

SECTION 2A: PANDEMIC IMPACT STATEMENT

The University of Arizona recognizes that the COVID19 pandemic has taken a serious toll on productivity and faculty career cadence. Nevertheless, faculty have risen to the occasion to continue their work while managing the concomitant challenges of the pandemic while working at home, caring for others, and swiftly moving most or all of their activities online. Research has shown that the COVID19 pandemic disproportionately affected the lives and work environments of women and Black, Indigenous and People of Color (BIPOC), with a related deepening of racial gaps in health. (See references on the [Faculty Affairs COVID-19 website](#). In addition, [our own data](#) demonstrates the reduced availability of working hours for caregivers during the pandemic. Many of these impacts were intensely personal in nature (e.g., illness, death of loved ones, personal health concerns, caregiving, family obligations, less sleep, schedule disruptions, etc.) that research has shown to be linked with higher stress, emotional exhaustion, more burnout, decreased effectiveness at work and less professional engagement. We want to recognize that many faculty have been impacted by the pandemic in intensely personal ways that do not need to be shared in this public document.

To provide a fair review of the quality and impact of work, we will ask reviewers to consider the vastly different work circumstances that faculty have been operating under, and adapting to, during the pandemic period. It is important that reviewers are provided with sufficient information to carefully consider fluctuations in the candidate's workload, productivity, impacts and achievements.

Candidates are to use this subsection of the dossier to describe the influence of the 2020-2021 COVID-19 pandemic on any aspect of their position (e.g., impacts on research/creative activities, teaching, service, outreach, clinical service, employment conditions, etc.). Please provide a description (up to two-page, single spaced, minimum 11-pt font) for this subsection. Circumstances may include, but are not limited to the following:

- Changes to teaching modes.
- Additional training for online teaching.
- Mentoring students through converging public health, economic, and social crises.
- Access to research labs, facilities, or sites.
- Impacts on anticipated timelines for planned activities.
- Access to research participants and consequences for methodologies or timelines.
- Participation in institutional committees to address pandemic concerns.
- Contributions to public discourse on the pandemic.
- Response times of reviewers for books, journals, or funding.
- Adjustment of teaching or service duties, or other workload changes.
- Additional time spent on teaching, mentoring, student support, service, etc.
- Disruptions to scholarly and creative work.
- Disruptions due to working from home.
- Changes to or pivots in research agenda.
- Cancellations of seminars, conferences, performances, and / or collaboration visits.
- Additional meetings due to pandemic mitigation.
- Available work hours.
- Quantity and quality of work time and access to work-related resources.
- Working more hours.