

VISIBLE FACULTY WORK & LIFE DURING THE PANDEMIC

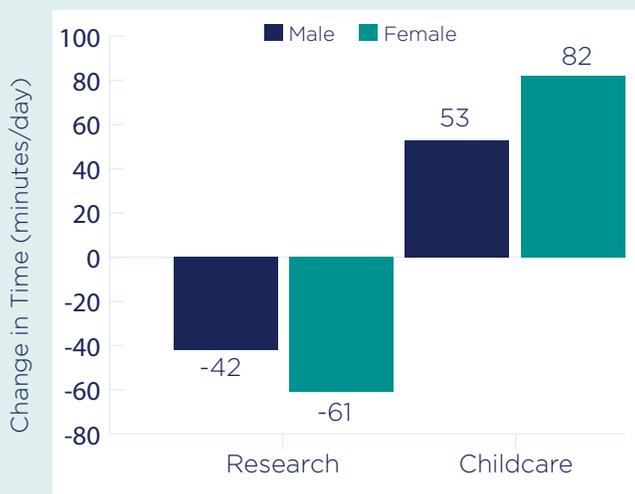
NATIONAL DATA ON DISPARATE IMPACTS POINT TO FUTURE CHALLENGES



VILLANOVA
UNIVERSITY

Impacts 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).

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.

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.

57%
of women faculty
(compared to 43% of men)
report being busier now
than before pandemic.

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

—Vincent-Lamarre et al. (2020)

