

MEMORANDUM

To: USC Rossier Faculty
From: Larry Picus, Associate Dean for Research and Faculty Affairs
RE: COVID-19 Impact Statements
Date: January 8, 2020

As most of you know, there has been considerable discussion about faculty including COVID-19 impact statements in their productivity reports and in dossiers for promotion. Provost Zukoski has indicated that COVID-19 impact statements will be allowed but has asked that each school determine whether or not to use them. Specifically he has sent the following notice to all schools:

COVID-19 impact statements will be allowed (but not required). Faculty may include a COVID-19 impact statement in their promotion dossiers as part of their personal statement, and in their annual performance reviews.

Ideally, the decision to use the impact statements or not will be a school-wide decision, and the Provost is asking for information from each school about the faculty process by which the decision was made/informed.

Please submit this information directly to the Provost via email no later than Friday, January 29, 2021.

Following conversations with Faculty Council Chair Rob Filback, I would like to propose the COVID-19 impact statement policy below. We will have an opportunity to discuss this at the January 12 faculty meeting, and will then seek a faculty wide vote on the policy so we can provide the requested information about our process to Provost Zukoski.

Proposed policy on COVID-19 impact statements.

The faculty of the Rossier School of Education recognizes that all faculty have been impacted in both their professional and personal lives and therefore supports inclusion of COVID-19 impact statements in future productivity report and in dossiers for promotion. Preparation of COVID-19 impact statements is voluntary and the form of those statements is up to individual faculty members. The statements should focus on how the pandemic has impacted their research and teaching. COVID-19 impact statements may be included in all productivity reports and promotion dossiers through commencement 2023. This policy may be extended by a vote of the faculty in the future.