

# COVID-19 Impact Statements

Associate Vice Chancellor Judy Walker has appointed a group of faculty and administrators to formulate guidelines for conducting annual reviews of faculty and reviews for promotion and tenure in light of the impact of the COVID-19 pandemic. The guidelines have not been finalized, but they will include a requirement that all faculty submit a COVID-19 Pandemic Impact Statement along with their other annual review materials. The statement should be a maximum of two pages.

The pandemic has affected different faculty members in different ways. For some, the impact may have been minimal, while others may have experienced severe disruptions of their teaching, research and service activities and of their personal lives.

Several other universities have confronted the problem of the pandemic's impact and what follows is a list of effects faculty may have experienced and that may have caused major changes in their professional performance. The list is offered as examples of things faculty may have experienced and as a way of helping CoJMC faculty craft their own impact statements. The list is not exhaustive, so anyone who has experienced disruptions other than these should include them.

Some of the impacts may have been to teaching, research and service, and descriptions of these impacts should be concrete. Other impacts are of a more personal nature; no one is required or expected to reveal specifics. For example, if a faculty member had to devote an unexpected amount of time to child care, stating that would be sufficient. The list is drawn from similar documents issued by the University of Iowa College of Arts and Sciences, the University of Michigan and Michigan State University.

## Impacts on Teaching

- Time spent switching to remote instruction, including efforts to obtain training on remote teaching techniques.
- Additional time devoted to providing feedback to students.
- Efforts to support students making the change to different modes of instruction.
- Differential impact of the pandemic on minority faculty and on minority students.
- Lack of infrastructure supporting virtual instruction, including overloaded bandwidth and lack of quiet space.

## Impacts on Research

- Cancellations of exhibitions, invited presentations, seminars and conferences.
- Lack of opportunity to travel.
- Reduced access to human subjects for research.
- Budgetary restraints from loss of funding.
- Cancellations of fellowships or scholar-in-residence appointments.
- Lack of access to field sites, libraries and archives.
- Delays in having works peer reviewed because of pandemic.

## Impacts on Service

- Increased responsibilities for service or outreach to deal with pandemic-related issues.

- Complications to external service such as editing journals or chairing conferences.
- Work to support schools, businesses and non-profits dealing with the pandemic.
- Increased service in university governance serving on committees dealing issues caused by the pandemic.

**Impacts on Faculty Generally**

- Personal circumstances and family responsibilities altered by the pandemic.
- Financial stress caused by the pandemic.