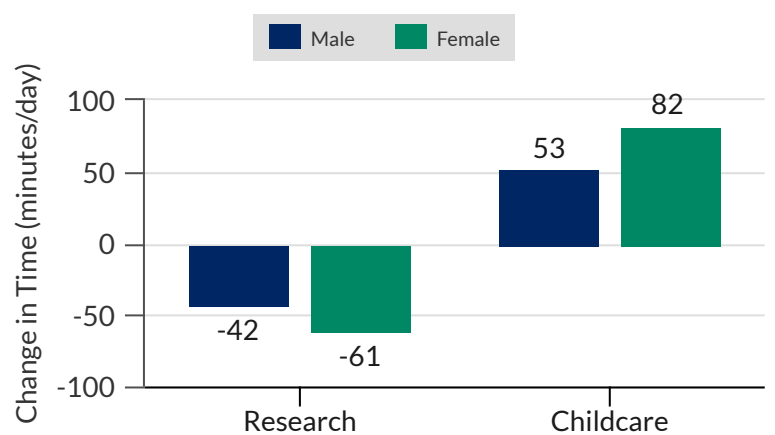


Faculty Work & Life During the Pandemic

National Data on Disparate Impacts Point to Future Challenges

Impact on Time

The pandemic has impacted how all faculty spend their time, but **female faculty are losing more time for research and writing than their male peers**. The decrease in time available for scholarship is even more pronounced for women in STEM, particularly those caring for school-aged children. **Faculty of color and women are also contributing more service and support for students**.



Women report losing nearly twice as much time *per day* for research compared to men. Women also spend significantly more time on childcare than men ([Deryugina et al., 2021](#)).

57%

of women faculty
(compared to 43% of men)
report being **busier now** than
before pandemic.

Key Challenges

- [Racial violence compounded](#) the pandemic's impact for faculty of color and those they mentor
- [Stress](#) is now a chronic reality for faculty navigating new expectations for teaching, service and scholarship; [burnout](#) is increasing.
- The long-term career impacts of these disparities may challenge faculty equity for years to come.

Impacts on Scholarship

Publication

- [Women are submitting fewer pre-prints, manuscripts, and first author manuscripts](#) since the pandemic began.
- Journal editors note more challenges identifying reviewers, and authors requesting more extensions, [slowing the publication process](#).

Access to Research Resources

- A minority of scholars report [little or no disruption](#) to their research; more men report having increased time for scholarship while working from home.
- STEM scholars report [persistent challenges in fully accessing labs](#), while travel restrictions have broader, negative impacts for [field scientists](#) and [international faculty, students, and postdocs](#).
- [Humanities](#) scholars report challenges to accessing documents, performing/visual arts studios and performing arts venues, while [social scientists](#) have faced challenges collecting data in lab and field settings.

Access to Mentoring and Scientific Community

- [Cancellation of conferences and meetings](#) in immediate wake of pandemic reduced opportunities.
- [Virtual conferences](#) increased participation but professional networking remains challenging, particularly for early career scholars.
- Loss of "face-time" in departments has reduced opportunities for informal and formal faculty mentoring and professional development.



We are all in the same storm, but not in the same boat.

--Vincent-Lamarre et al. (2020)

