

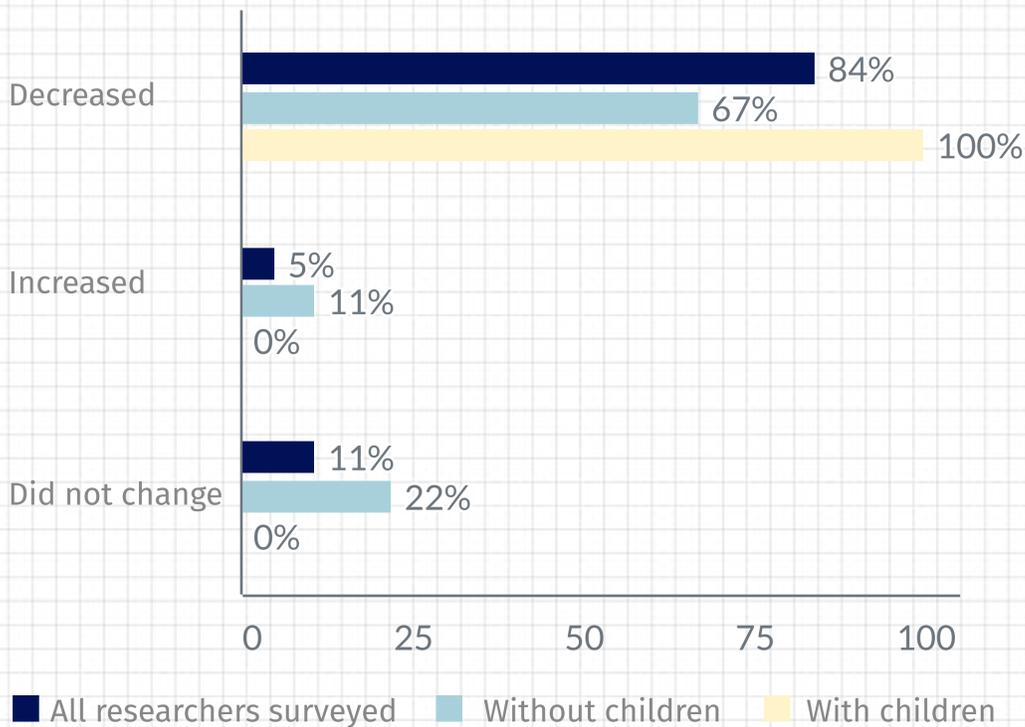
# Impact of COVID-19

Survey Outcomes for Early Career Researchers\*

## Faculty of Governance and Global Affairs

### Productive working hours

My productive working hours...



Average decrease among respondents who reported a decrease

♥ 51%

Childcare duties, time invested into moving courses online, lack of a quiet workspace and trouble focusing all lead to decreased productivity.

- “Maintaining focus, concentration and motivation is more difficult outside the office environment.”
- “Working in close proximity with a partner who is also working from home and needs to be in calls very often.”
- “Splitting childcare among my partner and myself as well as having to turn a course into an online course on short-notice.”
- “Fragmentation of time and less than adequate provisions (quiet workspace, no distractions, easy access to materials and software etc.) play a role here.”

