

To: Provost
VP of Faculty Affairs
ORSP Director

From: Associate Professor Courtney Donovan with signatures by

Date: May 20, 2021

Re: Request for Funding to support Academic Mothers

Abstract for Funding Request to Support Academic Mothers:

The challenges academic mothers face with respect to balancing parenting, caring for aging parents, with professional responsibilities has been discussed for decades. The COVID-19 pandemic has exacerbated these burdens, causing academic mothers to fall further behind. During the past year, numerous academic mothers have shared stories on the ways in which the pandemic has halted their professional development. A growing number of studies substantiate these accounts revealing how women have experienced an unequal impact and burden from the pandemic's toll. Like other mothers, academic mothers have taken on increased housework and care responsibilities, while also juggling a transition to remote teaching, and taking on the responsibility of helping school-age children navigate online education. As academic mothers have prioritized these demands and focused on supporting student success, their own professional progress has experienced significant setbacks. As SFSU moves towards returning back to on-campus instruction, it is critical to recognize the cumulative and devastating effects that the pandemic poses for academic mothers now and in the future. These conditions demand innovative and comprehensive strategies and policies to support academic mothers to advance their professional development across the SFSU campus. Promoting and activating a campus-wide support system for academic mothers will serve to support through these extraordinary circumstances. A formal support system for academic mothers will have wide-reaching effects. Through offering adequate support to help academic mothers achieve their professional goals, the campus community also avoids failing our students.

We are requesting CARES Act or other funding by the university of \$42,000 per year to support academic mothers and invest in the institutionalization of a campus program specifically oriented to promoting the professional development of academic mothers. This funding will go towards developing several key actions including a campus peer support network for academic mothers. This network co-facilitated by academic mothers and their on-campus peers will put in place a formal system for mentoring and collaborating. It will also produce accountability and investment in one's own work and the work of others. The requested funding would also support course release for 10 academic mothers at the level of Associate Professor to allow sufficient time to work on publications and grants.

Request for Funding for Academic Mothers

We are requesting funds to allow us to create opportunities in Fall 2021 as faculty plan to relaunch research following Covid-19. The cost of this program is \$53,400 per year, allowing for 1 course release for four associate professors; 2 course release for administering the peer support network. Program costs also include funds for an academic mothers writing retreat in July 2022; stipends for four graduate student mothers; and additional funds for to support professional development including honoraria for guest speakers.

Budget Request:

1. One **course release** per year for **x number** of faculty (**specify rank, including NTT faculty**)=
2. Two course release per year for one faculty member to administer peer support network = \$12,000.

3. **Writing Retreat** – funds required for annual academic mothers writing retreat in July 2022, 40 attendees = \$10,000.
4. **Stipends** for x number graduate student mothers at \$10000 each =
5. **Stipends** for professional development for 10 NTT faculty at \$2000 each
6. **Program support** – \$3,000 additional funds to support professional development and honoraria for guest speakers.
7. **Tech and web costs** to support peer support network
8. **Dedicated space** and funds for meetings
9. **Administrative assistant** – funds to support assistant at 20 hrs/week

Total request = \$55,003

Conclusion: We believe that the request of \$53,400 and proposed allocation of funds is an innovative model to support academic mothers in ways that not only (re)launch and assist their professional development, but also creates a strong community of academic mothers and colleagues who back their work. This is crucial on the heels of Covid-19, the family and care responsibilities, and work conditions of on-line teaching, mentoring and service activities.

Signed: