



COVID IMPACT STATEMENTS: WHAT TO DOCUMENT

The COVID-19 pandemic has had a profound impact on higher education in a variety of ways. Changes in workload, transitioning courses to online or blended learning, and the harm to research productivity are just a few. While these impacts can affect all faculty, there are also segments of the population that will be overly impacted to include women, faculty of color, and those who serve as caregivers.

Georgia State has implemented a process to request a covid-19 tenure and promotion clock stoppage for 2020-2021. This document will focus on how to document the impacts of the pandemic regardless of clock stoppage and can be helpful in preparing your dossier for promotion and tenure, or annual review. As a resource, [a supplement to Malisch et al. Opinion Old Problems and New Solutions to ensuring gender equity in academia in the wake of COVID-19](#) was utilized to inform this document.

Teaching

- Transitioning courses to online or blended learning
- Changes in teaching load
- Moving non-traditional courses to online or blended formats (labs and other hands-on or independent work courses)
- Challenges related to technology, wi-fi, or other access
- Efforts to help students adjust to online learning
- Mandatory or elective workshops to enhance online teaching
- Increased meetings related to effective teaching
- Leading or developing training to help others on course development
- Changes in student evaluations in comparison to past evaluations

Research and Creative Activity

- Changes in access to labs, studios, other research spaces, or sites
- Comparison of productivity in previous years
- Lack of access to performance spaces due to social distancing
- Reductions in start-up funding and support due to changes in university or external support
- Grant extensions
- Utilizing research funding for PPE or other precautionary measures related to covid
- Status as an essential worker
- Transitions in research to focus on covid
- Types of longitudinal research that may have been disrupted and the continued impact



- Destroyed lab specimens
- Loss of time for data collection
- Lack of access to human subjects
- Impacts on lab personnel and other staffing
- Travel restrictions
- Canceled presentations, performances, exhibitions

Service

- Contributions to the university to address covid-19 (testing, coordination, etc.)
- Transitioning service responsibilities to online formats
- Changes related to student advising (increases, challenges, etc.)
- Increased student mentoring
- Disproportionate service obligations to increase diversity

Additional Information

You can decide to share more about your personal experience during covid that impacted your academic work. While this is entirely voluntary, it can be helpful in seeing the invisible challenges of the pandemic.