

Promotion and Tenure COVID Impact Statement Guidance for Faculty
2/18/2021

In Section 2a. of the Promotion Template, Faculty have the ability to add a statement regarding the impact of the COVID-19 pandemic on the nominee's professional life -- up to 500 words. This statement should explain how the nominee adjusted/compensated for pandemic related difficulties impacting their research, teaching, clinics, extension or service.

Example adjustments to address may include:

Research

- Did your research pivot to address emergent questions/issues related to the pandemic?
- Did you donate your time, equipment, PPE, or other resources to support a Covid-19 response?
- Were conferences, invited talks, or performance venues for you to present your research/creative activity canceled or delayed?
- Were your research lab, studio, field site, or study populations inaccessible?
- Did travel restrictions impact your ability to staff your lab, visit a field site, or conduct research?
- What specific scholarly products (manuscripts, experiments, performances) slowed down due to the pandemic?
- Were you on release time or sabbatical during 2020 but unable to carry out research plans?
- Were precious or unique research resources (e.g., research animals) negatively impacted?
- Was your laboratory short-staffed due to COVID-related issues?
- Was your research progress on funded grants impeded by the pandemic?

Teaching/Advising

- Did you change/increase your support/engagement of students via teaching?
- Did you change/increase your approach to advising or mentoring students?
- Did you change/increase your approach to mentoring house officers or clinical trainees?
- Did the increased demands for teaching as a result of the pandemic affect your productivity?
- Did the increased workload for transitioning to remote learning restrict time for research?

Service

- Did you do invisible service important to sustaining the campus mission during the pandemic, such as helping other faculty with IT or remote learning, helping students navigate remote learning and relocation, pitching in to support coworkers in their tasks?

Extension

- Did your support of or engagement with stakeholders change?
- Did you pivot extension program delivery from in-person to a digital platform to serve your target audiences?
- Did UF restrictions impact your ability to provide extension services to stakeholders or collaborate with county partners and agencies?
- Were conferences or invited talks for you to present your extension scholarship canceled or delayed? What replaced them?
- Did production of extension scholarship (e.g., demonstrations, EDIS documents, other extension publications, videos) change due to the pandemic?
- Did you provide service important to sustaining the extension mission during the pandemic, such as helping other faculty with IT or remote learning, helping stakeholders navigate remote learning, supporting coworkers in their tasks, or connecting producers with market outlets?

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Clinical Service (HSC colleges)

- Did COVID-19 impact the delivery of clinical service (increase or decrease) and why?
- Did you experience a reassignment to serve in a COVID-focused role (e.g. testing, tracing)
- Were your clinical services reduced or suspended due to inability to work in the clinical environment as a result of personal or family medical status/risk status or caregiving responsibilities

The following topics can be addressed at your sole discretion, these relate to your personal circumstances.

Personal Circumstances

- Was your time for research, teaching, or service restricted due to caregiving demands for family members or others?
- Was your time restricted due to your own health issues?
- Are you a parent responsible for homeschooling your child(ren)?
- Did you experience a severe illness or death in your family that impacted your work?
- Did COVID 19-related family financial tolls (e.g. losing jobs, in-home caregiving needs) negatively impact your work?
- Did lack of childcare facilities (e.g. daycare closures) negatively impact your work?