### Current concerns

% of respondents that are highly concerned



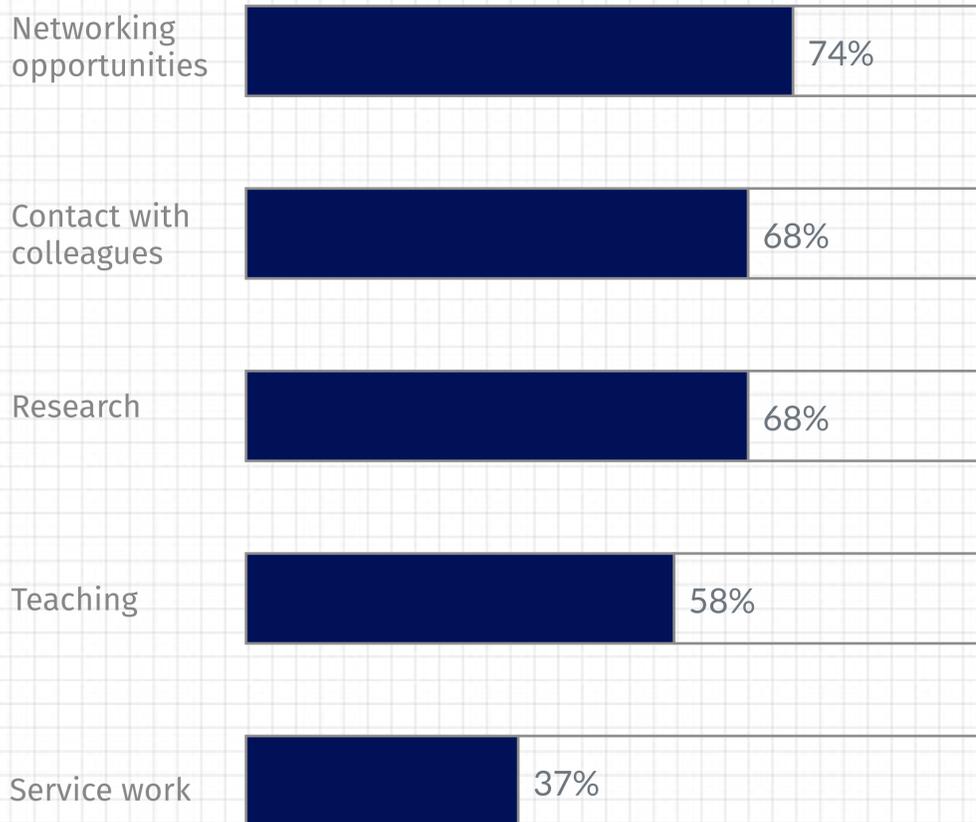
Research output is reduced for most early career researchers and there are concerns that this will not be acknowledged later. Lines between work and home life blur for many, leading to long days and worries about burnout. Finding the time to apply for grants is impossible, and timelines have become uncertain. Many worry that the COVID crisis will lead to less competitive resumes, which combined with economic decline may affect their career progression negatively.

- “I am concerned that the current situation will reinforce inequalities between male and female academics, and between care-takers and non-care-takers. With all the career repercussions that result.”
- “Less time, less data, less output.”
- “The lines become blurrier working from home in limited space that is normally strictly separate from work”
- “I am concerned that the time commitment demanded from us now (and over the summer!) will result in burnouts and other health repercussions.”
- “I worry that all grant-giving will suddenly shift to dealing with COVID-19 leaving even less for issue areas that are not ‘sexy’ right now.”

\*All results and quotes in this infographic are from researchers working at the Faculty of Governance and Global Affairs

# Impact on areas of work

% of respondents that reported a 'high impact'



Time for research is reduced, and research involving subjects has become impossible or difficult. Teaching online poses new challenges, like designing online exams, that take time to overcome. Networking opportunities have been reduced to near zero with the cancellation of academic events, especially making new connections is difficult to do online. Many are in contact with colleagues, but it's all scheduled, and spontaneous interactions are missed.

