

Charge for Faculty Development Committee

Whereas COVID-19 and the resulting Quarantine have been a particular burden for members of our community who are responsible for one or more dependents (e.g., children, sick family members, etc.)

Whereas research shows that the burden of care often falls disproportionately on female faculty, and faculty of color.

Whereas many members of our community have been struggling with this burden and the resulting challenges since last Spring.

Whereas we recognize that while family leave is an option, it does not address the issues that arise for faculty who are able to continue working but are doing so with added burdens and constraints.

We charge the Faculty Development Committee of the School of Education with proposing concrete steps that can be taken to better support the members of our community who are in such caretaker roles both in terms of a) continuing to move forward, and b) in recognizing the burdens already faced. The goal is to a) relieve the burdens where possible, b) address any drop-off in productivity, c) to address the feeling of “exhaustion” that many are reporting, and d) make sure that all of our community feels valued and appreciated.