



To: UMBC Faculty
From: Orienne Smith, Chair, Faculty Caregiving Advisory Committee
Re: Faculty Caregiving Advisory Committee Biannual Report
Date: January 26, 2022

On behalf of the Faculty Caregiving Advisory Committee, I would like to share with you a report on the progress we have made in implementing our recommendations in the June 2021 Faculty Caregiving Advisory Committee [Listening Sessions and Survey Report and Recommendations](#).

Background and Membership

In the beginning of Spring 2021 Provost Rous convened a Caregiving Advisory Committee to “provide counsel and advise the Provost and Council of Deans on the provision of post-Covid-19 support for faculty caregivers whose research, teaching and service has been impacted by the Covid-19 pandemic.” Co-chaired by Jess Myers, Director of the Women’s Center (Spring 2021-Fall 2021), and Orienne Smith, Faculty Senate President, this committee was tasked with conducting outreach and engaging in consultation with campus stakeholders. The other committee members are:

Matt Fagan (Geography)	mfagan@umbc.edu
Joanna Gadsby (Library)	gadsby@umbc.edu
Lindsay Johnson (Music)	lmjohnson@umbc.edu
Erin Lavik (COEIT/CBEE) – Spring 2021	
Jennifer Mata-McMahon (Education)	jmatamcm@umbc.edu
Phyllis Robinson (Biology)	probinso@umbc.edu
Brandy Wallace (SAPH)	bhwalla@umbc.edu

The committee has met monthly each semester since its inception. In Spring 2021 we held a series of listening sessions for faculty caregivers and offered an anonymous survey for faculty caregivers who were unable or unwilling to share their experiences in person. 80 faculty caregivers (8.6% of the faculty at UMBC) participated in the sessions and the survey. The recommendations that we made in our June 2021 report were based on what we heard from faculty caregivers regarding the support they need now and in the future. Below is a list of recommendations that have either been implemented or are in progress.

Caregiving Advisory Committee Recommendations: Implemented or in Progress

University-level Recommendations

Policies and Procedures

- **The limit of two tenure-clock extensions should be reviewed.** Faculty who were granted extensions as part of their family support plans should also be eligible for extensions to their tenure clocks as a result of the impact of the pandemic on their research trajectories. Appropriate considerations should be made based on each caregiver's individual needs and circumstances while also balancing how multiple extensions may negatively impact timely tenure and career trajectory.

Accomplished: This was approved by Provost Rous, and a message went out to the campus community on January 18, 2022. Details [here](#).

- **Junior faculty should be provided with information regarding the possibility of extending the number of years that they can use their start-up funds if they were impacted by the pandemic.** They should be encouraged to work with their Department Chairs and mentors to develop a plan for spending these funds down.

Accomplished: This was approved by Provost Rous. The start-up extension request now ends at the Dean level rather than going up to the Provost.

- **Childcare support funds should be allowable in internal grants, fellowships, start-up packages and/or as an add-on application for completing research projects.**

In Progress: In Fall 2021 the Committee asked Lynne Schaefer and Kathy Dettloff (our former and current Vice Presidents, Administration & Finance) to investigate whether the University can use state funds for this purpose. Ms. Dettloff and her staff reviewed USM and state policies, and did not find any explicit restrictions on the use of state funds for this purpose (with the exception of one policy that specifically excludes USM employees). However, they concluded that, given all of the other restrictions on reimbursement for personal expenses while traveling in both the state and USM policies, it was doubtful that child or dependent care expenses while traveling on university business would be allowable.

After researching other university systems that do reimburse child care expenses while a faculty member is traveling on university business, a meeting has been arranged for February 14, 2022 with members of the University of California Irvine (UCI) Office of Inclusive Excellence who were instrumental in creating the University of California Dependent Care Travel Award Program.

Education/Communication

- **Create and disburse a caregiver supportive toolkit to chairs/administrators on a yearly basis.** UMBC's ability to not only attract, but to retain the best faculty depends on building an infrastructure that is caregiver-friendly. Supervisors must understand the importance of creating a departmental culture supportive of caregivers and value caregivers as an integral part of our diverse community. Throughout the listening

sessions and feedback survey, faculty caregivers identified an inconsistency across departments and supervisors that impacted the ways in which they felt supported as caregivers. This toolkit specific to UMBC's policies, practices, and current and aspirational campus culture would build a consistent starting point and a list of expectations in how to support and affirm caregivers who are already members of our campus community while serving as a recruitment tool for potential faculty members.