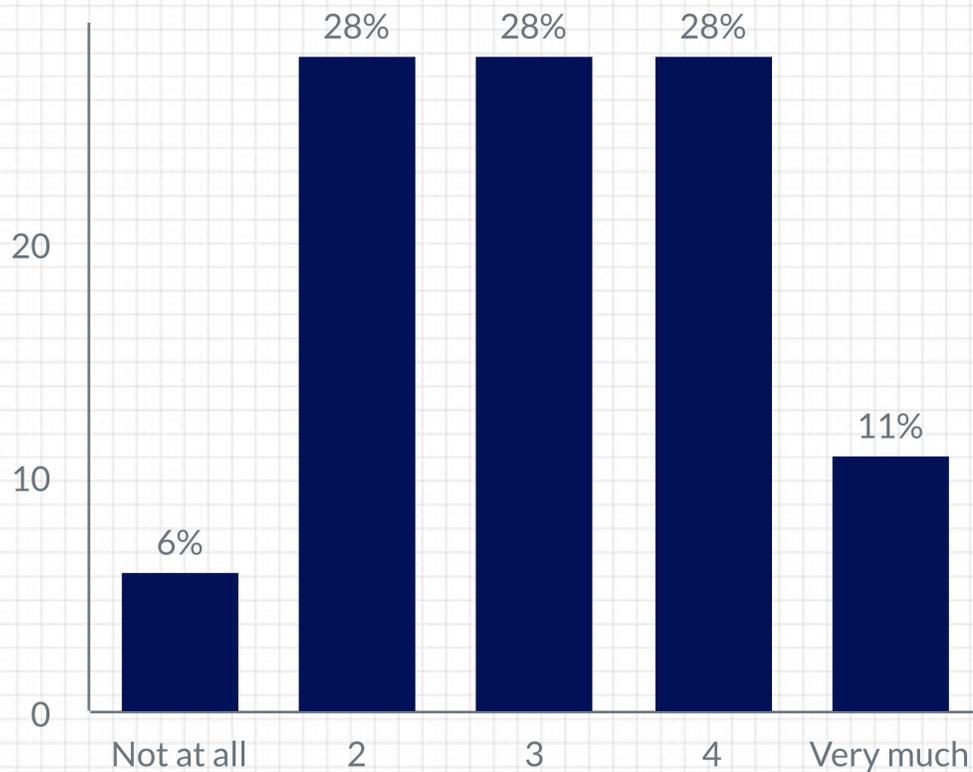
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- “Limited time (and mental space) for research.”
- “Everything digital now. Much less opportunities to have good interaction with students, though we make the best out of it and students also notify they do appreciate all the efforts.”
- “Teaching has had to change significantly, requiring much effort to go online. The teaching itself has also structurally changed of course.”
- “Networking opportunities are cancelled. Online you cannot have informal drinks with strangers in the same way as you can after a conference.”
- “No more informal conversations at the coffee machine and also just checking in with colleagues who are overwhelmed etc.”

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# University's support

Do you feel supported by Leiden University?



What can Leiden University do to support you better?

- Give clarity on what concrete measures will be taken to make sure that this period and the diverse experiences are properly accounted for;
- Postponing big changes to teaching programs would help alleviate the burden for some.

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- “Limiting the workload by limiting changes to the teaching program and committing fully to online teaching for 2020. Keeping in mind the diversity of home situations that people face.”
- “I would like to know what the current situation means for my temporary contract. Would it be possible to be extended somewhat longer, as I am now delayed with (particularly) my research projects?”
- “The university has done really well recognizing the difficult situation faculty members are facing right now. However, recognition needs to be met with concrete measures. Why not extend grading deadlines? Thesis deadlines? Make courses pass-fail?”

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# Positive experiences

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- “I appreciate the communication from the university and the understanding they convey about the challenges many of us face.”

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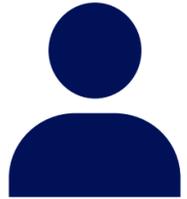
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- “This has been a perfect time for reflection on what I want for my life and career.”
- “Sense of solidarity and support from immediate team and colleagues with whom I regularly work.”
- “The university is doing a good job in recognizing the difficulty of the current situation. We have also received excellent information on how to move courses online and outstanding support from ICT & Education staff.”

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# Demographics

Number of respondents

 19

Gender

 58%

Children at home

 53%

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Assistant professor or Postdoc

 58%

Temporary contract

 58%



YAL