

New form response notification

Google Form <csws@cas.uoregon.edu>

Fri 6/12/2020 3:19 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Name (optional) - If you do not give your name, we will keep your testimonial anonymous	Kate Mills
Rank	Tenure Track Faculty/Researcher position
School or college affiliation	College of Arts & Sciences
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	More working hours broken up across entire day
Describe one concrete thing you want UO to do to support caregivers who are working from home.	Remove requirement for live instruction coinciding with scheduled teaching time
What concerns do you have about work-life balance for the upcoming academic year?	Being mandated to instruct live between 4:15-5:45pm twice a week with two small children at home.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Sun 6/14/2020 12:16 AM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Name (optional) - If you do not give your name, we will keep your testimonial anonymous

Melissa Graboyes

Rank

Tenure Track Faculty/Researcher position

School or college affiliation

Clark Honors College

Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).

Without childcare or school for my two children (age 9 and 5) I have had to spend most of my day providing care for them rather than working on my book manuscript. I am grant funded, on a multi-year grant, and I anticipated writing multiple chapters of the book between March-August 2020, and now am unable to have the time or space to do so.

Describe one concrete thing you want UO to do to support caregivers who are working from home.

Reduce service obligations during fall term

What concerns do you have about work-life balance for the upcoming academic year?

That even if schools and childcare facilities are partially open (in a hybrid form) that will not be sufficient for people to return to work like "normal"

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New form response notification

Google Form <csws@cas.uoregon.edu>

Wed 6/24/2020 10:59 AM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Name (optional) - If you do not give your name, we will keep your testimonial anonymous

Jill Ann Harrison

Rank

Tenure Track Faculty/Researcher position

School or college affiliation

College of Arts & Sciences

Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).

I split childcare duties with my partner, who is also faculty here. We both taught two classes spring term, and spent many stressful hours figuring out how to take the classes online. Because my focus for the time I had allotted to work each day went into teaching (only about 4-4.5 hours, max as my workday was cut in half), I have not had a chance to even think about my research. Further, I'm a field researcher who planned to spend the bulk of the summer in a far-away field site, and am now unable to do this. I'm very worried about my research productivity, as I do not see the situation changing in the fall term when we must juggle teaching against childcare once again.

Describe one concrete thing you want UO to do to support caregivers who are working from home.

I do not want to be judged as below expectations for research productivity, and suffer the financial or career-related consequences of this. The UO needs to recognize this burden when it comes time for tenure, promotion, and merit raises.

What concerns do you have about work-life balance for the upcoming academic year?

I'm concerned that my child will not be in school due to Covid-19, and that we will once again have to figure out how to complete a full day's work in a half day's time. Having to balance this is stressful, as it puts pressure on us both, and causes great strain.

