**COVID-19 Impact Statement for inclusion in promotion and tenure dossiers**

For Faculty

In recognition of the fact that COVID-19 has affected individuals, families, and careers in ways that we could not have foreseen, this section of the dossier provides faculty with an opportunity to express how the pandemic influenced each aspect of their workload and what they have done to continue making progress in areas of teaching, research/scholarly work, and service. This section allows for the recognition of time dedicated to converting classes to an online, hybrid, or HyFlex format, loss of opportunity for networking and collaboration, loss of time in a research laboratory or study site, and loss of experience and opportunity offered during a typical academic year.

Use this section to communicate the challenges faced and highlight the ways in which you innovated, adapted, responded, and continued advancing your career, even if some of it was non-traditional and may not fall into a particular section of the dossier. For this section, you may include the following:

1. A statement of how COVID-19 impacted each aspect of appointment, including career development opportunities
2. A statement, including examples, of areas where creativity was demonstrated to improve teaching, research, service, scholarly activity, or leadership
3. A statement of how COVID-19 may still be affecting aspects of appointment and professional development