

Documenting the **IMPACT OF COVID-19** in the review

- For many candidates, it may now be difficult to meet the milestones that were set approx. 12 months ago in significantly different circumstances. Given the COVID-19 situation, it is unlikely any candidate's progress should be assessed as unsatisfactory if the issues and delays are related to impacts of the pandemic. Milestones can be assessed as "partially achieved" or "non-applicable" with written justification.
- PANEL CHAIRS please document delays and circumstances in the review recommendations (if any) so candidates can rely on this record for any overtime requests or other considerations in the future.
- FUTURE MILESTONES set in the coming review are critical. Candidates & supervisors should develop timelines for completing their thesis & set milestones that are realistic and achievable in the circumstances. For example, if lab-based work/fieldwork is now not possible in the coming months, they should be encouraged to focus on writing or other research activities. Discussing the options with their supervisor & review panel is important. These plans must be uploaded to GRIS as part of the review.
- It is clear that opportunities for some candidates to carry out the research are limited. For such cases, the panel & supervisor should discuss options of:
 - (i) Change of study load to part-time
 - (ii) Take program leave