New form response notification

Google Form <csws@cas.uoregon.edu>

Wed 6/24/2020 11:55 AM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Non-Tenture Track Faculty/Researcher position
School or college affiliation	College of Arts & Sciences
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	I am not set up at home with an office space or clear area for work. I have three children, 15mos, 5yrs, and 8yrs. One has autism spectrum disorder and usually has a team at school to help him. Homeschooling two children while also caring for a toddler was a full time job for my husband and I. I basically got no work done. Our lab's research also does not lend itself well for all to work from home. I am very much a "wet bench" scientist.
Describe one concrete thing you want UO to do to support caregivers who are working from home.	Help pay my salary so that our grant is not impacted as much and my job is more secure while I am unable to work at full capacity.
What concerns do you have about work-life balance for the upcoming academic year?	Serious concerns that I will not be able to work again if we need to homeschool.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Wed 7/1/2020 6:20 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Non-Tenture Track Faculty/Researcher position
School or college affiliation	School of Law
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	I have two small children at home now. They are too young to care for themselves throughout the day. I can work in spurts and my workday is much longer --typically from 8am to 9pm, but the number of hours per day that I can focus deeply on anything has been reduced. I have to prioritize, and teaching tends to rise to the top every time. As a result, my work on the article I was working on this spring has ground to a halt. I understand that some have never been more productive during this time, and so it will be hard to understand how I can produce so little while working harder than I have before.
Describe one concrete thing you want UO to do to support caregivers who are working from home.	I would like the promotion standards to account for the half a year or more that caregivers have been desperately treading water just to stay afloat.
What concerns do you have about work-life balance for the upcoming academic year?	If schools and daycare don't fully reopen, I don't know how I will juggle the demands of teaching, service, and scholarship. There aren't enough hours in the day. I've never been as exhausted as I am now, and the new school year hasn't even started yet. I am filled with anxiety about how it can all work.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Wed 7/1/2020 3:46 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Name (optional) - If you do not give your name, we will keep your testimonial anonymous	Lynn Stephen
Rank	Tenure Track Faculty/Researcher position
School or college affiliation	College of Arts & Sciences
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	I have less time to engage in teaching and research due to needing to do more for my 89 year old mother who lives close by and helping my youngest son navigate on-line classes while he lives at home.
Describe one concrete thing you want UO to do to support caregivers who are working from home.	Suspend service, evaluation criteria for progress , until there is a vaccine and people can return to work and school.
What concerns do you have about work-life balance for the upcoming academic year?	that is all becomes one! Just work all the time.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Wed 7/1/2020 3:02 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Tenure Track Faculty/Researcher position
School or college affiliation	College of Arts & Sciences
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	A PhD student in my lab cares for an infant -- with no childcare available this has yielded near-zero research productivity during this pandemic. This affects my lab's work tremendously. Lack of support for caregiving affects all of us -- most directly and severely those doing the caregiving but it's not a huge leap to the rest of our community because we all work with caregivers. We have got to be in this together.
Describe one concrete thing you want UO to do to support caregivers who are working from home.	Insist that department heads + tenure and promotion processes require everyone (everyone -- not just self-selected or opt-in) include caregiving statements in their annual review, merit, tenure packet, etc materials for the next five years -- so that this is pervasively on everyone's radar. Even if we magically have a vaccine within a few months, the consequences of even just Spring 2020 on people's records will cascade and linger over time (eg grant cycles, publication delays, lost data collection cycles, etc) -- but it could be all too easy to forget this if/when the pandemic situation normalizes. It should not be a terrible burden to add a caregiving statement to materials and its power will be in its pervasiveness.
What concerns do you have about work-life balance for the upcoming academic year?	Mental health of everyone working under uncertainty

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New form response notification

Google Form <csws@cas.uoregon.edu>

Fri 7/3/2020 4:12 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Tenure Track Faculty/Researcher position
School or college affiliation	College of Arts & Sciences
Describe one concrete thing you want UO to do to support caregivers who are working from home.	continue to allow --even post-pandemic--for caregivers to teach hybrid or remotely and always have this format as an option

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New form response notification

Google Form <csws@cas.uoregon.edu>

Mon 7/6/2020 4:03 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Tenure Track Faculty/Researcher position
School or college affiliation	School of Law
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	<p>On many days, I can spend no more than 4 to 6 hours on my job. During the spring semester, once the stay-at-home order was issued, I had to drop my daily/weekly writing to use my abbreviated schedule for class prep, teaching, office hours, grading, and existing service commitments. Because I work fewer hours a day on my academic job (but a full day of course as a carer), I now work 6 to 7 days a week so as not to fall too far behind. The fatigue and lack of time for self is taking a toll, of course. I appreciate the option to postpone tenure, but the instability of the times makes that option feel untenable. Plus, it is my time. I have delayed too many times already. As a "non-traditional" academic, I have heard too many times from my internal voice and external voices as well that I should wait, do more, prove up more. When carers, women, BIPOC scholars must delay (again), disparities are perpetuated, lack of diversity is perpetuated.</p>
Describe one concrete thing you want UO to do to support caregivers who are working from home.	<p>Do whatever it takes to settle Freyd v. U of O before the Ninth Circuit issues an opinion--which means as soon as possible. The University's position in this lawsuit, if adopted by the Ninth Circuit as the law of this circuit, will hurt all faculty who juggle work and caregiving and all faculty who take on larger institutional and community service roles, and will disproportionately hurt women and BIPOC faculty by perpetuating pay and status disparities. It will hurt most of the women who have or will graduate from here and many of the men and children who'll depend on their earnings. The University's position is opposed by 48 civil rights amici and the AAUP. University statements of support for women are undermined completely by the travesty of the position the University</p>

What concerns do you have about work-life balance for the upcoming academic year?

is taking in this lawsuit. Ending this before it can cause further harm is a concrete step the University can and should take.

