ULFA Report on “Workload During Covid-19” Survey

February 9, 2021

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Summary

The impacts of the COVID-19 pandemic have been almost universally negative for the ULFA membership. ULFA conducted a survey of its membership between November 30 and December 16, 2020. The survey was composed of 46 questions and 241 members responded to it, representing 40% of ULFA’s membership as of December 2020. 131 members responded to the survey on the first day it opened.

The results show, unsurprisingly, that the COVID-19 pandemic has had an adverse impact on the ability of members to competently perform their teaching, research, and service duties. The time members have to competently perform their duties has decreased, while the time required to competently perform those duties has increased. The impacts have been particularly pronounced on respondents with caregiving responsibilities, those who identify as women, those aged 49 and below, and those who identify as members of other equity-seeking groups.

In section 1, the overall impacts of COVID-19 on the membership are detailed. Sections 2-6 detail how members of certain groups have been differentially impacted by the pandemic. Section 7 suggests possible actions that may be taken to help remedy the deleterious impacts of the pandemic on the ULFA membership.

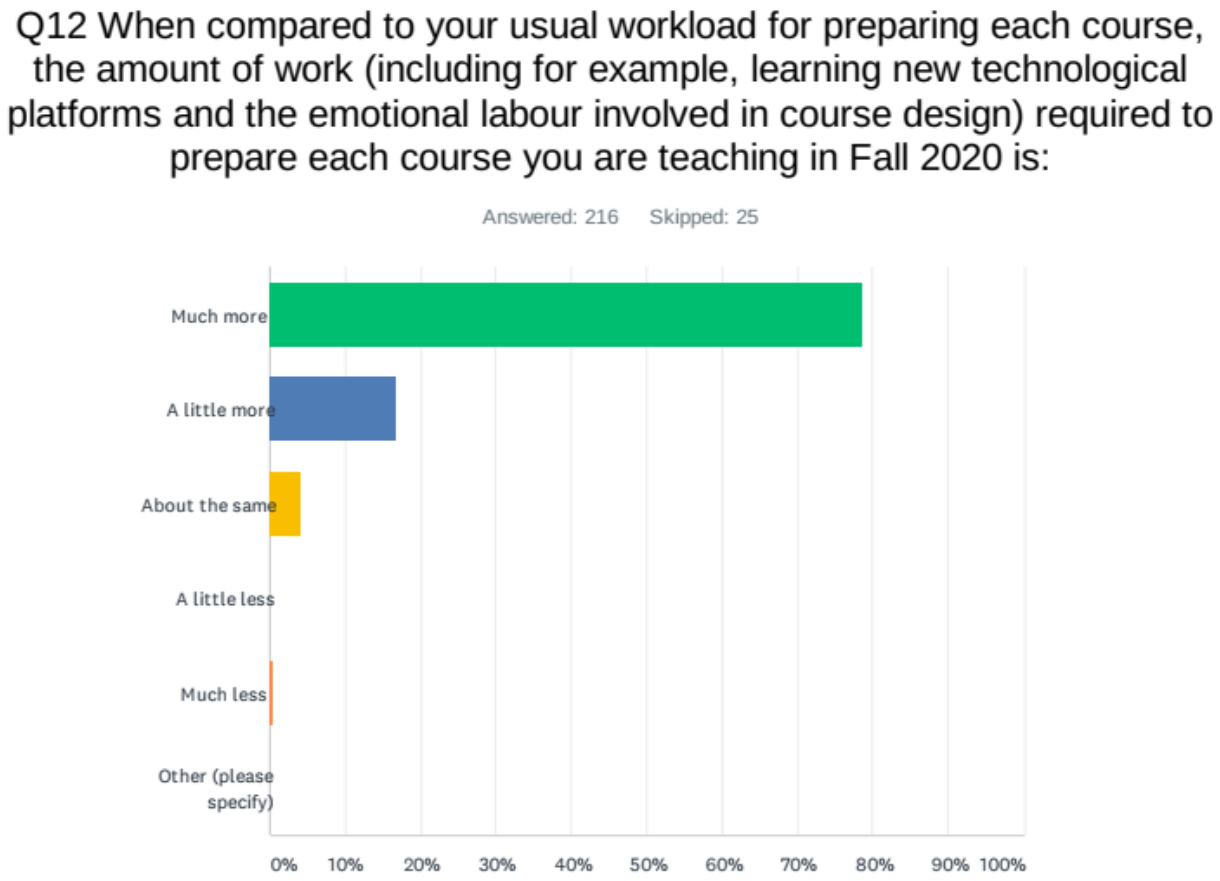
Section 1: Overall Impacts on Membership

Section 1.1 details the self-reported increase on time demands and section 1.2 details the self-reported negative impacts that these additional demands have had on respondents’ physical and mental health and the performance of their duties. The analysis in this section utilizes all responses received to the survey. Overall, respondents indicated that they spent more time on: preparing courses for the Fall 2020 semester than usual, contact hours with students, service, and their professional responsibilities. Respondents also reported decreased teaching and research effectiveness, a lack of available time and tools to competently perform their duties, and a reduced ability to balance personal and professional responsibilities. Respondents also indicated increased overall workloads, increased workloads during evenings and weekends, and increased concerns about the fairness of their evaluation and the ease of promotion. Some respondents also indicated that they have taken on additional teaching assignments during the pandemic, in many instances without additional compensation.

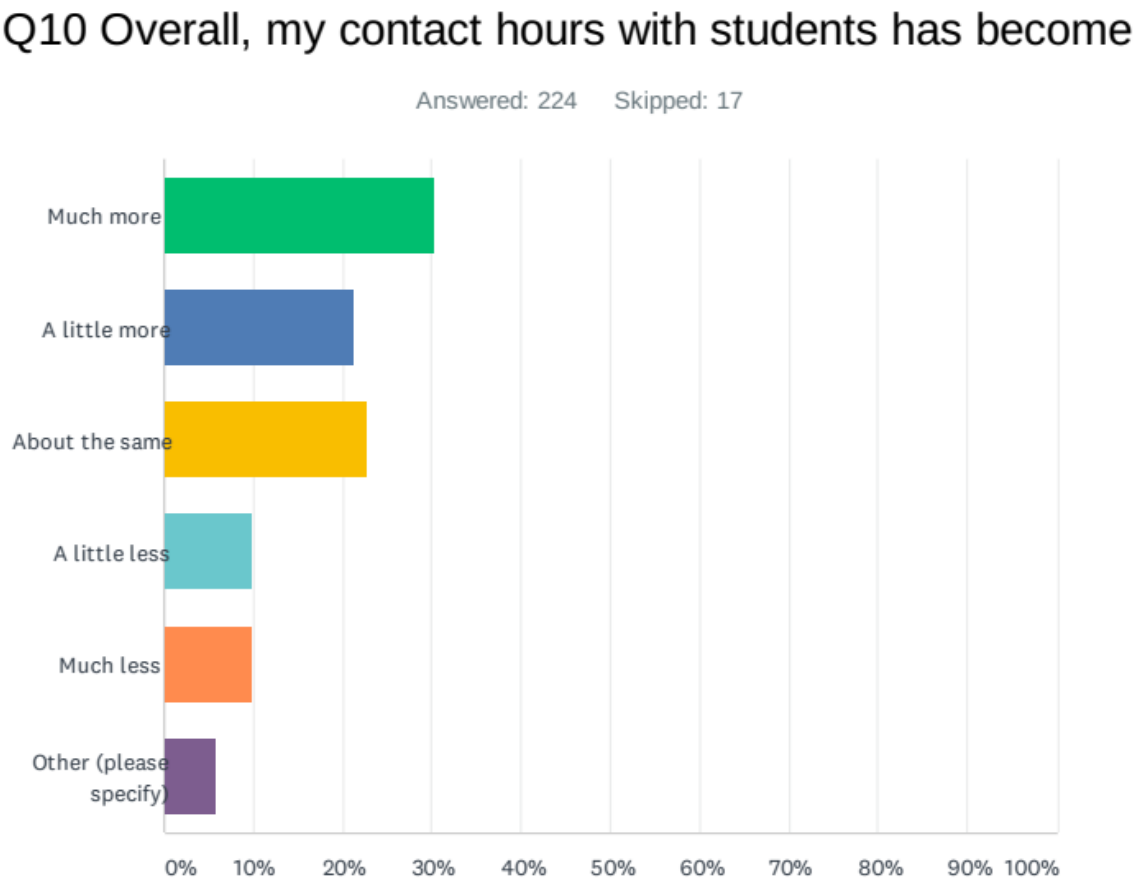
Section 1.1: Increased Workload

The members of ULFA who responded to the survey have reported the following increases to their workload:

Course preparation: 79% of respondents indicated that they spent much more time preparing for their courses for Fall 2020 than usual, and a further 17% indicated that they spent at least some more time than usual for such preparations. Only 4% of respondents indicated that they spent the same amount of time on preparation as they have in the past, and only a single respondent indicated that they spent less time than in the past preparing their courses for delivery.



