

Understanding COVID-19 Impact Statements

Documenting the effects of COVID-19 will make evaluations more thoughtful, transparent, and equitable.

In reviewing the COVID-19 Impact Statement, the reviewer (internally and externally) is instructed to use the information as context for what the faculty member has submitted in their self-assessment statement (e.g., for annual reviews) or comprehensive dossier (e.g., for promotion and tenure). The COVID-19 Impact Statement makes some unknown aspects of the pandemic experience visible as part of the review. However, the statement does not indicate that the standards of the review be lessened. When evaluating, reviewers are instructed to consider past performance and other evidence such as student evaluations while exercising their professional judgment in light of the information provided.

The COVID-19 Impact Statement is not a substitute for the faculty member providing the necessary information in their dossier required for an adequate review. The faculty member should prepare a dossier that contains a record of their professional career achievements in research, scholarship and/or creative activities, teaching and service, and appropriate documentation as defined by the department, college, and university review guidelines.