

Date: December 16, 2020

From: Charles S. Taber, Provost and Executive Vice President, and
Melinda Markham, Faculty Senate President

To: Academic Deans, Department Heads, and Faculty

RE: COVID-19 Impact Statements and Equity in Faculty Evaluations

Throughout this pandemic, K-State has responded in a variety of ways to address the long-term impacts of COVID-19 on faculty RSCAD, teaching, and service engagement:

- March 20, 2020 [One-Year Extension on Tenure Clocks for Probationary Faculty](#)
- May 4, 2020 [Optional use of Spring 2020 TEVALS](#)
- July 22, 2020 [Provost's Guidance for faculty evaluations](#)
- December 10, 2020 [Reminder of Optional TEVAL use and review expectations](#)

The pandemic will affect faculty professional productivity in RSCAD, teaching, and service engagement for the next several years. This necessitates uniform tools for faculty to record, and departments to evaluate, COVID-19 impacts on faculty productivity.

In order to follow Kansas State University's values for fairness and equity in faculty evaluations, and to address emerging guidance from granting agencies and national academic associations, the Provost's Office and Faculty Senate are developing specific guidance for inclusion of the following items in any future faculty evaluation—including annual evaluations, reappointments, promotion and tenure decisions, and professorial performance awards:

- A COVID-19 Impact Statement for faculty to use.
- A prepared statement from Department Heads to internal reviewers about the pandemic's effects on faculty, and Kansas State University's commitment to quality of RSCAD, with an understanding that quantity or timeliness of productivity may be impacted in a post-COVID-19 era. A similar statement would also be included with communications to any external reviewers solicited for promotion and tenure evaluation.

Specific guidance for these components is in process. In the meantime, please take this moment at the end of 2020 to reflect on and record how COVID-19 has impacted your work. For those of you preparing for upcoming annual evaluations and reappointments, consider including an impact statement in your materials.

K-State values equity in our review processes and we hope that this guidance will assist in the fair review of the professional activity of our faculty.

If you have questions about these items, please contact Brian Niehoff at niehoff@ksu.edu or Tanya González at tgonzale@ksu.edu.