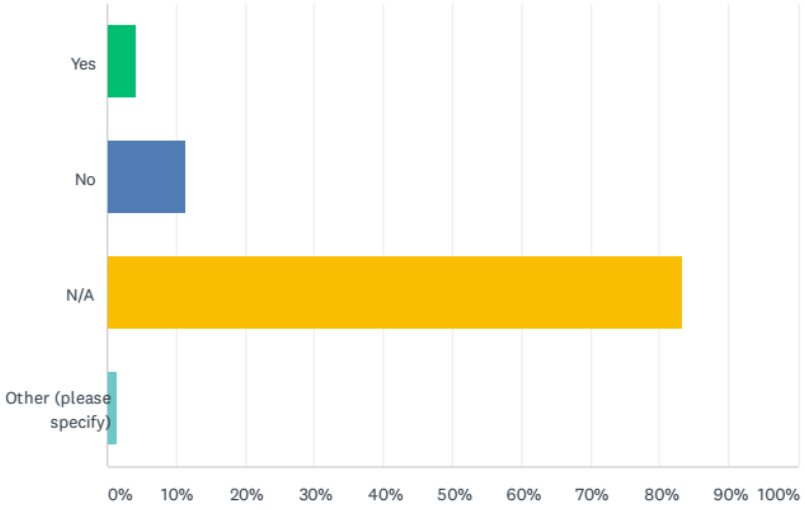
Contact hours: 50% of respondents report that their contact hours with students have increased. 30% of respondents reported a significant increase in their contact hours, and a further 21% of respondents indicated that they had at least some increase in their contact hours with students.



Additional teaching and compensation: 11% of respondents indicated that they are now teaching more classes than before the pandemic. However, only 36% of those teaching extra classes during the pandemic indicated that they are being provided some form of compensation (including a reduction in other duties or receiving a stipend) for that extra work. This means that 64% of those who are teaching extra classes are not being compensated for their extra labour.

Q15 If you are teaching extra classes during the pandemic, did you receive a stipend, reduction in other duties, or another form of compensation?

Answered: 220 Skipped: 21



Q16 If your teaching duties increased overall during the pandemic, did you receive a stipend, reduction in other duties, or another form of compensation?

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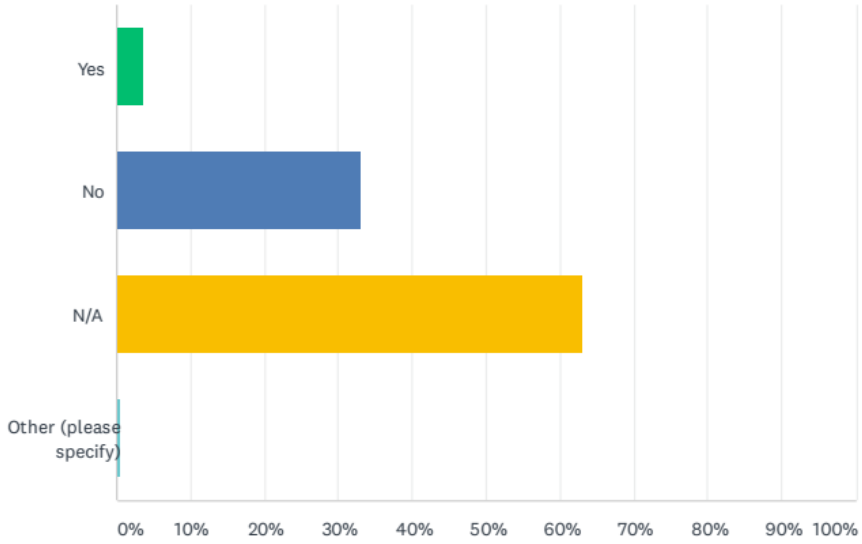
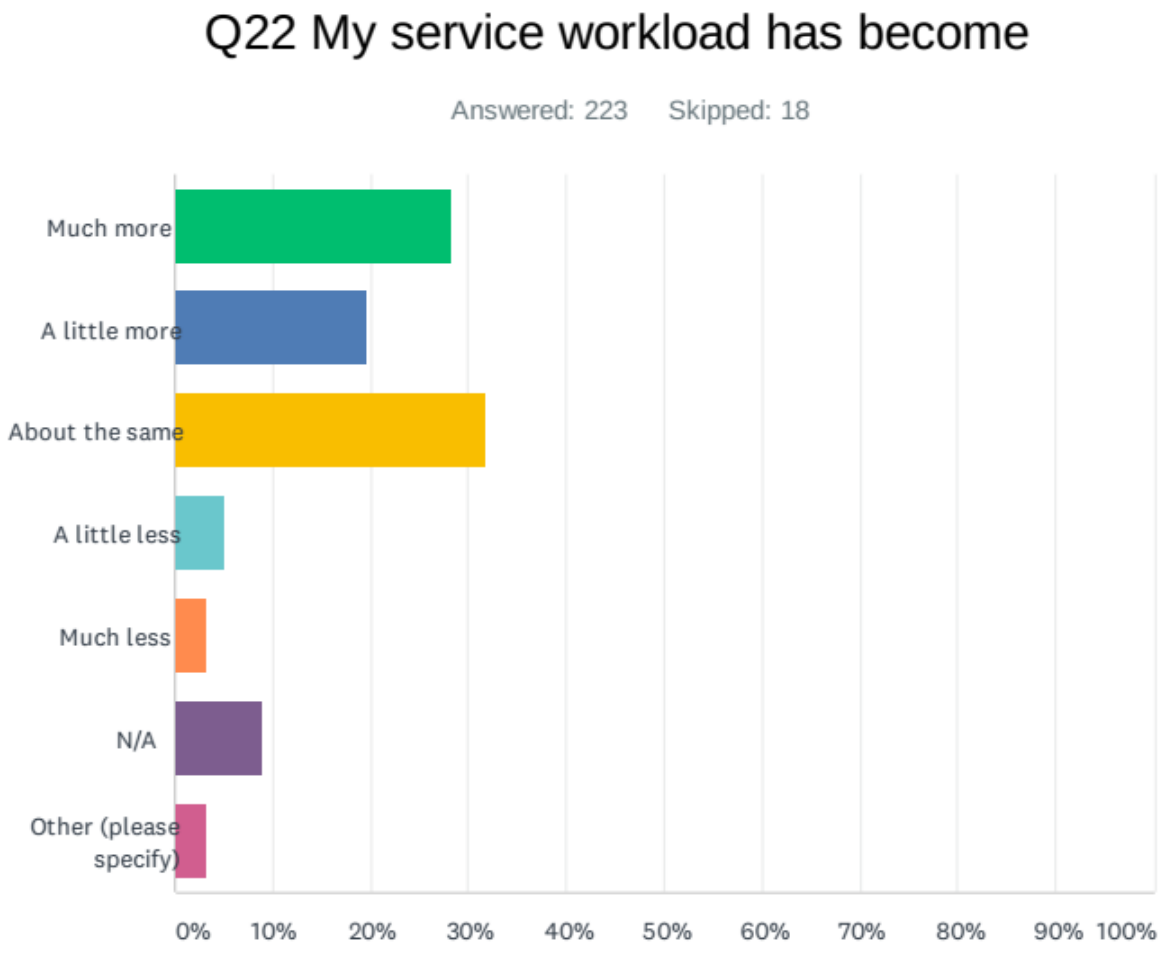
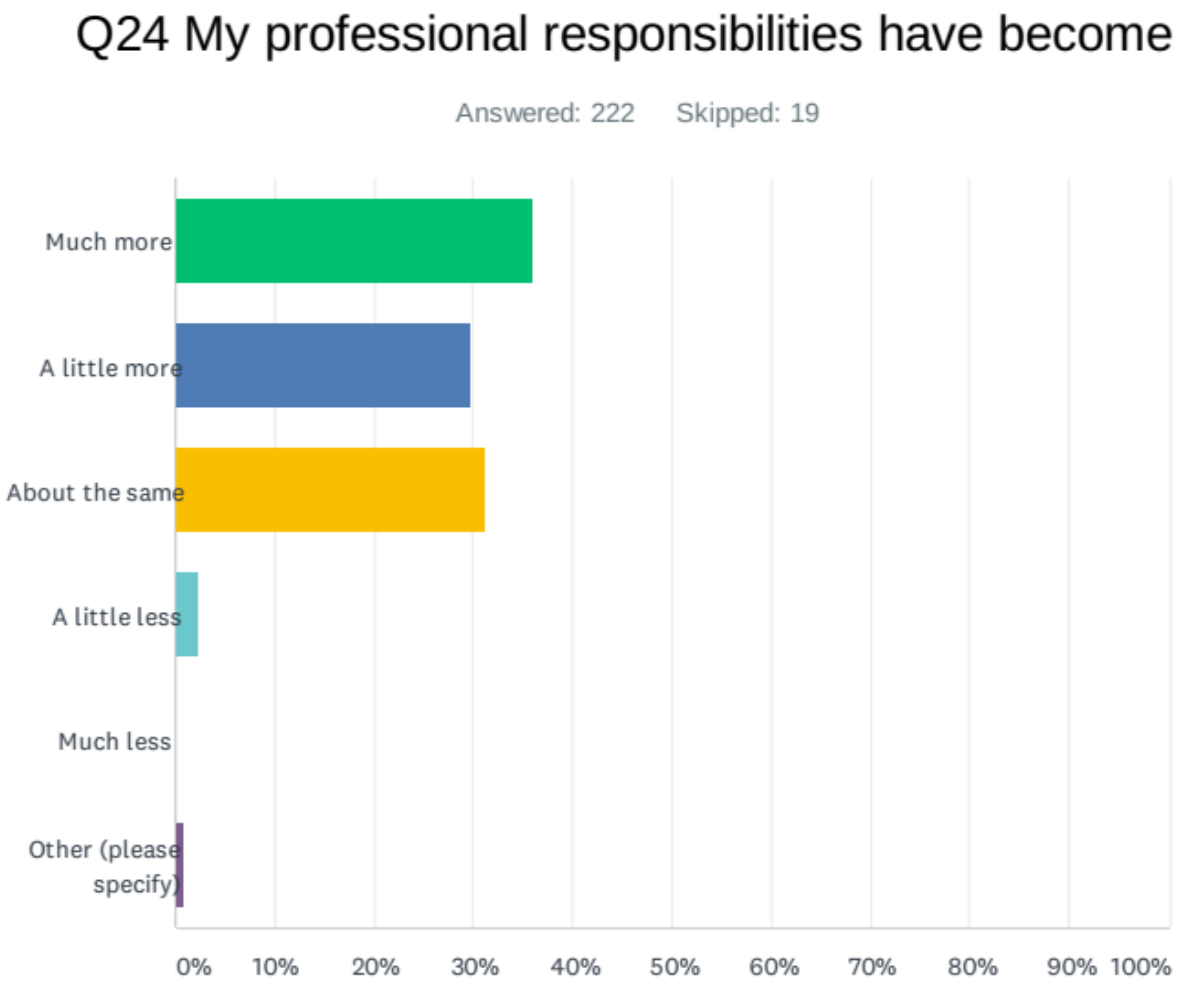


