
Covid-19 and Promotion

Jan van den Heuvel

Professor and Head, LSE Department of Mathematics

LMS Good Practice Scheme Workshop Academic Progression in Challenging Times

26 May 2021

Why is this so difficult?

- Because even in “normal” times, our promotion procedures struggle to be fair for colleagues with “non-standard” circumstances.

Why is this so difficult?

- 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

What can we do?

We like to hear your suggestions