

COVID-19 has had varied impacts on the lives, working conditions, and research productivity of faculty members around the world. The degree of impact on any individual has varied based on multiple factors such as academic discipline, research methods employed, presence or absence of time-consuming family obligations, and the availability of assistance at work or in the home. Single parents and those who had major responsibilities for child and/or elder care and lacked access to in-home assistance report that the COVID-19 disruption was particularly challenging. Additionally, those who suffered with invisible conditions such as mental illness, substance-abuse, and other personal health issues found the isolation they experienced extremely difficult. In almost everyone's case, COVID-19 resulted in new time- and attention-consuming responsibilities.

In order to give all faculty members the opportunity to reflect on the impact of COVID on their career while the memory of the events of 2020 and 2021 are still fresh, all faculty will be asked to provide a **COVID Impact Statement** as part of their annual Faculty Activity Report for the 2021-2022 academic year. COVID Impact Statements will also be allowed in subsequent years, and can be submitted in the future at each faculty member's discretion.

Reviewers of faculty members' dossiers for the purposes of promotion, tenure, merit-pay increases, etc. will be explicitly counseled to consider the information provided in the COVID Impact Statement so that they are able to perform a fair, thorough, and fully contextualized review of each faculty member's record.

The COVID Impact Statement should be included in the faculty narrative section in Digital Measures. In this statement, faculty should reflect on and document the impact that the disruption associated with COVID has had on their research, teaching, and/or service activities. A [checklist](#) has been developed to support faculty in drafting their impact statement. Help sessions for those who want to discuss the checklist and use it to prepare their COVID Impact Statement will take place Tuesday, September 21 at 3 p.m. and Wednesday, September 22 at 2 p.m. Both sessions will take place in MUB Ballroom A1.