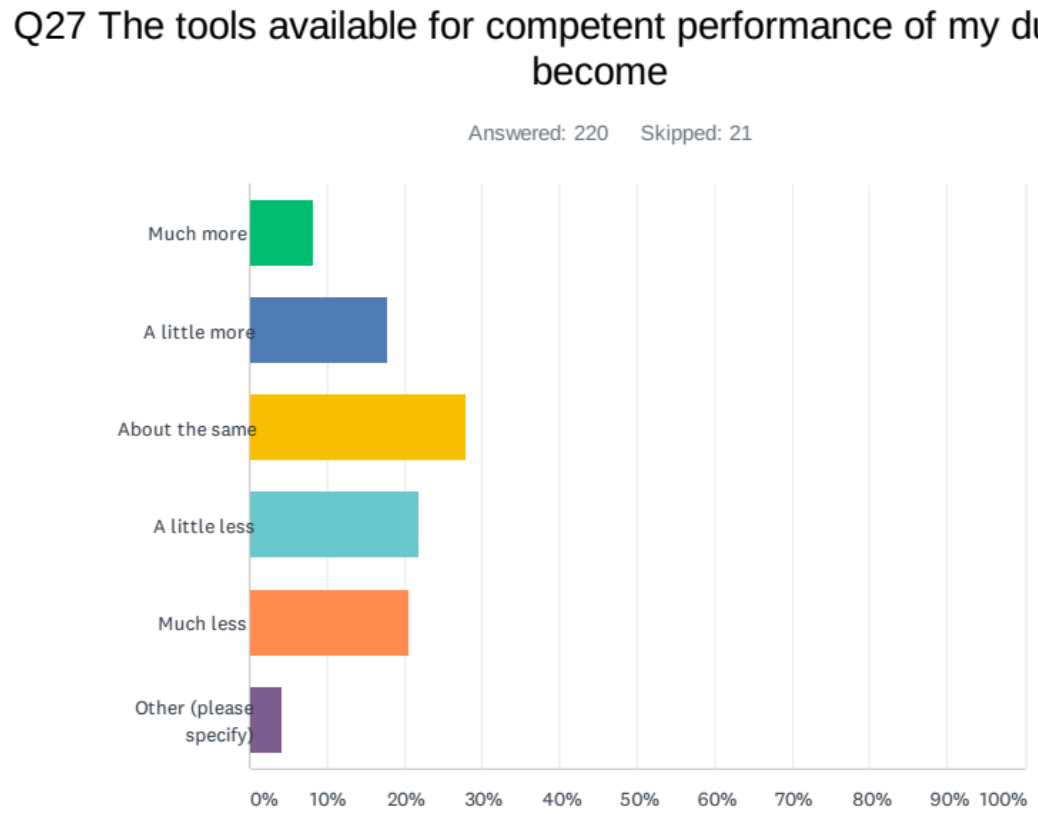
Service: 53% of respondents with service duties indicated that their service workload has increased, including 31% of respondents who indicated that this increase has been significant.



Professional responsibilities: 36% of respondents indicated that their professional responsibilities have increased significantly, and a further 30% of respondents indicated that their professional responsibilities have increased to some degree. Only 2% of respondents indicated that their professional responsibilities have decreased during the pandemic.



