

GUIDELINES: FACULTY EXTERNAL IMPACT STATEMENT

Faculty members may include an optional **External Impact Statement** in their annual, reappointment, tenure, promotion, and post tenure review materials. This optional statement allows faculty to highlight the effects of external factors on their professional responsibilities, including scholarship, creative work, teaching, librarianship (for library faculty), and service.

The External Impact Statement provides context for reviewers to consider how external challenges have affected a faculty member's professional activities. This understanding ensures a fair and comprehensive evaluation of the faculty member's contributions and performance. All internal review committees and external reviewers will be asked to consider the external impact statements as they review the record.

Content Suggestions:

In these statements, faculty may address topics, including but not limited to:

- **Adjustments in Teaching:**
 - Modifications to teaching modalities or practices due to external constraints.
 - Implementation of new technologies or pedagogical strategies to adapt to changing circumstances.
 - Revisions to course curricula to address emerging societal issues or movements.
- **Impact on Scholarly and Creative Work:**
 - Disruptions or delays in research activities, such as:
 - Postponed or canceled conferences and presentations.
 - Inability to accept or complete fellowships.
 - Restricted access to essential research facilities, including laboratories, field sites, libraries, archives, or studios.
 - Limitations on travel or visa restrictions affecting research collaborations or data collection.
 - Closure of venues for exhibitions or performances.
 - Challenges in staffing research projects or recruiting student assistants.
 - Opportunities that arose due to external factors, leading to new research directions or collaborations.
 - Effects on grant funding, including cancellations, delays or extensions.
 - Difficulties in establishing laboratories or acquiring specialized equipment or materials.
- **Service and Leadership Responsibilities:**
 - Shifts or increases in service roles within the institution or professional organizations.
 - Additional responsibilities undertaken to support colleagues, students, or the community.
- **Student Support and Mentoring:**
 - Increased time dedicated to advising and mentoring students facing physical or mental health challenges, stress, anxiety, oppression, grief, or other support needs.

- Adjustments made to accommodate students' changing circumstances and needs.
- **Personal Challenges:**
 - Non-confidential personal challenges produced by external events that have impacted professional responsibilities.