

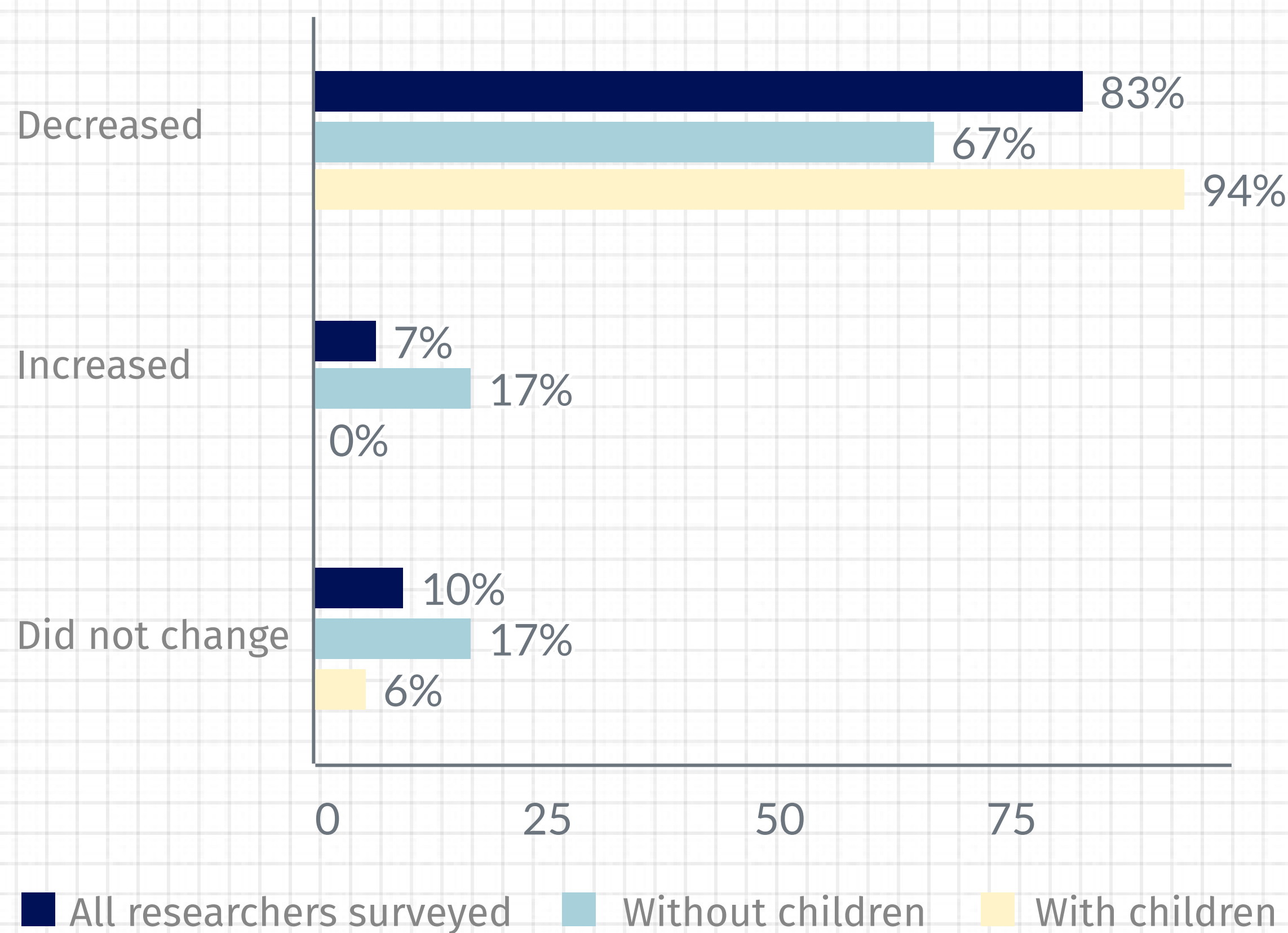
Impact of COVID-19

Survey Outcomes for Early Career Researchers*

Faculty of Humanities

Productive working hours

My productive working hours...



