

For 2021 Annual Evaluations and Progress Toward Promotion/Tenure Letters

Beginning in the Spring 2020 semester and continuing to the present time, faculty across the University have experienced significant disruptions to their work due to the COVID-19 pandemic. To provide appropriate context for evaluating faculty accomplishments in 2021, faculty may include pandemic impact statements in the Evidence of Performance reports that they complete for their annual evaluations. These statements should describe how faculty work has been impacted by COVID-related disruptions. Check with department chairs (or equivalents) for guidelines regarding content or format of these statements.

Some examples of what faculty members may wish to include in their statements:

- *List conferences, invited talks, or performance venues for presenting your research/creative activity that were cancelled or delayed*
- *List specific scholarly/creative products (manuscripts, data collection, performances) that were slowed down*
- *Describes limitations or lack of accessibility to your research lab, studio, field site, or study populations*
- *Travel restrictions that constrained your research/creative activities*
- *Limitations to carrying out 2021 sabbatical or professional development leave plans*
- *Increased demands for service that affected your productivity*
- *Increased workload for teaching during 2021 that affected teaching and restricted time for research*
- *Changes to your program of research/scholarship/creative works to address new questions or issues related to the pandemic*
- *Contributions you made to assist colleagues and the university in the transition of remote/online teaching*