

Writing COVID-19 Opportunities and Challenges Statements, Fall 2022

UC Davis Office of Academic Affairs

References:

- Joint Senate-Administration Mitigating COVID-19 Impacts on Faculty Working Group Final Report: Spring 2022 is available [here](#).
- In Fall 2021, Provost and Executive Vice Chancellor Mary Croughan and Vice Provost Philip Kass provided multiple trainings to Associate Deans and Department Chairs to convey the highlights of and answer questions regarding UCOP's preliminary report on "Mitigating COVID-19 Impacts on Faculty Working Group." A copy of the presentation is available [here](#).

UC Davis welcomes all members of its academic community to avail themselves of the opportunity to share with their colleagues and reviewers the impact the COVID pandemic has had on their next advancement since the pandemic began in Winter 2020, particularly research, scholarship, and creative activities; teaching and mentoring; and university and public service. We therefore encourage academicians to compose and provide COVID-19 Opportunities and Challenges Statements as a voluntary but instrumental component of their reviews, which can be uploaded into [MyInfoVault](#) under the umbrella category of "Candidate's Statements" (where the actual Candidate's Statement and Contributions to Diversity, Equity, and Inclusion Statement can also be uploaded).

What to include:

COVID impact statements should provide a detailed recitation of missed or lost opportunities in the professional, but not personal, realm. There are numerous ways for this to have occurred, including loss of campus access due to closures, corruption of laboratory experiments, delays in manuscript submission and review, protracted time to graduation for graduate academic students, less time available to devote to work, and cancellation of professional activities and creative performances. Many additional specific examples are cited for the research/scholarship, teaching/mentoring, and university/public service criteria in the [presentation above](#).

How to use this information:

Members of our academic community and review committees should holistically consider dossiers utilizing the "achievement relative to opportunities" (ARO) principles for evaluating and weighing the components of the above criteria for advancement through the end of fiscal year 2025-2026. These ARO principles are explained in detail in the [presentation above](#), and using them means evaluating achievements in light of what was possible, rather than what had previously been done under historical norms. Candidates under review can address:

- the quantum or rate of productivity of scholarly activity,
- the opportunity to participate in certain types of activities, and
- the consistency of activities or output over the period of consideration

relative to the impact and opportunities since the COVID-19 pandemic began. For example, if a candidate describes that they were only able to work 50% of the time, and engaged in extensive online curriculum development from March 2020 to September 2021, expectations about research productivity and the ability to engage in other teaching and service activities should be adjusted accordingly. The degree of adjustment is subject to the reviewer's best judgement. If a Chair feels that their departmental vote does not adequately capture and implement ARO principles, they may utilize a confidential chair's letter to express their perspective.

However, COVID impact statements need not be restricted to how academics have been negatively impacted. In contrast, there may have been opportunities for positive contributions to be made even in the face of considerable challenges. This is consistent with the principle of holistically evaluating academics using the ARO principles described above.