**Mitigating the Gendered Impact of COVID 19 on Tenure-Line Faculty**

**Hand Out: Resources**

Results from a series of 2020 deans’ focus groups, sponsored by the ASEE Engineering Deans' Gender Equity (EDGE) Initiative, revealed that COVID19 has kindled broad interest and concern among deans about understanding and mitigating the gendered impact of COVID19, especially on tenure-line faculty. In the EDGE May13, 2021 Action Steps Webinar, moderator and panelists provided a recorded panel presentation addressing COVID19.

Jenna Carpenter (Moderator) is Founding Dean and Professor of Engineering at Campbell University.

- Harriet Nembhard is Dean of the College of Engineering and holds the Roy J. Carver Professorship in Engineering at the University of Iowa
- Ayanna Howard is Dean of the College of Engineering and Professor of Electrical Engineering with a joint appointment in Computer Science at The Ohio State University.
- Arvind Raman is Executive Associate Dean and Robert v. Adams Professor of Mechanical Engineering at Purdue University.

In this webinar, moderator and panelists provided overview of COVID19 impacts, discussed strategies for how deans are measuring impacts, presented "silver linings" identified in this past year; and shared promising solutions and future considerations.

The links presented below represent crowd-sourced resources deans and others found helpful in identifying strategies to support advancing gender diversity, equity, and inclusion in consideration of what we have learned during the 2020-21 COVID19 and Anti-Black race pandemics.
**COVID-19**


Purdue University Susan Bulkeley Butler Center for Leadership Excellence: Best Practices Tools

The Butler Center is creating Best Practices Tools that could be useful for faculty and possibly also inform policies/procedures. A Tool can be created based on a need. Faculty members may be invited to create a best practices tool or can propose creation of a best practices tool. There is no specific or set frequency for announcing Tools.

https://www.purdue.edu/butler/research/best-practices-tools.php

<table>
<thead>
<tr>
<th>BEST PRACTICES TOOL #1</th>
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<tbody>
<tr>
<td>Documenting the Impact of COVID-19 on Faculty (tenure track/tenured)</td>
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The COVID-19 pandemic along with the protests for racial justice has affected people’s daily lives in profound ways. These effects will continue to have long term impacts within academia. It is therefore essential to maintain a record, that is document the impacts faculty are experiencing in the three main areas of Discovery, Teaching & Learning, and Engagement. This document is intended as a guide for all tenure track/tenured faculty. It is not policy. A revised version of this Tool will be created for nontenure track faculty. Please note that annual evaluation and support for faculty will be addressed in a separate Tool. Tool #1 is here.

<table>
<thead>
<tr>
<th>BEST PRACTICES TOOL #2</th>
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<tr>
<td>Impact of COVID-19 on Faculty: What can Purdue Do?</td>
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Following the Best Practices Tools #1, and #3 which focus on documenting the impacts of COVID-19 on faculty in the three main areas - faculty support, annual review, and recognition, Tool #2 provides some best practices in three main areas - faculty support, annual review, and recognition. The Tool is about what Purdue can do in the three areas of support, assessment, and recognition. Tool #2 is here.

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<tr>
<th>BEST PRACTICES TOOL #3</th>
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<tr>
<td>Documenting the Impact of COVID-19 on Faculty (clinical)</td>
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Following the Best Practices Tool #1 intended for tenure track/tenured faculty, Tool #2 focuses on clinical faculty. The best practices are an indicative list; and not an exhaustive list. It is a guide, not policy. Tool #3 is here.
UMass ADVANCE Program

The ADVANCE team is creating a variety of resources and tools to help our faculty and campus leadership promote institutional transformation by cultivating faculty equity, inclusion and success. We developed each two-page tool by culling best-practices from our research findings and workshops, and with input from our faculty and campus leaders.

https://www.umass.edu/advance/resources-and-tools

Resources and Tools

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We will be adding resources and tools to this page regularly, so please check back.

Equity and the COVID-19 Pandemic

Documenting COVID-19 Impacts

Inclusive Communities

Creating Diverse Departments

Faculty Mentoring Best Practices

Inclusive Departments Best Practices

Equitable Faculty & Grad Collaborations

Research Collaboration Best Practices

Resources for Equitable Research Collaborations

Shared Decision Making Best Practices

Where Faculty Can Find Help

Video Resources

Where Can Faculty Go To Find Help?

Check out these UMass resources for faculty, including diversity, equity, and inclusion resources; bias and crisis support; health and wellbeing resources; and various support groups.

Learn More

https://www.nature.com/articles/d41586-020-01294-9