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COMMITTEE ON ACADEMIC PERSONNEL (CAP)
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March 15, 2020

To: Senate Faculty
Elizabeth R. Dumont, Dean, School of Natural Sciences
Jeff Gilger, Interim Dean, School of Social Sciences, Humanities, and Arts
Mark Matsumoto, Dean, School of Engineering

From: Nella Van Dyke Chair, Committee on Academic Personnel (CAP)

Re: Impact of COVID-19 on Research Productivity

The COVID-19 virus and efforts to mitigate its spread may have negative impacts on faculty research productivity, teaching evaluations, and other scholarly activities. With this memo, CAP wishes to alert departmental personnel committees, chairs, and deans of the need to take impacts of the required adjustments into account when reviewing future personnel cases that include the activities of the Spring 2020 semester (or possibly beyond, depending upon the duration of significant virus-related disruptions).

Our faculty colleagues are understandably concerned about possible negative impacts on their scholarly records caused by the spread of the COVID-19 virus. There are many potential negative impacts, including research time lost due to the time required to move courses to remote instruction, potential negative teaching evaluations due to the changed mode of instruction, reduced ability to travel to participate in conferences or conduct research, reduced access to human subjects, and potential loss of research-related interaction in laboratories. It is reasonable to expect that faculty scholarly, research, and service contributions this semester will be impacted.

Please know that CAP intends to take these difficulties into account when reviewing faculty personnel cases that cover the time period impacted by the virus (a length of time as yet unknown). We recommend that faculty explain negative impacts when preparing self-statements in the future and potentially note these on CVs as well (for example, if you had a paper accepted for a conference which was subsequently cancelled). Department personnel committees, chairs, and deans should also take these impacts into account when reviewing cases that cover this period.

Cc: Gregg Camfield, Executive Vice Chancellor & Provost
Teenie Matlock, Vice Provost for the Faculty
Tom Hansford, Senate Chair
Senate Office