

October 22, 2020

To: Jason Stajich, Chair
Riverside Division

From: Theodore Garland, Jr., Chair, Executive Committee
College of Natural and Agricultural Science



Re: Campus Review: Proposal: Interim COVID-Related Dependent Care Modified
Duties

The Committee wholeheartedly supports the spirit of the proposal, which is to provide an Interim COVID-Related Dependent Care Modified Duties programs at UCR in order to support faculty whose children not able to attend school or daycare owing to pandemic-relate closures, or who otherwise have dependent care responsibilities related to the global health crisis. Doing so is critical because, as the cover letter notes, “the current pandemic has intensified the existing inequities that often disproportionately affect the careers of those balancing work and childcare or other dependent care responsibilities.” This problem is reflected in academia by the decline in the submission of manuscript to scientific journal by women (but not men) since March.

There seems, however, to be a discrepancy between point #10 of attachment, #6 of the same document (COVID-Related Dependent Care Modified Duties Program at UCR), and the letter from the Provost. It is unclear if teaching relief is being contemplated in this UCR proposal, and if not this would blunt its effectiveness. The Committee calls for clarification of the proposed strategy.

We support a COVID-Related Dependent Care Modified Duties Program at UCR that allows faculty who do not accrue sick leave to use any available paid medical leave to request teaching relief. Faculty members in our College furthermore are anxious for an immediate implementation of this Program so that requests for teaching relief could be requested for Winter 2021.