



On the Path to Success: Some Tips on Managing Work in the Context of COVID-19

*MINI-WORKSHOP FOR ASSISTANT/ASSOCIATE PROFESSORS AND
ASSISTANT/ASSOCIATE TEACHING PROFESSORS*

1

Introductions

1. Name and department
2. How long you've been at UC Merced

Aims of this workshop

1. Discuss how to keep moving ahead with research, teaching, service
2. Provide a way to network, share ideas, and support each other

2

Your academic career



3

The big questions

How to move forward with all this disruption and uncertainty?

How will I be reviewed at promotion time? Same threshold?

How can I adjust my workload and expectations?

What help is available?

4

Q&A

“Will promotion review be easier given COVID-19 challenges?”

Not easier. BUT all levels of review are and will be mindful of challenges at this time. UC standards will remain, but CONTEXT will be taken into account. More flexibility.

“In reviewing my case, how will reviewers know how COVID-19 has Adversely affected MY work?”

Carefully explain challenges in your self-statement.

5

Q&A

“How can I mentor my graduate students or postdocs when I can barely manage myself and my own family needs?”

Do your best and adjust expectations, yours and others’

Let your students, postdocs, and others know that you’re there for them, but encourage them to be more independent for a while

Frequently check in with them, but for less time and less often?

Encourage team work when it makes sense

→ Family needs and self care come first

6

Q&A

“I’m worried about online teaching. What if my course evaluations are low? Will this negatively affect how I am reviewed?”

*You have the option of NOT including Fall 2020 course evaluations in your next review
Remember that contributions to teaching are not JUST based on course evaluations*

“It’s important to maintain high standards in the classroom. How do I manage this at such a challenging time?”

*The focus should be on learning, not performance
Create a classroom that is as supportive and flexible as possible
Students are stressed, too – be there for them*

7

Q&A

“What if I become extremely stressed and distracted, and cannot be productive or even function?”

Pace yourself

Take breaks

Check email less often OR at particular times

Speak to your department chair, mentors, dean, VPF Office

Submit a Stop-the-Clock request, if you are an assistant professor

Be social!

Consider requesting a leave, for instance, for a semester

Speak to a counselor

Exercise!

Keep things in perspective

8

Q&A

“Can I get out of some service obligations, and if so, what?”

Talk to your chair – “I’m sorry but I can’t help with that right now...”
Advice: Offer to help provide/develop a plan for modified work or help

“Am I expected to be as active with professional service as usual?”

Do what make sense – cut corners where you can. Some examples:
Review fewer articles than usual
Don’t agree to organize several workshops

9

Questions for you

What have you been doing to help manage work during COVID-19?

What advice would you offer to others, especially new assistant professors?

10

Online resources on how to cope

<https://www.insidehighered.com/advice/2020/03/19/how-faculty-members-can-best-cope-stresses-covid-19-opinion>

<https://wellness.osu.edu/story/covid-19-faculty-staff>

<https://hr.ucdavis.edu/departments/asap/resources/ucd-covid-19>

11

Teaching resources

Faculty Support Resources for Remote Instruction

Center for Engaged Teaching and Learning. <https://cetl.ucmerced.edu>

Office of Information Technology <https://it.ucmerced.edu>

Sign-up for online support
at <https://app.acuityscheduling.com/schedule.php?owner=14058897>

12

Mentoring is always available

- Collaborative process aimed at sharing knowledge & guidance
 - hierarchical/vertical, formal/informal, short/long-term, internal/external
- Several units offer mentoring programs on campus
 - SSHA Mellon Program
 - VPF Faculty Mentoring and Networking Program
 - Departments – assign advisor/mentor to new assistant profs
- National Center for Faculty Development and Diversity
 - www.FacultyDiversity.org/Join

13

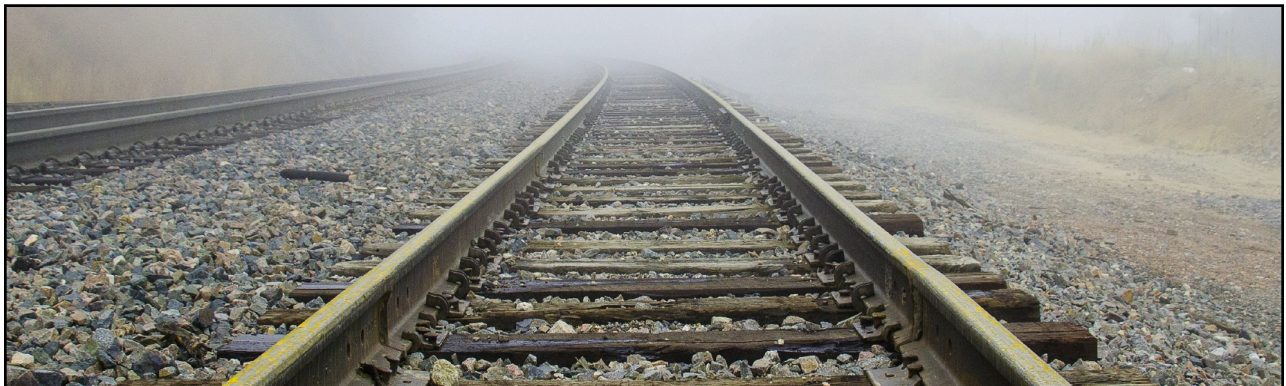
EVENTS

On the Path to Tenure: <i>Getting started</i>	Aug 11, 18	done	
New Faculty Orientation	Aug 24	8:45-2:30	
On the Path to Success: <i>Q&A w. CAP, VPF, APO</i>	Sept 10	Noon, 1:00	
On the Path to Success: Managing work during COVID-19	Aug 17, 18, 20	Noon	
Coffee Hour w. VPF & AVPF	Sept 8 (10:00)	Oct 6(1:00)	Nov 3(10:00)
On the Path to Tenure: Self-Statement Writing Workshops	Spring 2021	TBD	

14



15



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16