



February 13, 2023

From: Dr. Constancio Nakuma, Provost
Dr. Turan Kayaoglu, Associate Vice Chancellor for Faculty Affairs

To: Faculty Assembly and the Committee on the Status of Women

Cc: Deans and Auraria Library Director
teri engelke, Assistant Vice Chancellor for Human Resources
UCDALI

Re: Pandemic Context Impact & Pandemic Impact Consideration Statements

CU Denver has taken several measures to address the COVID-19 impact on faculty careers, including offering clock-stops, extending Clinical Teaching Track reappointment and promotion timelines, approving sabbatical deferrals, providing a choice to include Spring and Summer 2020 FCQs in annual evaluations, and extending faculty annual review cycles to cover 18 months.

However, we acknowledge that these efforts may not have fully addressed the ongoing and long-term impact of the pandemic period on faculty, especially women and marginalized faculty. Therefore, we support the request initiated by the Committee on the Status of Women and endorsed by the Faculty Assembly. Specifically:

All internal review committees and external reviewers will be asked to consider the pandemic's impact as they review the record. *The CU Denver Pandemic Impact Consideration Statement* (Appendix A) will be adopted, with the possibility for schools, colleges, and the library to adopt alternative statements if desired by their shared governance bodies.

Faculty members will be given the option to include a *Faculty Pandemic Impact Statement* in materials for annual, comprehensive, reappointment, tenure, promotion, and post-tenure reviews. This statement will provide information about the immediate and ongoing effects of the pandemic on the faculty member's professional life and will help reviewers understand how pandemic-related challenges may have affected their work. To facilitate this, we will distribute guidelines (Appendix B).

To implement these goals, we will take the following measures:¹

1. For reappointment, tenure, and promotion reviews for tenure-track and tenured faculty, we will:

¹ These measures will be in place for three years (AY2023-24, AY2024-25, AY2025-26) and may be extended upon request from the Faculty Assembly and with approval from the Provost.

- Add the *Faculty Pandemic Impact Statement* to the candidate materials in the templates in Interfolio (or Digital Measures in Business School) as an option for the candidate dossier.
 - Add the *CU Denver Pandemic Impact Consideration Statement* to the Interfolio (or Digital Measures in Business School) section of materials provided to external reviewers.
 - Add the *CU Denver Pandemic Impact Consideration Statement* to the Interfolio (or Digital Measures in Business School) instructions for all internal levels of review.
 - Add *Faculty Pandemic Impact Statement* to *Dossier Checklist* as optional for candidates.
 - Incorporate the *CU Denver Pandemic Impact Consideration Statement* and the *Faculty Pandemic Impact Statement* into *Strategies for Success* and RTP instructions on the Faculty Affairs website.
 - Add the *CU Denver Pandemic Impact Consideration Statement* to the template for *External Reviewer Sample Letters* provided by Faculty Affairs.
 - Discuss in meetings with Deans, Associate Deans, Interfolio Advisory Group, and Vice Chancellor's Advisory Committee for RTP.
 - Send a message to all faculty regarding the statements and plan of action.
2. For post-tenure review for tenured faculty, we will recommend all primary units include the *CU Denver Pandemic Impact Consideration Statement* statements in unit post-tenure review guidelines, with the *Faculty Pandemic Impact Statement* as optional.
 3. For reappointment and promotion review for IRC faculty, we will recommend all primary units include the *CU Denver Pandemic Impact Consideration Statement* in unit review guidelines, with the *Faculty Pandemic Impact Statement* as optional.
 4. For annual reviews for all faculty, we will include the *CU Denver Pandemic Impact Consideration Statement* and the optional PCI statement in unit annual reviews and add to the FAR template in Interfolio (or Digital Measures in Business School).

CU Denver is committed to supporting the faculty and addressing the impact of the COVID-19 pandemic on faculty. We appreciate Faculty Assembly's work to help us to address the pandemic impact on faculty careers. We will be taking several measures to include the *Faculty Pandemic Impact Statement* as an option, and the *CU Denver Pandemic Impact Consideration Statement* in all internal and external review materials and guidelines. Our goal is to ensure that the impact of the pandemic is taken into consideration in all reviews and evaluations.

We are grateful for your contributions and feedback in this process, and we look forward to your continued support in implementing these measures.



Appendix A: CU Denver Pandemic Impact Consideration Statement for Evaluators

The COVID-19 pandemic impacted the research, scholarly, and creative work, as well as teaching, mentoring, and service of many faculty members, with faculty of color and women possibly experiencing disproportionate effects. Please consider and acknowledge the impact of the pandemic and other challenges when evaluating this candidate's professional achievements. Remote learning, limited resources, and travel restrictions may have affected productivity, and personal and family health, childcare, and racial trauma may have also played a role. An empathetic assessment is appreciated, recognizing the different circumstances faculty faced during the pandemic. Clock stops should not raise tenure or promotion expectations.

Other CU System Statements and Resources:

- [CU Boulder Statement to External Reviewers](#)
- [UCCS \(on their page for COVID-19 Resources for Tenure Dossier\):](#)
 - **For external reviewers:** [Provost Statement on COVID-19 Impacts for External Evaluators](#)
 - For all reviewers: [Reviewing Pandemic Impacts to UCCS Faculty Careers](#)

Appendix B: Guidelines for Faculty to Include a Faculty Pandemic Impact Statement in Professional Review Materials

Faculty can include a *Pandemic Impact Statement* in annual, comprehensive, reappointment, tenure, and promotion review materials, highlighting the immediate and ongoing effects of the pandemic on their professional life. The statement aims to assist reviewers in understanding the impact of pandemic-related challenges on the candidate's work. The statement should not contain confidential information and should focus on topics such as changes in workload or practice, caregiving responsibilities, extra time spent on teaching and mentoring, disruptions to scholarly work, and support for students dealing with physical or mental illnesses, stress, grief, or anti-racist movements.

Faculty can refer to the following for Pandemic Impact guidance and consider including relevant background information or examples in their statement:

- [CU Boulder Pandemic Impact Guidance](#)
- [UCCS COVID-19 Resources for Tenure Dossier including Documenting Pandemic Impacts in your UCCS Dossier](#)