

## UD ADVANCE Covid-19 Resource

In response to the COVID-19 pandemic of 2020 and 2021, the University of Delaware has enacted temporary policies related to faculty promotion and tenure. These policies are in section [4.4.18 of the Faculty Handbook](#). The policies are designed to ensure fair evaluation of faculty accomplishments in light of pandemic work conditions. Each faculty member should consider carefully the promotion timing and pathway that is best for them. This document presents discussion points that faculty candidates and departments may wish to consider in light of the temporary COVID policies. We do not offer answers to these questions—different faculty members and departments will come to different conclusions. The last section of this resource provides links that may be useful for candidates and departments.

### Questions for Candidates to Consider:

1. Should I take the one-year extension or opt out? There are clear benefits to taking the extra year (i.e., more time to make a strong case for tenure and/or promotion). Other factors you may wish to consider include:
  - Taking the extension delays promotion and a raise.
  - It delays peer review, which puts off the opportunity to get valuable feedback on progress.
2. How long should a COVID impact statement be and what should I put in it? Is there a standard format for covid impact statements, or sample impact statements I can review?
  - The length of a covid impact statement will likely depend on your individual circumstances, but in all cases the statement should be concise and to the point. You do not have to include personal information to establish impact.
  - We recommend that you document COVID impacts now, when things are fresh. In some cases, full impacts will not be known immediately, so it is best to revisit and update your impact statement as needed in future semesters.
  - FAQ sections within the [Report of the Task Force on Equity in Faculty Evaluation](#) and in the [Faculty Handbook](#) may be helpful.
3. All faculty received a 1-year extension but my work is still impacted by the pandemic after a year. Should I talk to my chair about additional accommodations?

**We encourage candidates to not only consider the above questions, but to discuss them with their colleagues, mentor(s), department chair, etc.**

### Questions for Departments to Consider:

1. How will dossiers be evaluated in light of COVID impact statements? Will standards be changed?
2. Everyone gets a one-year extension, even though some faculty were impacted by the pandemic more than others. For example, people who are just starting up labs may be in a worse position than people whose labs have already been up and running. Some faculty weren't affected, perhaps even benefitted from pandemic work conditions. How will this be accounted for in the evaluation process?
3. What, other than the suggested language in the faculty handbook, should be sent to external letter writers? How will external letter writers know how to evaluate dossiers with respect to the COVID impact statement? Should letter writers receive candidates' COVID impact statements?

### Resources on impacts of COVID-19 on faculty

- [UD Report of the Task Force on Equity in Faculty Evaluation](#)
- [ASPIRE Alliance: Supporting Faculty During & After COVID-19](#)
- [National Academies of Science: Impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine](#)
- [UMass ADVANCE: Documenting Pandemic Impacts - Best Practices](#)
- [ARC Network Town Hall: Ensuring Equity in Institutional COVID-19 Responses](#)