

From the Report of the Task Force on Equity in Faculty Evaluation, Oct. 2020. Access the full report.

## **Appendix A**

### **Timeline of COVID-19 Pandemic and Administrative Decisions**

We offer this timeline of the pandemic and institutional responses to it as a point of reference for faculty members and reviewers. The timeline will be updated and maintained on the Provost's Web page under the "Faculty Affairs" tab (<https://provost.udel.edu/faculty-affairs/>).

March 6, 2020	Travel restricted; events postponed/canceled.
March 11, 2020	First COVID-19 case confirmed on UD campus. The University works closely with DE Division of Public Health to track students, faculty and staff who were in contact with the individual who tested positive for coronavirus.
March 12, 2020	UD notified of 3 additional COVID-19 cases at the Newark campus.
March 13, 2020	UD owned and/or operated student housing facilities close through the end of the semester.
March 15, 2020	Research personnel at all UD locations begin preparing for restrictions to on-campus research. All UD-sponsored or affiliated travel, including domestic travel, is temporarily suspended until further notice. Work-from-home instituted for faculty and staff except essential personnel. Spring Break is extended for 2 weeks: March 14-29, 2020.
March 20, 2020	Work-from-home extended to April 13, 2020.
March 24, 2020	Work-from-home extended to May 15, 2020. The Provost announces 3 specific adjustments due to the pandemic: an automatic one-year extension of the tenure/contract clock; approval of an additional sabbatical semester for faculty on sabbatical leave during Spring 2020; decision that faculty are not required to present results from regular student evaluations of teaching from the Spring 2020 semester, either for annual appraisals or future tenure and promotion applications.
March 26, 2020	Emergency academic policies instituted effective immediately. Implementation of some fundamental changes in the delivery of academic programs that include modification of the grading policy as well as an extension of the period during which students may withdraw from courses without academic penalty.
March 29, 2020	Spring 2020 semester resumes online. All courses conducted online and via remote learning through the end of the semester.
March 30, 2020	University institutes a COVID-19 Pandemic Pay Protocol, which remain in effect for the remainder of the Spring Semester, from March 30, through May 31, 2020. During this period, all active full-time and part-time employees, including student employees, receive their regular pay.
April 14, 2020	Hiring freeze on all current and future academic and non-academic searches. Limited exceptions with endorsement of the Provost or the Executive Vice President as appropriate, and approval of the President.
May 8, 2020	Work-from-home extended to May 31, 2020.

June 1, 2020	Reactivation of campus operations on a phased-in basis starts with research facilities. This phase is time-sensitive research and some field-based research. Only 10%-15% of UD's research community return to research labs on campus, at partner facilities or field sites during the first phase of research reactivation.
June 23, 2020	Phase 2 research operations open. Phase 2 brings UD's on-site research activity to 33% of the research workforce. Lab-based research gradual ramp-up; all field-based research; limited human subjects work; studio activities: visual, art, design.
August 10, 2020	Phase 3 research operations open. Phase 3 brings UD's on-site research activity to 67% of the research workforce. Further gradual ramp-up, and some in-person human subject research.
September 1, 2020	First day of classes in a blended format (predominantly online, but with limited in-person instruction).