



Writing COVID-19 Impact Statements

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Welcome!

1. Background Information/Q&A
2. Writing Time
3. Feedback

FHB 4.4.11: It is the individual's responsibility to present the best case for promotion since he or she is most clearly involved in the outcome.

In other words...our aim is not to tell you what or what not to write!
Rather, we are here to think issues through together and learn from each other.

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.

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.
- > It should identify impacts that help evaluators understand a candidate's career trajectory in light 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.

Resources

- > Task Force on Equity in Faculty Evaluation (https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/9/2591/files/2021/02/Equity-in-Faculty-Evaluations-Task-Force-Report_2-11-21.pdf)
- > UD ADVANCE COVID-19 Resources
(<https://sites.udel.edu/advance/2021/04/12/ud-advance-covid-resource/>)
- > UMass Amherst, "Documenting Pandemic Impacts"
(<https://www.umass.edu/advance/sites/default/files/inline-files/UMass%20ADVANCE%20COVID-19%20Tool%20August%202017%202020%20Final.pdf>)

Quick Tips

- > Keep statements brief and to the point, ~ 1-1.5 pages
- > You do not need to include personal information
- > Emphasize impacts that measurably affected your productivity (e.g., lab closures, publishing delays, etc.)
- > Document new responsibilities, unexpected challenges, and the creative ways you may have mitigated the professional impacts of the pandemic.
- > 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. (This may help avoid priming bias in a reader.)