Average decrease among respondents who reported a decrease

♥ 42%

Childcare, stress and anxiety, larger time investments in teaching, less than ideal home offices, lack of access to libraries and archives all contribute to a decrease in productive working hours.

- "Students need guidance all the time even on holidays and I cannot decline appointments with them."
- "Having to care for family members, esp. my children, who need my attention. Most of my attention now goes to supporting the students and phd students I supervise."
- "I don't sleep well, which is not in the least because I am worried about the fact that my contract will end soon."

Current concerns

% of respondents that are highly concerned



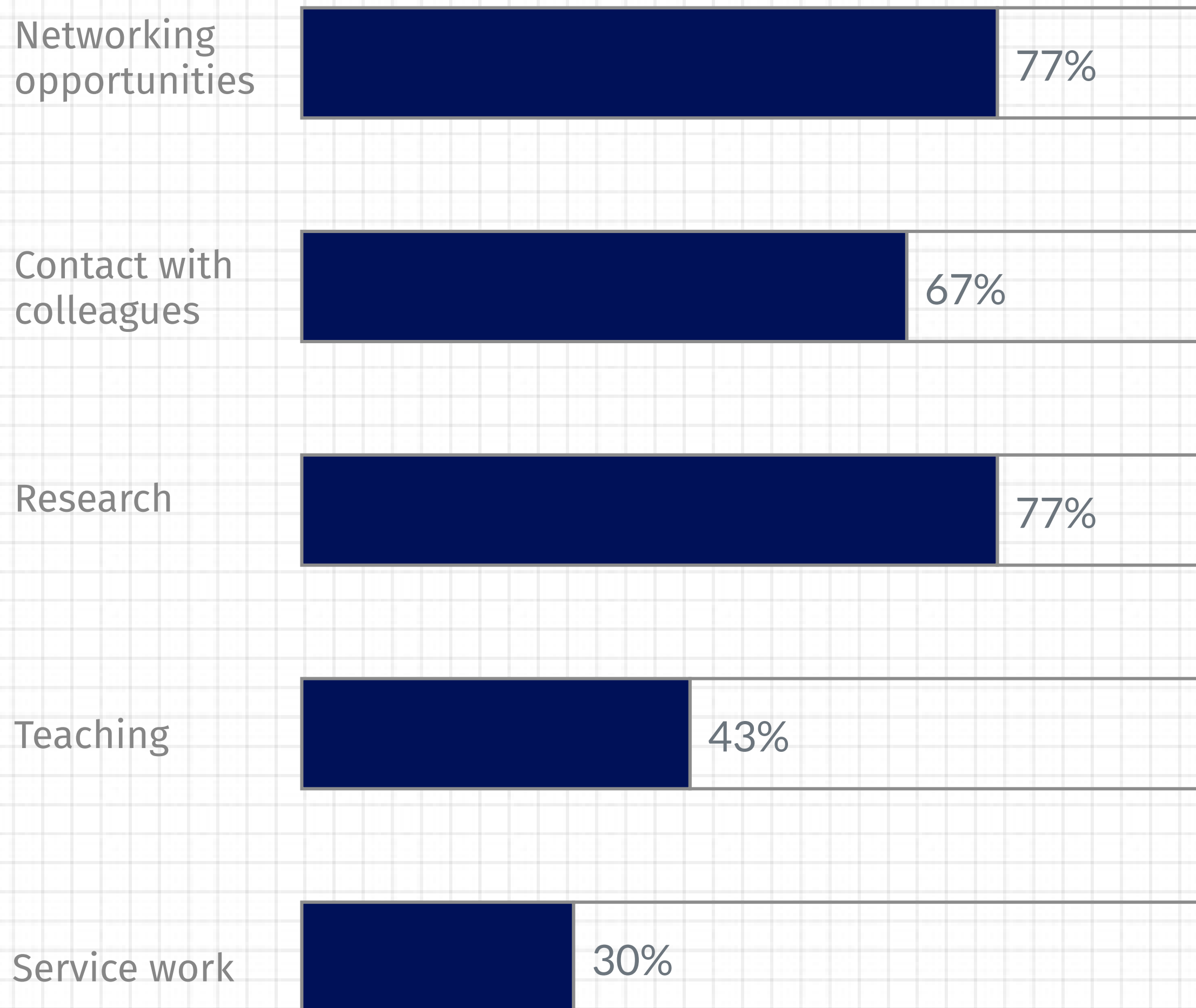
There are many concerns regarding how the current decrease in research output will affect career progression. Existing struggles with work-life balance worsen as researchers attempt to compensate for lost productivity by sacrificing personal time. With teaching, the lack of personal contact and decreased interaction are cause for concern. Stress levels are high, opportunities to exercise are fewer. Time to write grant proposals is hard to come by, and reduced research output is expected to negatively affect the future ability to obtain grants. Those on temporary contracts are very worried about future budget cuts and employment options.

