What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Provide relief from teaching duties
- Personalized plans for the coming 2-3 years
- Bias training for T&P committees to be aware of disparate impact of COVID on faculty
- PAUSE in the tenure clock probationary period
- Increase mentoring to these groups.
- Extended funding to finish degrees
- Rethink “productivity”
- Provide more flexibility in terms of workload for next three years
- We need to provide additional supports for those particularly affected by the pandemic (internal and external grants aimed at caregivers, etc.)
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Engage with them directly to get their input - one size does not fit all.
- Schedule research time for each week.
- Reallocate workloads.
- Short term: provide personal and mentoring support, particularly for junior faculty.
- Engage middle-management administrators and encourage them to utilize their discretionary power to influence change toward equity.
- Rethink workload.
- Change policies in P&T that reflect the negative impacts of COVID.
- We need to change the way that people are assessed for promotions and tenure, recognizing differences.
- Through recruitment and cluster hires.
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Modification of performance metrics to reflect gendered realities
- Extend start-up timelines
- Short term: repurpose funding to provide workload relief, look at the demographic data before any decision
- Supplement existing ADVANCE programs so we can provide additional support
- Flexible work environments!
- very clear policies around "counting" different types of faculty work on assessments
- Break the 40 hour work week
- Normalize different timelines for attaining tenure
- Ensure there is engaged Equity-Centered Leadership
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Redefine measures of success
- Course releases
- Recognize (with money and resources) the additional emotional labor for helping students, who seek us out disproportionately.

- Pay people the salary they lost by the delay in tenure clock
- Ensure flexibility
- Leverage professional societies

- Better institutional culture related to caregiving, mental health, stress relief. Recognizing that productivity isn't the be-all, end-all
- Add years to grants to support students and faculty
- Give credit for service activities in the tenure process
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Change activity weights for all faculty to reflect actual time spent on activities. No time for research means that people should not be evaluated on something that they could not do for a year.
- Change productivity metrics
- Continually remind leaders about the very real impact, that they may not have experienced
- allow flexibility in tenure and promotion criteria
- Provide mentoring support for faculty
- Long term: Adjust tenure expectations to be more inclusive
- Provide flexible scheduling
- Redefine excellence of scholarship
- Host forums to share these findings on the campuses to solidify that these impacts are real.
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

Recognize impacts may be long-term, plan for impacts over time.

Make COVID-years explanations normal in tenure packages

Provide actual leadership development (which necessarily includes equity and diversity) for administrators to improve decision making.

Institutions/Departments incentivizing greater work-life flexibility

value the work of women caregiving/childcare options on campus (so many are being cut!)

Overhaul P&T and what counts as productivity

We gave small grants to caregivers for research supplies and course release. They seemed very grateful.

Increase investment in work-life balance efforts

Start counting "secret service:" the intensive "mothering" work nearly all women/femme faculty are expected to perform in times of crisis
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Provide independent funding for graduate students (not just GRFP) that is not attached to a PI.
- Admin should talk to their faculty and really understand what their lives are like right now.
- Help connect researchers with other options for recruiting research participants, including online.
- Examine the ways in which people are rewarded for their work on projects like ADVANCE.
- Provide opportunities for "social" interaction to support community.
- Re-define the true cost of the work that needs to be accomplished.
- Educate community on the disparate impacts to ensure awareness that not all in the same boat.
- We never had a level playing field. Now that the pandemic has made this clear, let's rethink how to evaluate people in ways that recognize that the playing field is not level.
- Smart scheduling with fewer course preps.
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Share promising practices with deans and chairs
- Address tenure clock for new hires immediately

- Retroactive salary increases in cases of delayed tenure
- If stop the tenure clock, then make the increase in funds retroactive

- Ensure there are policies in place for graduate students/postdocs who have been impacted by the pandemic
- Care about people’s families!

- Value time spent mentoring and in search committees in P&T decisions
- Provide childcare subsidies

- Backdate time loss on tenure, don’t just extend the clock.
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Have special journal article issues focused on shorter articles.
- Show genuine empathy and support given everyone's unique situations and provide tangible structures/policies to address inequities.
- Training for T&P committee to better understand issues when assessing tenure cases.
- Authentic attention to this issue and tone at the top from presidents and chancellors.
- Include equity efforts as a meaningful part of performance evaluation.
- Start looking beyond the bias-infected instrument of student evaluations of teaching to understand quality of instruction.
- Flexibility in course mode of delivery. Reward and acknowledge successful course delivery and scholarship.
- Be more inclusive in what is valued in RPT process.
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

<table>
<thead>
<tr>
<th>Increase sabbatical opportunities/supports.</th>
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<tbody>
<tr>
<td>Be flexible in the ways that we evaluate faculty now and for the future especially around having to change research directions because of Covid</td>
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<tr>
<td>Reevaluate service/committee structures to prevent service bloat</td>
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<tr>
<td>Continue flexibility to work at home once we are post-pandemic</td>
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<tr>
<td>Transition funding for grad students and postdocs</td>
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<td>Revise annual evaluation metrics</td>
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<tr>
<td>Create funding opportunities that address gender inequalities magnified by COVID</td>
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<tr>
<td>Rendering service more visible and valued</td>
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<tr>
<td>Instead of extending clock, evaluate consistent w part-time tenure-track faculty</td>
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</table>
What strategies can we adopt to mitigate the short and long term impacts of the pandemic on minoritized and marginalized STEM academics?

- Provide professional development support
- Provide tools to the middle management administration (chairs, deans, etc) on how to support faculty
- Build community and sustain conversations
- Modernize evaluation procedures.
- Pandemic impact statements!
- Reward service performed as a result of the pandemic as of particular value
- Fund research in gender disparities related to the pandemic