

# AT HOME WITH ENGINEERING EDUCATION



*JUNE 22 - 26, 2020*

Asee's Virtual Conference

**#ASEEVC**

**#ASEEVC**

**ASEE'S  
VIRTUAL  
CONFERENCE**

***JUNE 22 - 26, 2020***

At Home with  
Engineering Education



**W560A · DIVERSITY  
ROUNDTABLE - COVID-19  
Impact on Faculty Academic  
Careers**



Agnieszka Miguel, Seattle University  
& ASEE Vice President External Relations



Sarah Trainer, Seattle University,  
SU ADVANCE Research & Program  
Coordinator

# Background

- “What Counts as Success? Recognizing and Rewarding Women Faculty's Differential Contributions in a Comprehensive Liberal Arts University,” NSF IT ADVANCE Grant# 1629875 @ Seattle University (2016)
- Faculty members perform work that contributes to the university’s mission but does not count toward promotion to the rank of a professor
  - Examples: mentoring and advising students, community-based research, administration, leadership in professional societies, industry ties for internships, etc.
- Goal: rethink promotion process to account for faculty differential contributions

**ASEE'S VIRTUAL CONFERENCE**



**#ASEEVC**

# COVID-19 and Faculty

- SU ADVANCE Question: What effects did the move to remote instruction having on existing inequities in faculty workload and in work-life balance?
- Emergent Themes:
  - Faculty are balancing more caregiving at home.
  - Certain faculty are doing essential work in marginalized communities that they worry “won’t count” for tenure or promotion.
  - Teaching and administrative service have overwhelmed research and writing time for most faculty.
  - “The collapse of the professional into the personal” in terms of time and space → stressful.
  - Pervasive worry about student evaluations, external reviewers, tenure clock delays, promotion delays, expected levels of productivity.

**ASEE'S VIRTUAL CONFERENCE**



**#ASEEVC**

# Session Overview

- Small group discussion on impact of Covid-19 on faculty through a DEI lens (20 min)
- Report out on small group discussion (20 minutes)
- What can ASEE do to support equitable and inclusive virtual education?

**ASEE'S VIRTUAL CONFERENCE**



**#ASEEVC**

# Instructions

1. Choose a reporter who will share during the report-out after the discussion
2. Note your Breakout Group #. Find your Group # in the google doc. This is your notes area.
3. Read through the 6 questions. (they are the same for every group)
4. Choose one question to discuss. Record your notes in the notes area.
5. If you have time, discuss another question.

Link to google doc: [https://docs.google.com/document/d/1N6yzJtvjfqv\\_vpQFw-xjXxnpkG7h2lVa7axm6-Q\\_rXA/edit?usp=sharing](https://docs.google.com/document/d/1N6yzJtvjfqv_vpQFw-xjXxnpkG7h2lVa7axm6-Q_rXA/edit?usp=sharing)

**ASEE'S VIRTUAL CONFERENCE**



**#ASEEVC**

# Breakout Session

1. What effects did the move to remote instruction have on existing inequities in faculty workload and in work-life balance at your institution?
2. What efforts are being made at your institution to mitigate the impact of COVID-19 on faculty?
3. Should we be rethinking tenure and promotion processes to reflect the different times we live in and the different faculty population?
4. What initiatives can ASEE undertake to make a positive impact in this area in a post-pandemic world?

**ASEE'S VIRTUAL CONFERENCE**



**#ASEEVC**

# Report out

Moderators will call on group reporters to summarize their discussion.  
Type your additional suggestions in the chat box.

**ASEE'S VIRTUAL CONFERENCE**



**#ASEEVC**