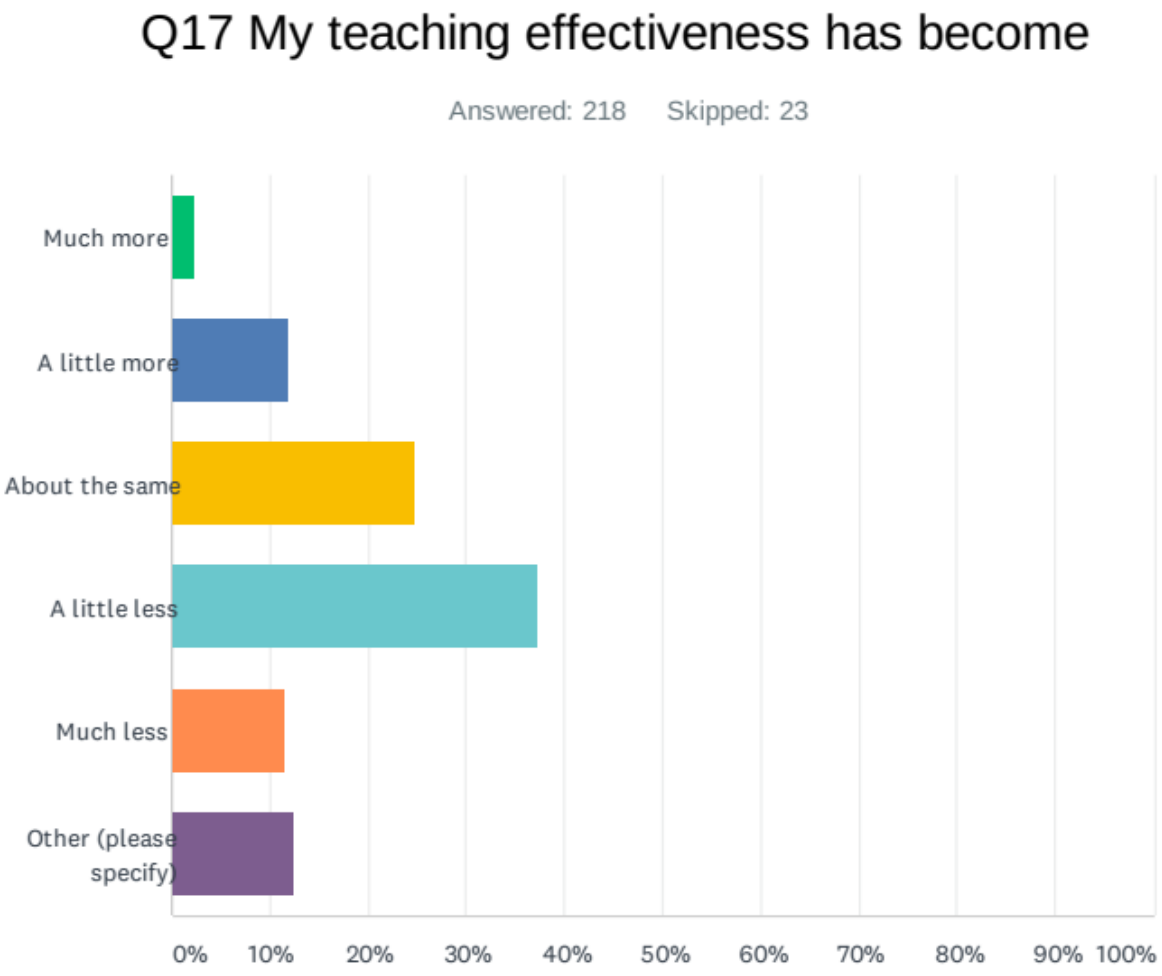
Tools available for the competent performance of duties: 42% of respondents indicated that they now have fewer available tools for the competent performance of their duties than before the pandemic.



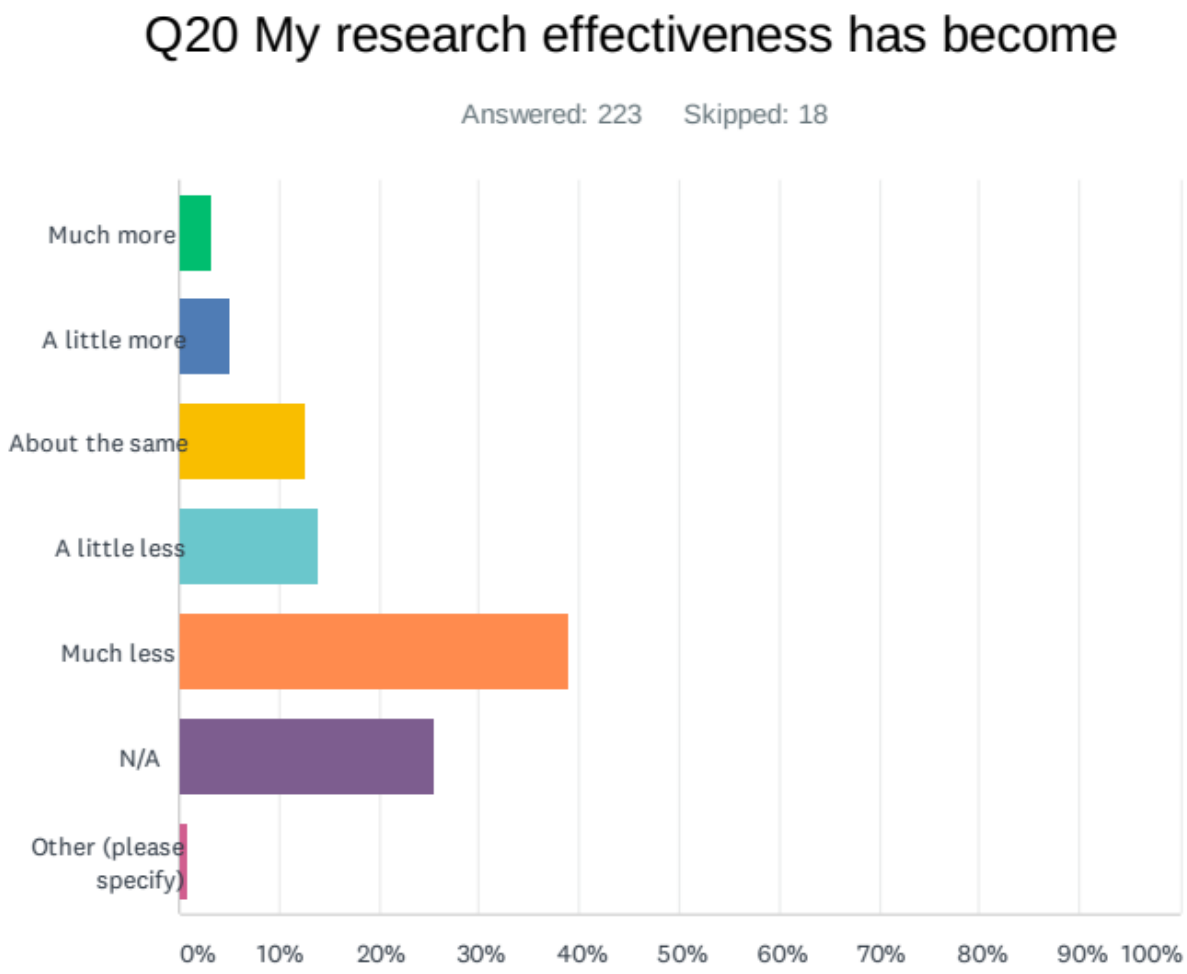
Section 1.2: Impacts of Increased Workload on Members

Respondents to the survey indicated the following self-reported impacts on their health, wellbeing, and performance of duties:

Teaching effectiveness: 49% of respondents indicated a reduction in their teaching effectiveness. By comparison, only 14% of respondents indicated that their teaching effectiveness increased during the pandemic.