- "Everything has slowed down; fear some might expect that isolation and lockdown means more time to be productive."
- "As a parent I could not be as productive as those without children or other care duties."
- "It is simply not the same to give an online course. Almost all the interesting and enjoyable aspects of it are gone."
- "The balance is simply not there. I haven't had a proper weekend for weeks and I feel that work has overtaken everything."

*All results and quotes in this infographic are from researchers working at the Faculty of Humanities

Impact on areas of work

% of respondents that reported a 'high impact'



Research suffers, because care duties and teaching take priority, because of general stress that comes with reorganization, and because of lack of good working spaces and accessible archives. Teaching online requires more time and energy than teaching face-to-face. Admin has become less efficient because every little thing has to be communicated through emails, instead of being solved quickly in the hallways.

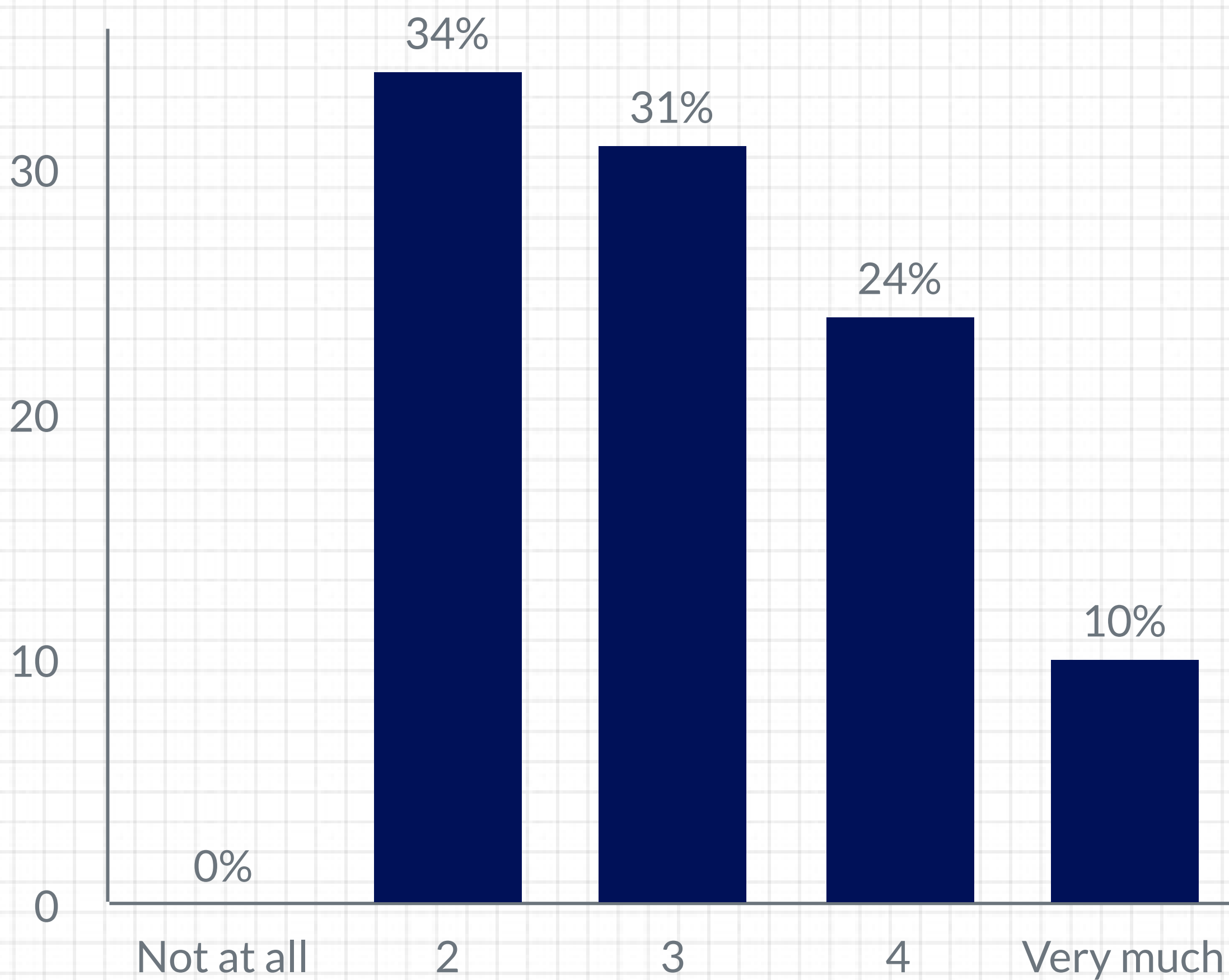


- "Archive visits have to be postponed, it's not as easy to access literature."
- "More need from students to get help about basically everything, new assessment, less contact with study coordinators and possibilities to interact with more experienced colleagues."
- "Teaching takes up more time and is more draining."
- "Less informal, corridor problem solving, everything requires an email or phone call procedure, less collective and spontaneous meetings."
- "Expert meetings and brainstorm activities have been cancelled."



University's support

