



College of Arts and Sciences COVID-19 Impact Statement with Respect to Promotion and Tenure Review

The COVID-19 pandemic has, and will continue to have, significant impacts on the University of Washington faculty, staff, and students. In addition to COVID-19, many faculty, staff, and students have been impacted by social crises in our communities related to Black Lives Matter, attacks/blame placed on Asians and Asian-Americans for the virus, uncertainties related to Deferred Action for Childhood Arrivals (DACA) and immigration, challenges to individual rights, and other stresses felt by the diverse population of our school and region.

The resulting impacts have affected many faculty members' scholarship, teaching, and service. Faculty ability to produce scholarship and continue the forward momentum of research and artistic projects may have been affected depending on not only individual personal situations but also professional constraints and limitations. These include but are not limited to reduced access to research/artistic facilities and collaborators, restrictions on travel, and delays in funding, review, and publication processes. At the same time, teaching became more challenging and time-consuming for many when we quickly pivoted to remote instruction in late Winter 2020. Remote teaching has required additional training and support, and ongoing adjustments to ever-changing conditions.

In light of these circumstances, the Arts & Sciences College Council makes the following recommendations.

For Faculty Members Going Up for Promotion and Tenure

We encourage candidates to consider submitting a "COVID-19 Impact Statement" as part of their promotion and tenure file. Such statements will provide candidates the opportunity to explain how their research/artistic productivity and momentum, teaching, and service have been impacted by the pandemic and related events in 2020 and 2021.

Such statements are optional, and a candidate may choose either to incorporate discussion of impacts into their personal statement or to place it as a standalone document in their promotion file. A candidate may also decide to share their COVID-19 Impact Statement with only UW colleagues and administrators involved in the review process or also to include it in the materials sent to external reviewers.

For Department Chairs and Departmental Promotion and Tenure Review Committees

We encourage department chairs and departmental promotion and tenure review committees to consider the factors identified above and articulated in a candidate's COVID-19 Impact Statement when reviewing a candidate's materials. A faculty member's decision to include or not to include a statement should not be penalized. The decision not to include one may reflect personal privacy concerns rather than a lack of impact. Moreover,



department chairs and departmental promotion and tenure review committees should recognize that such statements may not be comprehensive. The emotional impacts of COVID-19 and their long-term toll, in particular, may be difficult to convey in a written statement.

We also encourage department chairs and departmental promotion and tenure review committees not to penalize candidates for any COVID-19-related accommodations they may have received such as extensions to mandatory promotion clocks, modified duties, and supplemental support for their teaching or research. Such accommodations should not raise the level of expectation in promotion cases but rather be viewed as strategies for making difficult circumstances somewhat more manageable.

As the College of Arts & Sciences guidelines state, “trajectory” is of “paramount” significance in all faculty promotion cases. When considering the issue of trajectory over the next few years, we encourage department chairs and departmental promotion and tenure review committees to recognize the many challenges that faculty may have faced since 2020, and to assess faculty achievements and forward momentum within the context of such challenges.

As with all matters pertaining to promotion and tenure, the final decision rests with the Provost, the President, and the Board of Regents.

*Approved by the Arts and Sciences College Council and endorsed by the Dean’s Office.
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