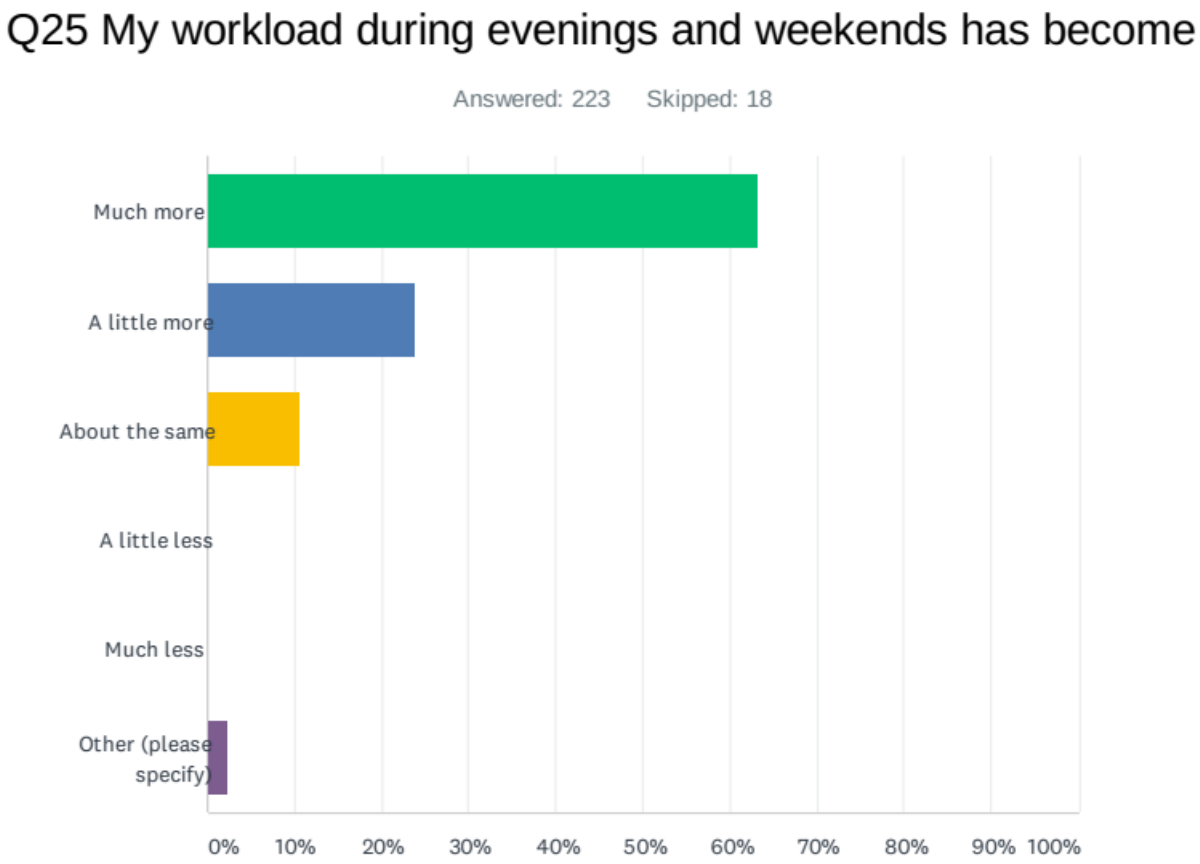
Research effectiveness: of the respondents who indicated that their duties included research, 71% indicated that their research effectiveness has been reduced, including 52% of respondents who indicated that their effectiveness was significantly reduced.



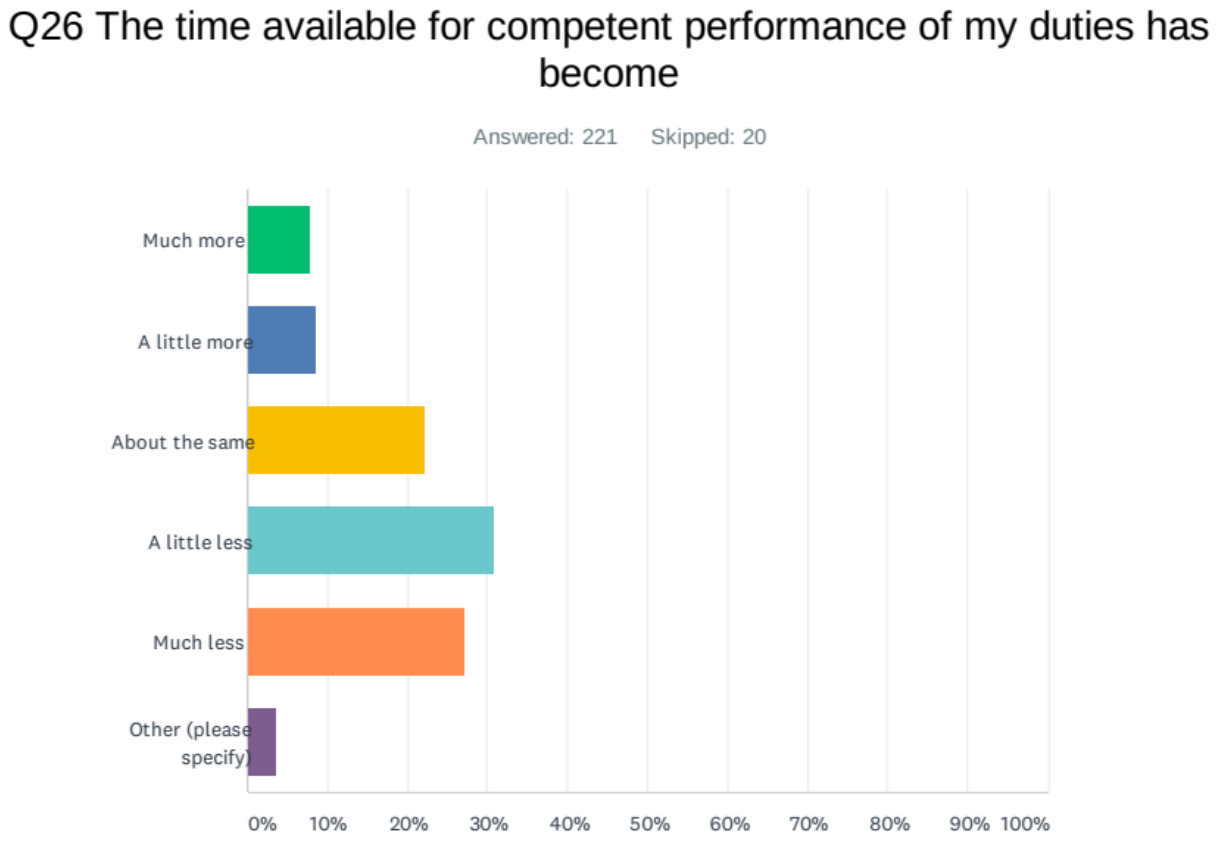
It should be noted that factors beyond the control of many members limited their ability to effectively conduct research. For example, the Canadian Institutes of Health Research cancelled their spring funding competition this year, effectively cutting many researchers off from funding crucial to their ability to conduct research.[1]

[1] See the news announcement from the CIHR dated April 2, 2020 titled “Cancelling the Spring 2020 Project Grant competition.” That announcement can be found here: https://cihr-irsc.gc.ca/e/51927.html

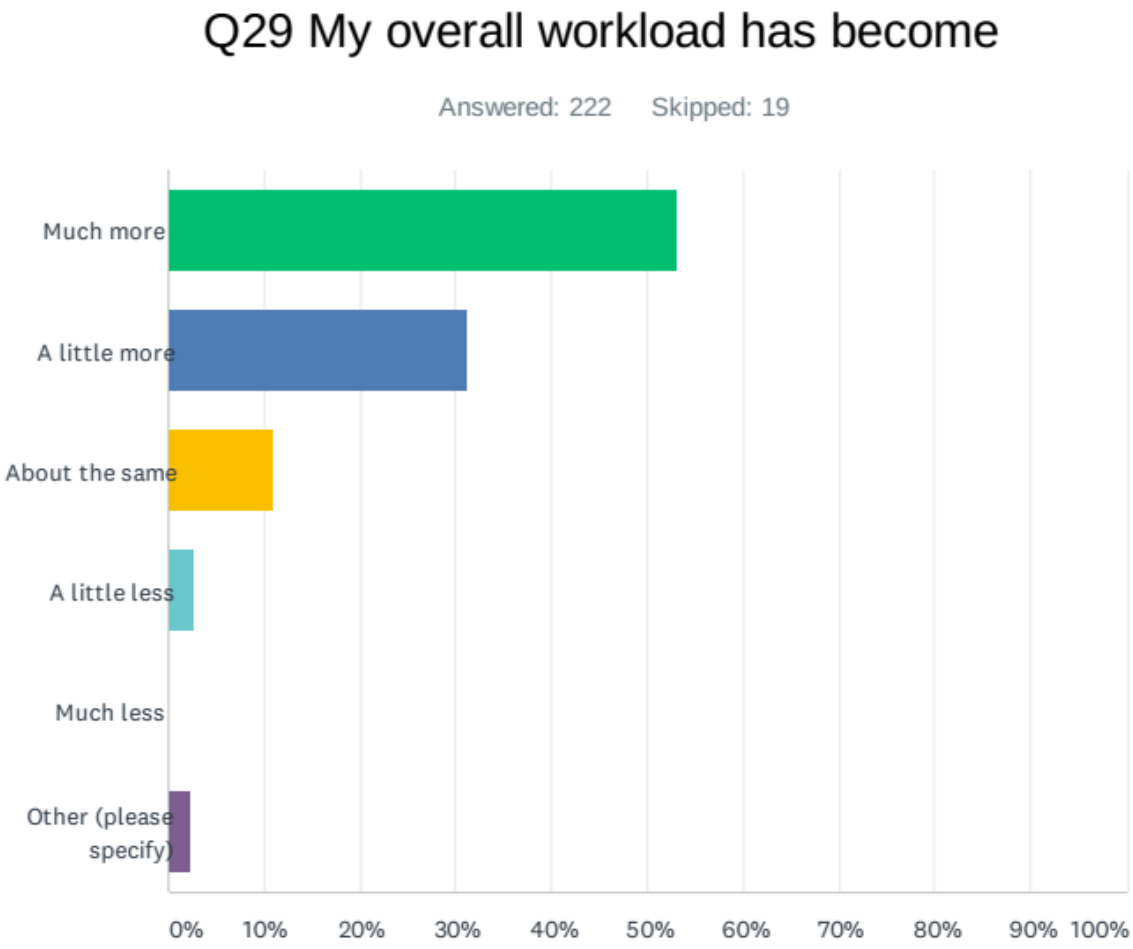
Workload during evenings and weekends: 63% of respondents indicated that their workload during evenings and weekends has increased significantly and a further 24% of respondents indicated that their workload increased somewhat during the pandemic, for a total of 87% of respondents who indicated an increased workload on evenings and weekends. Of note, no respondents indicated that their workload during evenings and weekends has been reduced during the pandemic.