Right now my main concern is who will watch my young child while I do my job. The only real option my household perceives is for me or my spouse to sideline one of our careers. The fact that we could is a privilege, but nevertheless a painful choice. The road to the academy for me was long. It began in poverty and instability. To delay it even further feels tragic to me because, after so many decades of internal and external work, I finally understand my value as an educator, scholar and change maker.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Mon 7/6/2020 1:50 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Tenure Track Faculty/Researcher position
School or college affiliation	College of Arts & Sciences
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	It has decreased the time I have available for work
Describe one concrete thing you want UO to do to support caregivers who are working from home.	Remain flexible for our ability to work from home and zoom into meetings when we are on care-duty
What concerns do you have about work-life balance for the upcoming academic year?	I'm worried I'll get behind on my tenure track, and that if I take an extra year on my clock something will happen and they'll lay off professors in the mean time and I'll get laid off.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Wed 7/8/2020 12:29 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Non-Tenture Track Faculty/Researcher position
School or college affiliation	College of Education
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	You can have a job or kids right now. My partner and I both work full time, and have no help with child care. As a result, I could not devote the time I would have liked to teaching, and hardly worked on my research at all.
Describe one concrete thing you want UO to do to support caregivers who are working from home.	Provide safe child care.
What concerns do you have about work-life balance for the upcoming academic year?	I simply will not have enough time to work. I will be lucky to work 20-25 hours a week.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Tue 9/22/2020 1:18 PM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Name (optional) - If you do not give your name, we will keep your testimonial anonymous	Ursula Crawford
Rank	Staff position
School or college affiliation	College of Education
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	Working (even part-time) from home while caregiving/homeschooling two young children has been almost impossible. I cannot work for more than 10 or 15 minutes without being interrupted unless my children are watching television.
Describe one concrete thing you want UO to do to support caregivers who are working from home.	provide subsidized childcare or small group learning pods for children of UO staff/faculty
What concerns do you have about work-life balance for the upcoming academic year?	I'm very concerned about balancing childcare, homeschooling, work, and my own self care/mental health. At this point I've had to put one child into a childcare situation that I do not feel comfortable with in terms of COVID safety practices, in order to continue doing my job at the university.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Thu 9/24/2020 7:13 AM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Staff position
School or college affiliation	College of Arts & Sciences
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	I don't have enough time in the day for all my obligations.
Describe one concrete thing you want UO to do to support caregivers who are working from home.	Send fewer emails and have fewer meetings.
What concerns do you have about work-life balance for the upcoming academic year?	I'm the only one at home caring for a child engaged in remote learning. I'm also providing elder care for a family member with dementia. Like many, I'm stressed and stretched thin.

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New form response notification

Google Form <csws@cas.uoregon.edu>

Fri 9/25/2020 8:39 AM

To: Jenee Wilde <jenee@uoregon.edu>

Your form has a new entry. Here are all the answers.

Rank	Staff position
School or college affiliation	College of Arts & Sciences
Describe one way that caregiving while working from home has impacted you (teaching, research, etc.).	As someone who just moved for my position last month, care at home for a 1st grader has meant working very early and late hours, stress from managing virtual school, and decreased mental health. We are very lucky that we have care soon with the City of Eugene, but the expense is significant. I suspect that the cost is more than most middle-income families are able to budget for. The cost is a challenge for us.
Describe one concrete thing you want UO to do to support caregivers who are working from home.	Provide an ongoing stipend for staff and faculty for whom care is prohibitively expensive. I don't count myself in this category, but I am certain that many UO staff are. Listen in particular to your Black and POC faculty, staff and GEs. They are dealing with additional stressors on health and well being right now, what they identify as serving them best should be top of the UOs list of priorities.
What concerns do you have about work-life balance for the upcoming academic year?	Ability to maintain mental health, cost.

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