BEST PRACTICES IN ADDRESSING THE IMPACT OF COVID-19 DURING THE HIRING PROCESS

Across all disciplines, the variations in scholarly output attributable to the pandemic's impact on professional activities and personal commitments is becoming readily apparent. It is critical that search committees are aware of and sensitive to the impacts of the pandemic on scholarly productivity of applicants. We also need to be mindful that the impacts of the pandemic on scholarly activities may be inequitable and especially pronounced for members of underrepresented groups, including women, racial/ethnic groups, and international scholars. As activities moved from the usual workplace to work-at-home, personal circumstances impinged differently on work activities. For example, such change may have disproportionately impacted productivity of parents with children at home who suddenly lost availability of childcare arrangements or became responsible to facilitate their children's education.

To gain an understanding of the pandemic's impact on individual applicants in order to aid the evaluation process, search committees should invite all applicants to provide a statement on the specific impact of the pandemic on their professional activities. The request of the statement should be listed in all job postings. If applicants opt to provide the statement, they are expected to submit it along with other application materials. Once provided, the statement will be used by the search committee to assess the impact of the pandemic on the candidate’s scholarly activities during the evaluation process. The search committee should discuss how to evaluate the impact and integrate their recommendations in the applicant evaluation matrix.

• To conduct research activities
• To engage in outreach/extension activities
• To disseminate scholarship
• To carry out professional activities
• To teach using diverse pedagogies and practices outside their disciplinary training
• To serve the institution and profession
• To continue professional activities with travel restrictions

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