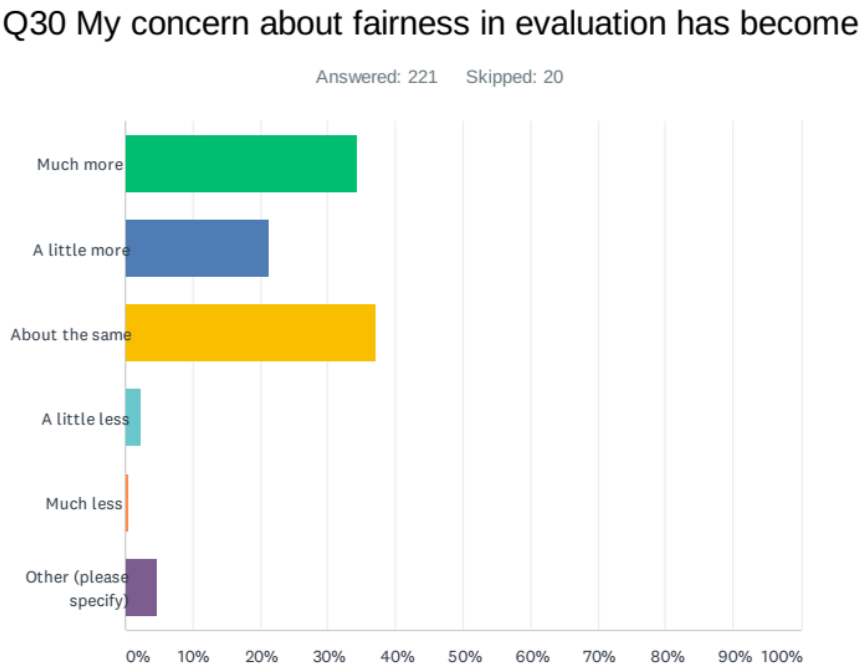
Time available for the competent performance of duties: 27% of respondents indicated that they have significantly less time for the competent performance of their duties than before the pandemic, and a further 31% of respondents indicated that they have somewhat less time for the competent performance of their duties than before the pandemic, for a total of 58% of respondents who indicated reduced available time to competently perform their duties.

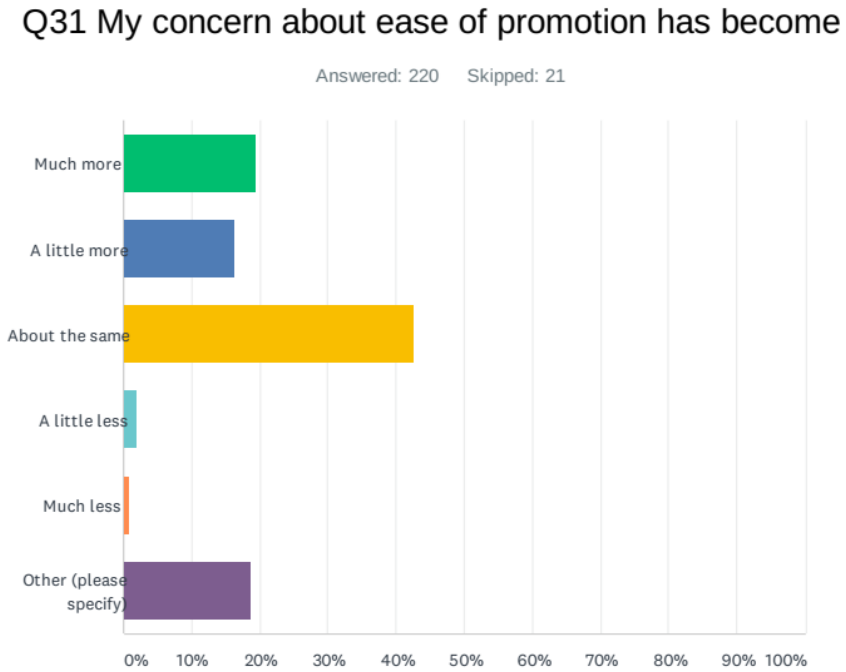


Overall workload: 53% of respondents indicated that their overall workload has significantly increased during the pandemic. A further 31% of respondents indicated that their workload has increased to some degree during the pandemic, for a total of 83% of respondents who indicated that their total workload has increased during the COVID-19 pandemic. Less than 3% of respondents indicated that their workload has reduced during this period.

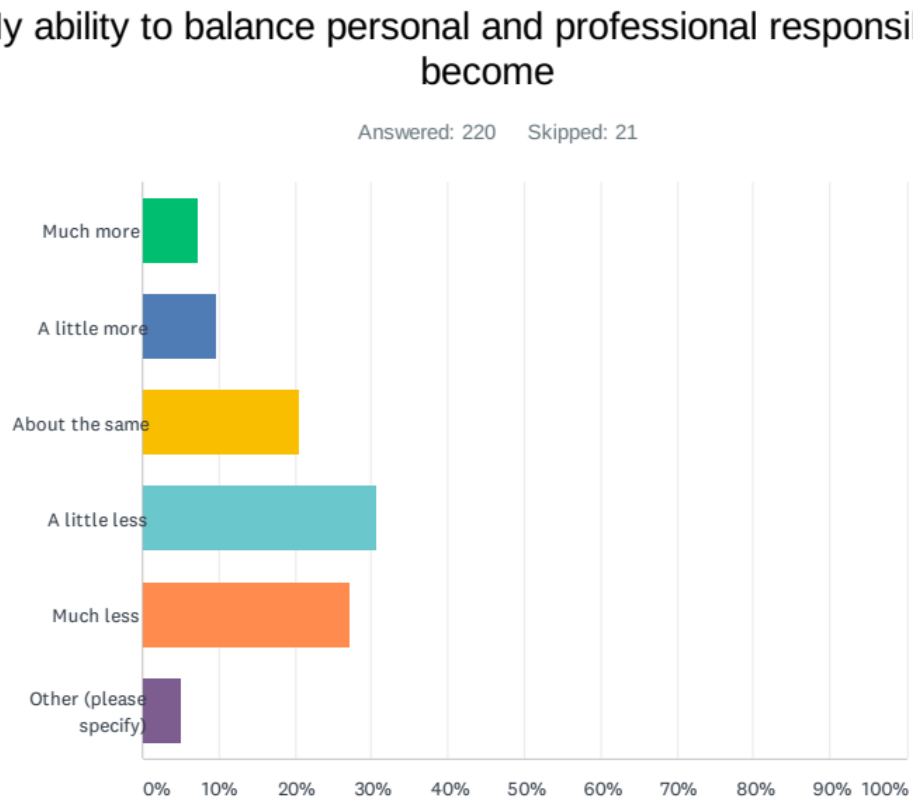


Concerns about fair evaluation and promotion: 34% of respondents indicated a significant increase in the concerns they have about the fair evaluation of the performance of their duties, and a further 21% of respondents indicated that these same concerns have increased somewhat. Additionally, 20% of respondents indicated a significantly increased concern about the ease of promotion, and a further 16% indicated some concern for the same. Only 3% of respondents indicated that their concerns about the fairness of evaluation and ease of promotion have decreased during the pandemic.





