

Professional Disruptions Impact Statement

A Professional Disruptions Impact Statement is an optional statement that faculty may include in their review materials to provide reviewers at UTEP information that may be needed to perform a fair, contextualized review. The Statement may be included for all types of faculty review including annual, mid-probationary, promotion and tenure, and comprehensive periodic review. The Statement should document, in no more than **two pages**, the effects that a long-term, extraordinary professional disruption had on one's productivity and performance with respect to teaching, service, and research, scholarly, creative, or professional activities. Examples of extraordinary professional disruptions include, but are not limited to: delays in or termination of research funding, restrictions on travel that prohibit access to archives or geographic research areas, campus shutdowns that entail a change from in-person teaching to online teaching, lab closures, supply chain disruptions, construction challenges and/or delays, and slowed book presses.

The information should include an explicit description of the disruption and impact, including the starting and ending (or ongoing) timeline, which facets of the faculty member's work were impacted, and the resulting impact on faculty productivity, performance, and trajectory. Briefly summarize workload, performance and trajectory prior to the professional disruption. Describe how one has adjusted or plans to adjust their work to continue or re-build their trajectory in light of the professional disruption. The Statement is not considered confidential and, as such, should not contain any personal information such as specific individual or family health information.

The Statement shall be placed in a Supplementary Documents section of the dossier and referred to in the introduction to the dossier. When reviewing faculty accomplishments, reviewers at all levels must consider disruptions and resulting impacts to contextualize the candidate's record in rank. The Statement should not be included in materials sent to external reviewers.

Key considerations:

- The professional disruption must be sufficiently long-term to have resulted in the claimed impact.
- The Statement does not result in a pause in the promotion and tenure timeline.
- The Statement does not exclude the associated period from the review.
- The Statement does not change the standards for review, i.e., the quality indicators for the components of the tenure and/or promotion. However, after considering the Statement reviewers may determine that a change in review criteria is warranted in a specific case. The rationale for such a change must be included in the review.

Faculty candidates are encouraged to consult their supervisor regarding whether the faculty member might want to include a Professional Disruption Impact Statement in their promotion and tenure dossier.