

**Subject:** impact corona on individual researchers

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**From:** Huisman, M. (EEMCS)

**To:** IPN, Catholijn Jonker - EWI, Han.La.Poutre@cw.nl

**CC:** ipn-diversity@googlegroups.com, Huisman, M. (EEMCS)

Dear members of the IPN board,

Within the IPN equity, diversity and inclusion working group, we have discussed the effects of the corona situation on the position of individual researchers. As you are well aware, for some of us, the consequences are quite severe, because of home schooling, extra efforts to change to online teaching etc.

We are contacting you, because we fear that the way in which these consequences are handled by the different CS departments varies a lot, which creates a lot of uncertainty, in particular among young assistant professors, tenure trackers, and other people on temporary positions (including post docs and to some extent also PhD students). What we have observed in our departments is that the support and awareness of the difficulty of the situation is often missing, and in particular the management often does not actively start the discussion on the consequences per individual, and possible measures that could be taken. Moreover, while in the beginning everybody understood the difficulty of the situation, with the new (even stricter) lockdown, the impact is getting even bigger, while support is not necessarily growing.

We feel that it is important to take action quickly, because the effects of the current lockdown can have a long lasting impact. However, when somebody will be evaluated in a few years from now, the evaluating committee might have forgotten about the current situation.

Therefore, we ask you to urge all the CS departments to actively discuss the impact of the current situation with all researchers, and to identify personal measures whenever necessary.

We have a list of possible measures that could be taken. This list is not exhaustive, but can help as a starting point for discussion.

- Add an entry for corona-related activities in time sheet systems, so people can indicate time they need on home schooling for example
- Adjust tenure track and other evaluation criteria, or delay the moment of the (tenure track) evaluation
- Make the requirements on satisfactory teaching evaluations less strict, to compensate for the negative impact of student appreciation for online education
- Implement (department-wide/university-wide) meeting-free periods, so there actually is time to do research
- Reduce requirements on project acquisition for promotion

Best regards,

Marieke Huisman, on behalf of all members of the IPN EDI workings group