

Name:

Pandemic Impact Statement for Annual Review

Introduction: The University recognizes that faculty have faced numerous professional and personal challenges since March 2020, that the impacts of these challenges are interconnected, that the impacts of these challenges have been unequal, and that the effects of these challenges particularly related to productivity and performance may be long-term. **The impacts of the pandemic will continue to affect faculty careers in future years. Thus, we believe that documenting these impacts will help the institution and our community recognize the multiple effects of the COVID-19 pandemic and act to help mitigate against unequal outcomes. Creating an account of these impacts through annual reviews will allow the institution to provide this documentation and acknowledge the unusual working conditions under which faculty have been working. This document is designed to allow the University to recognize conditions impacting productivity and performance that are beyond faculty control.**

Proposed Guidelines: The following is a suggested template for departments and units to use as a supplementary section for faculty to complete as part of the annual activity report to document the effects of the pandemic on productivity and performance. Use of this template is completely optional as is the extent to which faculty choose to provide details through choices marked or comments made. In their reviews, unit heads should acknowledge the pandemic impacts identified by individual faculty as well as providing a standardized acknowledgement of the ways in which their discipline has been impacted in teaching, research, and service.

Please note: The purpose of this tool is to collect information to inform the creation of a framework or approach to annual reviews within each department that accounts for the COVID-19 pandemic and its broad impacts on faculty within each department. This tool is not a substitute for nor intended to function as a mechanism to evaluate requests for reasonable accommodations for medical conditions covered by the Americans with Disabilities Act or the Family and Medical Leave Act. In order to engage the process for requesting reasonable accommodations or other protections under the ADA or FMLA, faculty should contact Cindy Edwards, Employee Relations Manager, in the University's Human Resources Department, at ckedward@uncc.edu.

Pandemic-related Impact Statement

Since March 2020 I have experienced significant impacts from the following issues (check any that apply):

I. Personal and Domestic Impacts:

- (a) Health issues
- (b) Increased economic burden
- (c) Illness or loss of family members
- (d) Caregiving
- (e) Childcare
- (f) Homeschooling or supervising remote learning
- (g) Loss of income or employment for domestic partners
- (h) Pandemic fatigue/mental health issues
- (i) Other: _____

Comments (optional):

II. Impacts on Research:

- (a) Reduction of networking opportunities
- (b) Conferences cancelled
- (c) Invited talks or session organization cancelled
- (d) Closing of archives
- (e) Limited or no access to laboratories and studios
- (f) Additional work to develop plans for closing/reopening laboratories
- (g) Additional work to begin or synthesize new projects in lieu of previous work
- (h) Limited interaction time with research students, postdocs, and lab technicians
- (i) Limited or curtailed travel or access to archives or field sites
- (j) Delays in the publishing industry and difficulties/slowdowns in the review process
- (k) Reduction of publishing opportunities due to financial cuts and/or closings of journals and presses
- (l) Other: _____

Comments (optional):

III. Impacts on Teaching:

- _____ (a) Learning new technologies, including trainings attended or led
- _____ (b) Overhauling course design and maintaining student engagement
- _____ (c) Course overloads due to personnel changes and/or increased enrollment
- _____ (d) Developing substitutes for class labs and studios
- _____ (e) Other: _____

Comments: (optional):

IV. Impacts on Service:

- _____ (a) Increases in advising load as students navigated changing course formats and requirements
- _____ (b) Increased number of meetings and other service activities addressing pandemic-specific issues
- _____ (c) Other: _____

Comments: (optional):

V. Resource Issues:

- _____ (a) Limited access to broadband and/or software
- _____ (b) Financial impacts (some caused by impacts mentioned above)
- _____ (c) Other: _____

Comments: (optional):

VI. Pandemic-related Activities

- _____ (a) Engaged in essential work
- _____ (b) Participated in pandemic-related research
- _____ (c) Contributed to departmental, university, professional-society, interdisciplinary, or community-engaged pandemic initiatives
- _____ (c) Support for students or colleagues experiencing pandemic-related physical, mental, economic, or social consequences
- _____ (d) Other: _____

Comments: (optional):

VI. Other Pandemic-related Impacts:

Comments: (optional): _____