



School of Medicine  
Division of Biomedical Sciences  
Riverside, CA, 92521

October 22<sup>nd</sup>, 2020

**To:** Jason Stajich, Ph.D., Chair, Academic Senate, UCR Division

**From:** Declan McCole, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

**Subject:** SOM FEC Response to the Proposal on *Interim COVID-Related Dependent Modified Duties*

Dear Jason,

The SOM Executive Committee reviewed the Proposal: *Interim COVID-Related Dependent Modified Duties* submitted by VPAP Dan Jeske. We were in agreement that this is a very welcome consideration especially for those groups already at a significant disadvantage with respect to negative career impacts of COVID who have additional burdens of dependent care.

The following discussion points were raised:

- There was substantial concern regarding how modification of duties will be practically accommodated. Specifically, how will point 9A (*Partial or full relief from service obligations and responsibilities for an academic quarter*) will be practically implemented in reducing service commitments? For example, if several members of the same committee are approved for relief at the same time, will there be approvals required to reduce the size of a committee quorum to comply with academic by-laws?
- On a related point, has any thought been given to perhaps clustering academic committee meetings (campus-wide and within individual units) on certain days so as to at least facilitate freeing up at least one day per week from committee service?
- One concern related to the potential for a 'bottleneck' to arise if a Dept. Chair does not agree with a faculty member's request to avail of this opportunity. If a Dept. Chair (or Dean) does not agree with an applicant's request, is there a route of appeal for the applicant?
- An additional concern was that in addition to teaching and service duties, will relief also apply to clinical duties? This could involve incorporating flexibility in the timing of the provision of clinical care with respect to days of the week or time periods during the day.

Yours sincerely,

A handwritten signature in cursive script that reads 'Declan F. McCole'.

Declan F. McCole, Ph.D.  
Chair, Faculty Executive Committee  
School of Medicine