Surveys (CES)

- CES cannot be used for evaluation over any 2020 term unless faculty member chooses to include CES in evaluation documents
- also true for current Winter 2021 term
- In reappointment, continuing appointment and promotion files you put forward – CES scores are only included if YOU choose to do so
- Have asked that this also be the case for Summer 2021

STOPPING THE CLOCK

If your work has been affected by COVID-19 in the period January 1, 2020 – December 31, 2020, you can apply to the Dean for an automatic deferral of reappointment/continuing appointment /promotion consideration by 1 year

- Application must be made by April 15 of the year you are to be considered for reappointment, continuing appointment or promotion
- This extension is automatic, if you request it
- This request can be made any year up to when you would normally go up for promotion/tenure (can be for reappointment or promotion)
- If you have received this one year extension, you can apply for a second year extension if you can prove major negative impacts from COVID

For more detailed information about these issues and additional agreements see: <https://www.uvicfa.ca/covid-19-updates/>

ACCOUNTING FOR COVID IMPACT IN PROMOTION MATERIALS

- The Association is working on a proposal that would require RPT committees to take COVID-19 impacts into consideration – most will anyway
- Our current collective agreement has language that allows you to speak to COVID impacts as part of the required summary of major achievements
- CA s.33.19 d) notes that in developing the summary of major achievements “the candidate may include a statement of any special circumstances during the period under review which may have affected the candidate’s achievements during the period under review.”
- Would encourage you to be as specific as possible about COVID impacts
- NSERC has good language about how to do this (for grant applications, but has broader relevance).
- https://www.nserc-crsng.gc.ca/NSERC-CRSNG/Policies-Politiques/COVID-COVID_eng.asp

SOME SUGGESTIONS (ADAPTED FROM NSERC DOCUMENT)

You may wish to briefly describe circumstances that have affected your service, scholarly activity, teaching, research and training activities due to the COVID-19 pandemic. Information that should be included in any description is the duration of the circumstances affecting your service, teaching, research and/or training activities and, if applicable, a percentage of reduction in time devoted to regular scholarly activity, service, research and training activities during the specified time period, and a percentage of increase in time that may have been devoted to teaching activities during the specified time period.

Much less detail should be necessary in mentioning personal circumstances (medical or family accommodation, etc.). Stating that you were unable to work or worked at a reduced capacity during a specified period of time due to medical reasons or reasons of family accommodation during COVID-19 should be sufficient.

Faculty Mentorship Program

- Joint initiative with administration
- To provide one on one mentorship to early and mid-career faculty members and to provide career related workshops
- Not replace support and advice from Chairs, but as an additional resource
- Mentors to be available from May 2021

Questions?