



COVID Impact Statement

All Research Faculty Promotion Process candidates are required to submit a COVID Impact Statement. The statement can be **up to two (2) pages maximum** and/or as short as one sentence stating that the candidate experienced no impacts. *Please use a 10-point or larger font. Upload as an “Additional Document” component in PROMOTE.*

If your career trajectory was impacted by the pandemic, use the following as guidance when preparing your COVID Impact Statement:

- Use general language.
 - Ex: “*Due to COVID restrictions ... [discuss the specific impact to your work].*” It was very difficult to hold meetings or do research. You compensated by working a disrupted day, including early mornings and late at night –times when it was hard to collaborate with other faculty. It is difficult to conduct research without having long periods of uninterrupted time.
- Include what changes, if any, you made to your research, service activities, and the impact on your work. Include content to describe how you showed innovation or creativity in working around COVID constraints.
 - Ex: *Lab closed and had to abandon experiments in progress.* You pivoted to simulations, but it took a long time to make that change, and simulation results are not as well accepted in publications as are experimental results.
 - Are there adaptations that you made that may show resilience?
- CV: Indicate canceled seminars or conference talks, lost funded awards, graduate students who discontinued their studies, etc., with a notation, “*Cancelled due to COVID-19*” or “*Returned to home country due to COVID-19.*”
- Research: (loss of resources or access such as labs, paper publication was delayed, archives, field studies, and research students; loss of funding; difficulties collaborating; pivot in directions; difficulty getting external evaluators; canceled talks, etc.)
- Service: (taking on extra roles and duties due to COVID, such as serving on committees, etc).
- Discuss what accomplishments would have been achieved if COVID had not happened versus the more limited accomplishments that were achieved.

NOTE: You are discouraged from disclosing personal/family/health information. It is private and should not be divulged. Instead, focus on the impact on your work and not the specific sources of the disruption.