
Covid-19 and Promotion

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LMS Good Practice Scheme Workshop *Academic Progression in Challenging Times*

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- Because even in “normal” times, our promotion procedures struggle to be fair for colleagues with “non-standard” circumstances.
- And our promotion procedures are ridiculous to start with:
 - little relation between promotion criteria and what is good for the institution;
 - involvement of outsiders in assessing promotions.

What can we do? – Procedures

- If your promotion procedures have a ticking clock: **stop it** (and throw it away).
- Require everybody (going up for promotion, at career review, etc.) to write how Covid-19 affected them (professional, personal life, physical and mental well-being, etc.).
- Require everybody to write what they did different in their job because of Covid-19.
- Do not ask “what did you do the last year(s)”, but ask “what would you have done”, “where were you invited to do, but couldn’t”, etc.

What can we do? – Support

- Ignore formal workload models for a while.
 - In the current circumstances it is just not fair to ask everybody to do the same.
 - Those who've reached the top should do more.
- Ask what can be done, and be prepared to act.
Tailor support to each individual.
- If necessary, accept that things are not going as hoped/expected.
Help making plans to get back on track.
- Do not underestimate the amount of understanding among colleagues.

What can we do?

We like to hear your suggestions