

## Example Statement on COVID-19 Impacts for Evaluators

Dear Evaluator:

The COVID-19 pandemic has taken a serious toll on productivity and faculty career progress throughout higher education. {This University} seeks to be attentive to the pandemic's extenuating circumstances as we evaluate this candidate's case.

As you consider this candidate's professional achievements, we invite you to also consider and acknowledge the very real toll of the COVID-19 crisis. It is reasonable to expect that pandemic mitigation efforts such as moving to remote learning, limited access to campus research spaces and resources, and restricted travel, have and will lead to variation in the period for review. Therefore, we would appreciate that in evaluating this candidate, you do not consider the number of years since PhD or years in position. Instead, your evaluation should consider the quality of the work and the impact on the field rather than the quantity, rate, or timeliness of the accomplishments - particularly given the COVID-19 pandemic effects.

We hope you will use an empathic assessment of research productivity that acknowledges the vastly different circumstances faculty are operating under and adapting to because of the pandemic.