



March 23, 2026

### **Guidance on impact statements for faculty annual reviews and milestone dossiers**

At the University of New Mexico, we are proud of the strong ecosystem of support we have created for faculty at all levels and all stages of their academic careers. These efforts have been the result of a shared vision across all locations — the central campus in Albuquerque, the Health Sciences Center, and at our four branch campuses across the state.

As another example of our continued efforts to support faculty, we would like to offer guidance on how recent federal changes may impact the annual review process for faculty.

We are aware that decisions from the federal government and the changing federal funding landscape for research and other areas of the University's mission may create disruptions for faculty across all UNM campuses and academic units, affecting research/scholarship/creative work, teaching, and service goals.

As faculty prepare their narrative summaries and reflections for annual reviews and milestone dossiers for retention, tenure, and/or promotion (RPT), they are encouraged – but not required – to address the impact of these changes.

The purpose of these impact statements is to provide faculty members with the opportunity to document, summarize, and reflect on how federal actions have affected their workload, professional opportunities, productivity, performance, and career trajectory.

Examples of impacts that might be included are (but are not limited to) the following:

- Termination or interruption of federal or foundation support
- Changes in agency priorities or expectations
- Clinical, research, regulatory, or compliance-related constraints and/or limitations on travel necessary for presenting, performing, or disseminating scholarly work.

The purpose of impact statements is to provide peer reviewers, directors, chairs, deans, the HSC executive vice president, and the provost and executive vice president for academic affairs with essential context for conducting fair and holistic evaluations of faculty contributions.

For milestone reviews, faculty may incorporate these discussions within their research/creative work, teaching, and/or service statements.

Every level of milestone review, including external reviewers, must consider how faculty describe the effects of federal executive orders, regulatory actions, and/or shifts in sponsor funding priorities on their performance and contributions.

For the 2026-27 RPT cycle, chairs and directors should utilize the revised template for external reviewer requests, which includes the following mandatory language:

When preparing your recommendation, please consider any potential effects that the candidate may choose to describe associated with recent federal executive orders and federal actions impacting research/scholarship/creative work, teaching, and service. Impacts expressed in the candidate's statements might include, but are not limited to, the termination of federal support; more restricted or fewer opportunities to apply for funding; changing priorities and expectations of funding agencies; and/or a faculty member's inability to travel to present, perform, or disseminate work as a result of federal actions.

Thank you for your care and attention during this important process.

Sincerely,

**Barbara Rodriguez**

Interim Provost and Executive Vice President for Academic Affairs

**Mike Richards**

Executive Vice President, UNM Health Sciences and CEO, UNM Health System