To: President Shapiro, Provost Hagerty, Vice Provost Lindsay Chase-Landsale
From: The Organization of Women Faculty
Subject: Balancing Caregiving and Faculty Responsibilities
Date: July 13, 2020

The Organization of Women Faculty was heartened to see the July 10 statement, “POLICY ON COVID-19 ALTERNATIVE WORK ARRANGEMENTS.” As you know, the coronavirus has greatly amplified care-giving responsibilities, and these responsibilities often fall more heavily on women faculty. The increased caregiving responsibilities of the faculty are varied, and the impact of such responsibilities for AY 2020-21 is unknown and will be greatly dependent on decisions made by public schools, day cares, and adult long term care facilities. The accommodations outlined in the new policy are a significant step toward addressing many faculty concerns.

We really do appreciate the tremendous organizational and financial stress that the University faces. Faculty are also deeply appreciative of all you are doing to protect the health and safety of faculty, students, and the communities of Evanston and Chicago. We know that you are aware that the current pandemic generates great difficulties for everyone, and we are concerned about the long-term implications for women faculty, especially those with caregiving responsibilities during this time.

We look forward to partnering with the administration to think about how we might creatively address the long-term impacts of the coronavirus on faculty careers and how we might mitigate some of the gender inequities that have arisen during this period.