Do you feel supported by Leiden University?



What can Leiden University do to support you better?

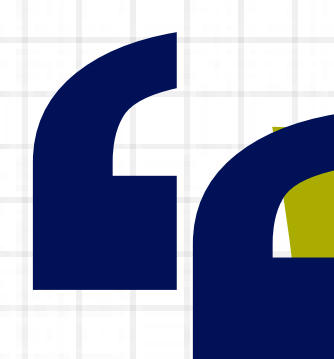
- Offer permanent contract;
- Provide time compensation for those who needed to spend more time on teaching;
- Provide more support with online teaching;
- Acknowledge that the individual impact of this crisis varies (e.g., for those with care duties).



- "During the evaluation talks with supervisors, it needs to be made clear that those post-docs with small children and their reduced output will not be compared to those without care duties."
- "A decent contract. I feel my position is even more precarious as before and I fear to lose my income."
- "Clear guidelines about priorities to be kept up and what counts as secondary, and can be delayed (with a concern to protecting research time)."
- "Critical assessment of programs, exams and leerdoelen: are they all necessary, can we really expect people to run the same program as before corona."



Positive experiences



- "I do appreciate that Leiden University has communicated clearly that the well-being of students and staff are of prime concern."



- "Everybody seems to be in the same boat, overall expectations are lowered (we have become more realistic?)."
- "The support I received from some colleagues was extraordinary. Also how most students adapted quickly to the new situation was remarkable."
- "I'm impressed by the resilience and courage of my colleagues and students in this situation"



Demographics

Number of respondents

 30

Gender

 50%

Children at home

 60%

Assistant professor or Postdoc

 67%

Temporary contract

 50%



YAL