Ability to balance personal and professional responsibilities: 27% of respondents indicated a significant reduction in their ability to balance personal and professional responsibilities. A further 30% of respondents indicated some reduction in their ability to balance their personal and professional responsibilities.



Physical and mental health: 60% of respondents indicated that their physical health is now worse than it was compared to before the COVID-19 pandemic. Furthermore, 73% of respondents indicated that their mental health is worse now than before the COVID-19 pandemic. Only 4% of respondents indicated that their mental health has improved since before the pandemic, and only 7% have indicated that their physical health has improved since before the pandemic.

Q42 Compared to before the Covid-19 pandemic, how would you rate your physical health now?

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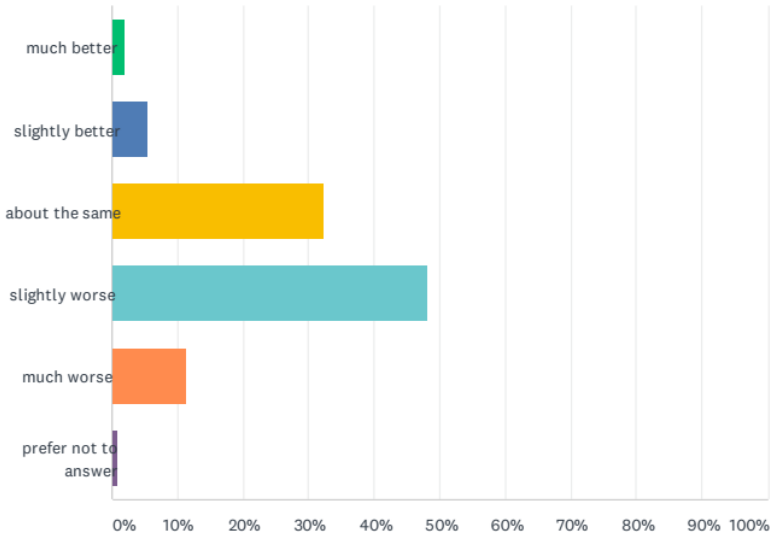
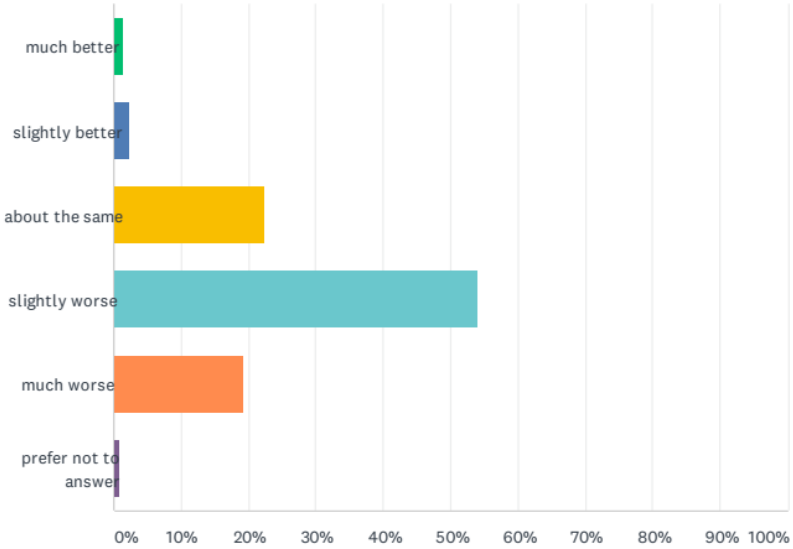


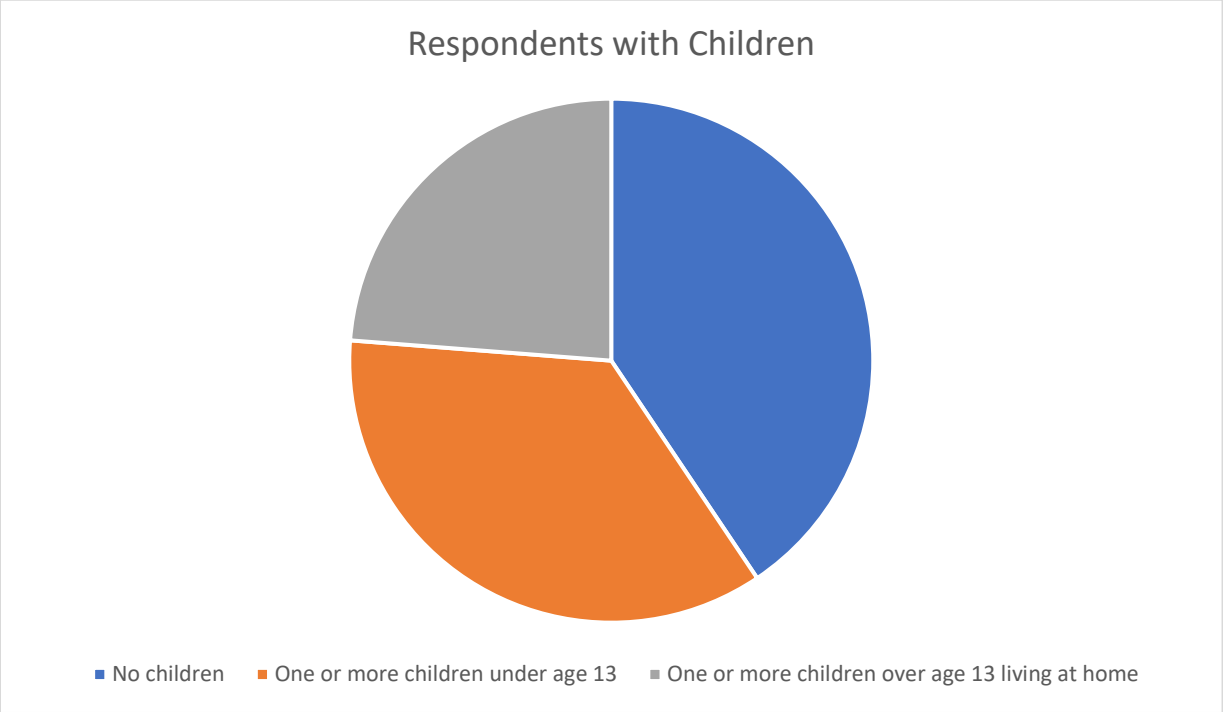
Q44 Compared to before the Covid-19 pandemic, how would you rate your mental health now?

Answered: 219 Skipped: 22



Section 2: Impacts on Members with Children

Respondents were able to indicate if they had no children, children under the age of 13, or children over the age of 13 living at home. 36% of respondents indicated that they had children under age 13, and 24% indicated they had children over age 13 living at home. It should be noted that there is overlap between respondents in the two categories. 41% of respondents indicated that they had no children living at home.

