

Impact Statement Communication

There are many extenuating circumstances that can affect the lives, working conditions, and research productivity of faculty members, and the degree of impact on any individual varies. The following list provides some options faculty, particularly those on tenure-track, can consider if they have disruptions to their work. Additional information about these options, as well as other information related to Michigan Tech's benefits, can be found [online](#). If you are unsure what option may be best for you, talk with your supervisor and the benefits office.

- [Exceptional Extension of the Probationary Period](#) (see section 5.1.2)
- [Extension of the Probationary Period](#) (see section 5.1.1)
- [Family Medical Leave Act of 1993 \(FMLA\)](#)
- [Leave of Absence](#)
- [Parental Leave](#)
- [Sick Leave](#)

Regardless of whether any of these options were pursued, it is important to include a short statement explaining the impact of an extenuating circumstance as part of your Faculty Annual Narrative in Digital Measures for that given year.

Reviewers, both internal and external, of faculty members' dossiers for the purposes of promotion and tenure are asked to consider the faculty member's complete body of work and not the time over which it was completed. Supervisors should also be conducting annual formative reviews, which can take into consideration extenuating circumstances, but it is important to discuss these with your supervisor.