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# Panel on COVID-19 Impact Statements

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UNIVERSITY OF DELAWARE  
**ADVANCE INSTITUTE**

DATE

# UD's COVID Impact Statement Policy, FHB 4.4.18

Through the 2028-2029 academic year, all faculty members are required to include a “COVID Impact Statement” in their dossiers for peer reviews and promotion and/or tenure reviews.

The COVID Impact Statement is separate from the required workload statement and the conventional candidate statement.

## Other UD COVID-19 Policies for P&T, FHB 4.4.18

1. **CLOCK EXTENSION.** A one-year extension to the tenure/contract clock is granted to all TT and CT faculty as of the '19-'20 or '20-'21 academic years
2. **EVIDENTIAL MATERIALS: TEACHING.** Optional inclusion in dossiers of student course feedback, spring 20 - summer 21 courses
3. **EXTERNAL REVIEWERS.** Suggested language for use in letters to reviewers

## What is a COVID-19 Impact Statement?

- > A brief narrative that explains how a candidate's work has been affected (positively or negatively) by the pandemic.
- > The statement should identify impacts that help evaluators understand a candidate's career trajectory in light the pandemic.
- > It should document new responsibilities, unexpected challenges, and the creative ways one has mitigated the professional impacts of the pandemic.
- > If a candidate believes that there was no discernible impact, the candidate can use the statement to indicate that.

## Why Document the Impact?

- > The effects of the pandemic on professional careers varies greatly from individual to individual – and will be felt for many years.
- > Documenting impacts will help evaluators understand the context in which a faculty member's work was disrupted.
- > The underlying idea is that professional achievement should be judged relative to opportunity.
- > FHB: "Candidates are encouraged to describe both negative and positive impacts they have experienced as a result of the pandemic."

## Tips From UD Faculty

- > Keep statements brief and to the point; aim for no more than around a page
- > You do not need to include personal information in your statements
- > Emphasize impacts that measurably affected your productivity (e.g., lab closures, publishing delays, etc.)
- > When you can, focus on problem solving and creative workarounds

## Advice for Avoiding Bias

The effects of bias in faculty evaluation are well documented and some impacts (such as those having to do with childcare or health related matters) might be likely to prime bias. What can I do to avoid biased evaluation?

- > Keep your statement focused and matter of fact
- > You do not need to include personal information
- > If impacts are amorphous or personal or difficult to quantify, try to focus on the impact on productivity rather than what the impact is on you, personally.