





- The impacts of the COVID-19 pandemic on service, teaching, professional performance, scholarly activity, creative activity and research productivity, and training are not equal for all members of the academic community. Certain identity factors are associated with greater impacts for some individuals (e.g., gender, race, Indigenous identity, geographic location, rurality, disability, age, socioeconomic status, career stage, family responsibilities, etc.). This personal information might not be provided in an application; so your assessment should be informed by the description of the impacts on service, teaching, professional performance, scholarly activity, research and/or training activities provided in the materials provided by the candidate.
- The impacts of the COVID-19 pandemic are not equal across all kinds of teaching and in all fields of research, creative activities and scholarly activity. Some fields of research and creative activity may be more affected than others (e.g., research involving community engaged research, research involving archives, field v62(v)-49 (e)-1 (f)1.6(ie)5(Id)6