



### **COVID-19 Impact Statement**

A COVID Impact Statement is an optional statement that faculty can include in their tenure and/or promotion packet to provide reviewers information that may be needed to perform a fair review. The statement should document, in no more than two pages, the effects that the COVID-19 pandemic had on one's productivity and performance with respect to teaching, service, and research, scholarly, creative, or professional activities. It is important to note that the statement does not change the standards for review, i.e., the quality indicators for the components of the tenure and/or promotion.

The statement is not considered confidential and, as such, should not contain any personal information such as individual or family health information. The following areas provide some guidance, although not extensive, on addressing both positive and negative impact with appropriate descriptions:

- Teaching: redistribution of workload away from scholarship due to moving to remote learning; invisible student engagement and student care efforts that may have added to workload; outcomes that resulted from your actions, including improved pedagogical experiences, if any, due to adopting new modalities of teaching;
- Research, scholarship, and creative activities: cancellation of conferences, invited talks, performances, and exhibitions; closing of labs or access to research resources, e.g., field work sites, human subjects, performance space, data gathering; delay in publications; new opportunities that resulted from new COVID-related research and discovery and scholarly expertise relevant to pandemics;
- Service: increase or decreases in service workload and ability to meet obligations; and
- General: description of how actual workload changed and how you adapted to the circumstances; how you plan to redress the impact in the future.

A good resource on COVID-19 Impact: [Best Practices Tool on Documenting the Impact of COVID-19 on Faculty](#) from Purdue's Susan Bulkeley Butler Center for Leadership Excellence. The document provides a perspective on the impact of COVID and presents the studies that show the negative impact of COVID on faculty, in particular on women and faculty of color due to disproportionate service roles and the emotional labor that they often assume.