

SECTION 2A: WORK IMPACT STATEMENT FOR CAREER-TRACK - *OPTIONAL*

Candidates may choose to use this subsection of the dossier to describe the influence of extenuating circumstances on any aspect of their position (e.g., impacts on research, scholarship, creative activities, teaching, service, outreach, clinical service, employment conditions, etc.). Please provide a description (up to two pages, single-spaced, minimum 11-pt font) for this subsection.

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

Circumstances may include, but are not limited to the following:

- Changes to teaching modes.
- Additional training for online teaching.
- Mentoring students through 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 activities related to COVID-19 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.
- Changes to research funding.
- Cancellations of seminars, conferences, performances, and/or collaboration visits.
- Lack of available work hours due to external factors.
- Quantity and quality of work time and access to work-related resources.
- Working more hours.