**Annual Faculty Evaluation Pandemic Impact Statement**

The University of Arkansas acknowledges that the COVID-19 pandemic has had differential impacts on UA faculty productivity and well-being. Many have endured lab and library closures; restrictions of travel to research and data collection sites; cancelled conferences, performances, and exhibitions; as well as the lack of access to campus infrastructure. In addition, many faculty members have been overseeing the education of their children’s schooling at home, caregiving, and increased time meeting the needs of students.

In light of these circumstances, the Provost’s Office asks that faculty document the pandemic’s impact on teaching, research, and service in their 2020 annual faculty evaluation. The pandemic impact statements will become a part of a faculty member’s permanent record to ensure fair and equitable annual evaluation and subsequent evaluation for tenure and/or promotion.

Faculty members should upload impact statement into Digital Measures or their college’s annual evaluation platform. Please upload one statement of no more than three pages that details the impact of Covid-19 on Teaching, Research, and Service.

Please document impacts that you would like to disclose. Below are various scenarios for your information. The list is not exhaustive.

Teaching

* Changes to courses in the move to remote or online teaching
* Increased hours in preparing and teaching in new modalities, including hybrid teaching
* Specific challenges with technology, including training, access to high speed internet
* Increased advising, meeting, and mentoring students
* Time and effort assisting colleagues and graduate teaching assistants in transitioning to remote/hybrid/online teaching
* Cancelled study abroad trips/courses

Research/Creative Activity

* Disruptions in carrying out research and/or creative activity, i.e., closed libraries, labs, travel restrictions, cancelled performances and installations
* Cancelled conferences and professional organization meetings
* Pivoting to change research agendas out of necessity
* OCDA or grant delays to carry out sustained research activities

Service

* Reduced national and/or international service to academic societies, granting agencies, etc.
* Increased service to the university due to the pandemic, i.e., holding workshops to assist colleagues and teaching assistants on remote teaching, use of Zoom, etc.