In Progress: A caregiver supportive toolkit for chairs/administrators was created. It is now with creative services and a shortened version for a brochure is currently under review.

- **Create and implement a caregiving-supportive/culture change workshop.**
*In addition to the Caregiving Toolkit, it is recommended that a **workshop intended to complement the toolkit** be created and made available to new Chairs and interested departments on a yearly basis.*

In Progress: Orianna Smith and another representative from the Committee will conduct a caregivers workshop for new chairs in Spring 2022.

- **Enhance and streamline visibility of caregiving policies and resources by creating a “Faculty Caregiving” tab on the Provost’s website.**
Faculty reported that it was often hard to find information related to caregiving policies and benefits. Others commented that creating a more visible and robust platform can support faculty recruitment.

Accomplished: The Caregivers Resources website can be found on the Provost’s website [here](#).

Meetings and Accountability

- **Ensure the Faculty Caregiving Advisory Committee receives an updated charge on a yearly basis** to provide ongoing oversight and commitment to cultivating a caregiver- supportive culture. This group should work in partnership with other caregiving supportive efforts led by PSS and students.

Accomplished for AY 21-22: Provost Rous attended the September 2021 meeting and stated that our charge for this year would be to continue to review what recommendations are possible, and to start the process of coordinating implementation with administration.

Jess Wyatt, the President of the Professional Staff Senate, attended our meeting in November 2021, and, going forward, we will be working with the staff senates on initiatives that benefit faculty and staff caregivers.

College and Department-level Recommendations

Promotion and Tenure

- **Document and account for invisible labor.** Many faculty members spoke to the significant ways in which the pandemic increased the amount of emotional labor and care they were providing to students. This type of care is also well-documented for faculty of color who often provide care, support, and advising/mentorship to students of

color in greater numbers than their white colleagues. This was compounded throughout the past year in the aftermath of George Floyd's murder, the surge of protests against structural racism and police brutality, and the increase of anti-Asian rhetoric and violence. Instituting methods to evaluate and appreciate the emotional labor provided to students (and the campus community as whole) during these ongoing crises by faculty are recommended.

In Progress: a draft proposal for recognizing DEI in P&T, including the call for a faculty working group, is in the process of being shared with the URM committee, the Faculty Senate Executive Committee, Affinity groups, Deans and Chairs. A meeting to discuss the proposed language changes will be held in late February, and the proposal will work its way through the shared governance process this spring.

Looking to the Future

- **Develop an on-campus Early Childhood Center**, perhaps from a collaboration between the Sherman Center for Early Learning in Urban Communities and the Education Department, to provide child care services to the UMBC community implementing a cutting edge educational model through which to train our early childhood teacher candidates and offer a research site for faculty conducting studies in related fields.

In Progress: Jennifer Mata-McMahon, Committee member and Director of the Sherman Center, is working with the Committee on a proposal for an Early Childhood Center at UMBC. The Committee will be sending out a needs assessment survey in the first few weeks of the spring semester.

- **Enhance accessible parking to accommodate pregnant people** by making it easier to park near one's own building during pregnancy.

Accomplished: People who are pregnant may be eligible to apply for temporary disability parking tag from the Maryland MVA to park in accessible parking on campus. A physician must complete the disability certification portion of the application. For more information visit the [MVA website](#).

The Faculty Caregiving Advisory Committee recognizes that the recommendations from June 2021 are not exhaustive; they represent an initial overview of challenges and potential solutions identified by UMBC faculty caregivers. We welcome any and all suggestions from faculty for additional ways in which we can support our caregiving population. Please do not hesitate to contact me, Orienne Smith, osmith@umbc.edu, or any of the other committee members. We are here to support you!

*“There are four kinds of people in the world:
Those who have been caregivers;
Those who currently are caregivers;
Those who will be caregivers;
And those who will need caregivers.”*

–Rosalynn Carter, Former First Lady of the United States