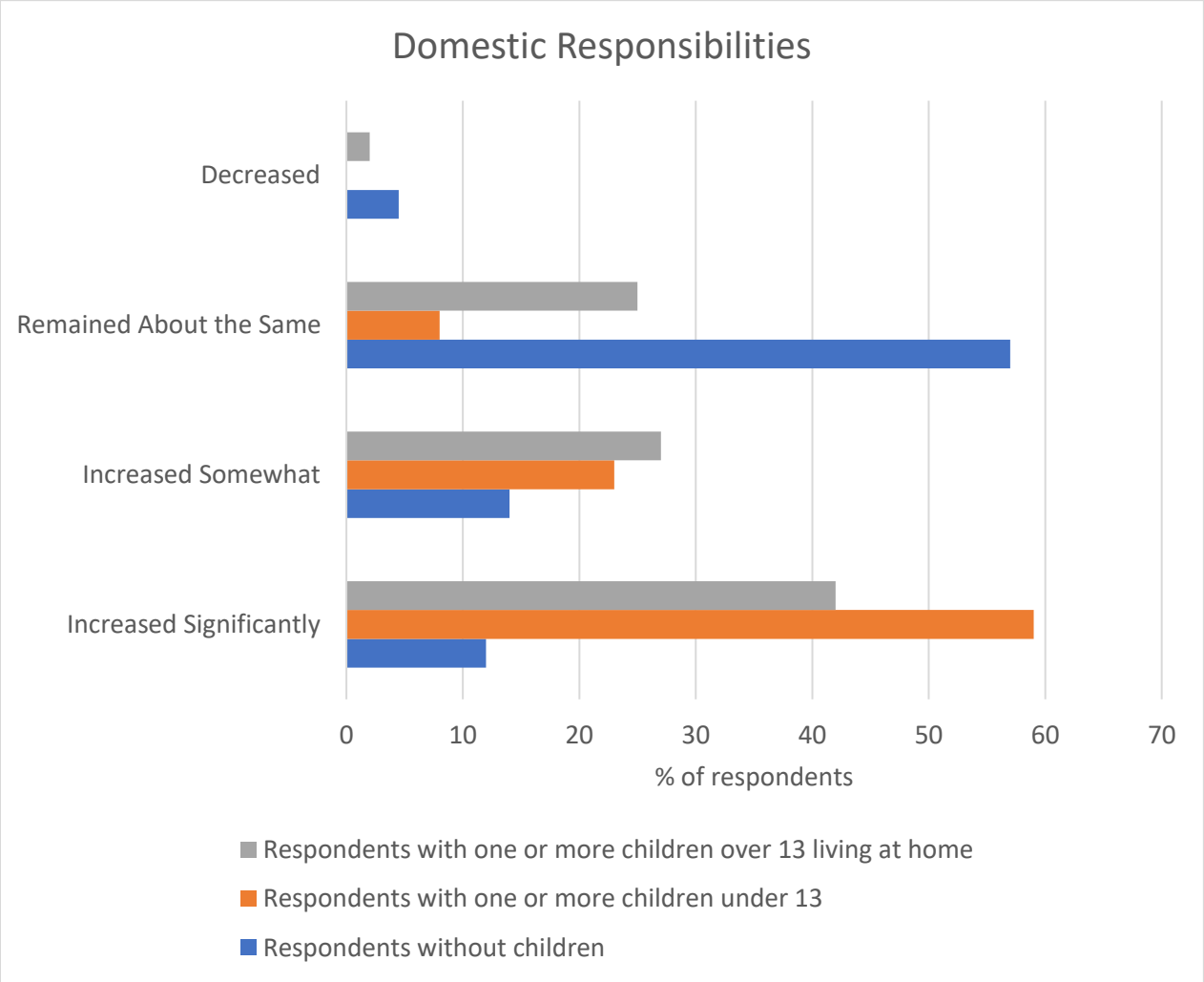


The results show that respondents with childcare responsibilities self-reported above-average increases in their domestic responsibilities, workload on evenings and weekends, overall workload, and concern with the fairness of their evaluation and the ease of promotion. These increased pressures on respondents with childcare responsibilities correspond to above-average self-reported decreases in the ability to balance personal and professional responsibilities, physical and mental health.

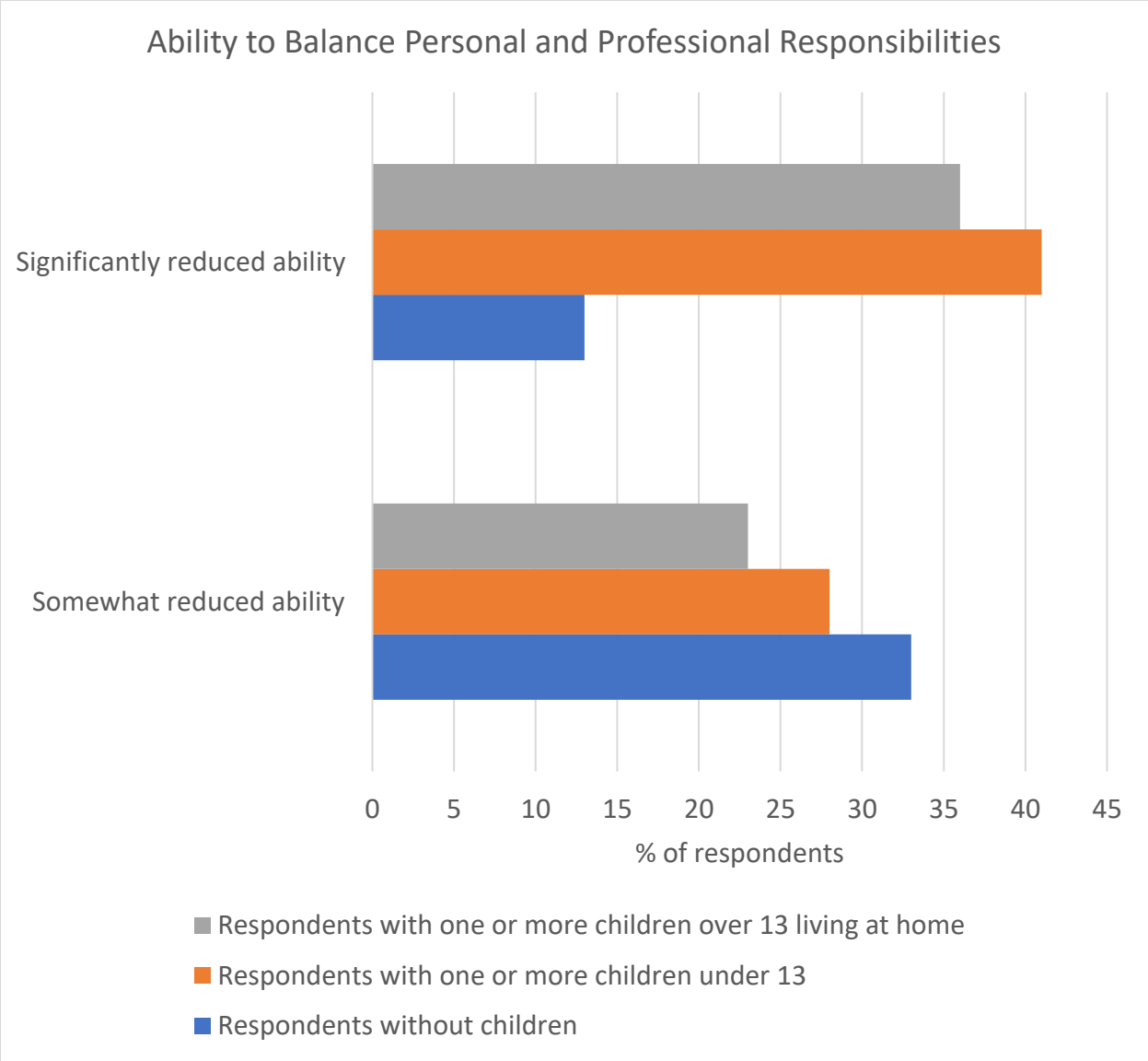
59% of respondents with children under 13 indicated that their **domestic responsibilities** had significantly increased, and a further 29% of these respondents indicated that their domestic responsibilities had increased somewhat. No respondents with children under the age of 13 indicated that their domestic responsibilities have been reduced during the pandemic.

42% of respondents with children over age 13 living at home indicated that their domestic responsibilities have increased significantly and a further 27% of these respondents indicated that their domestic responsibilities had increased somewhat. Only 2% of these respondents indicated that their domestic responsibilities have reduced during the pandemic.

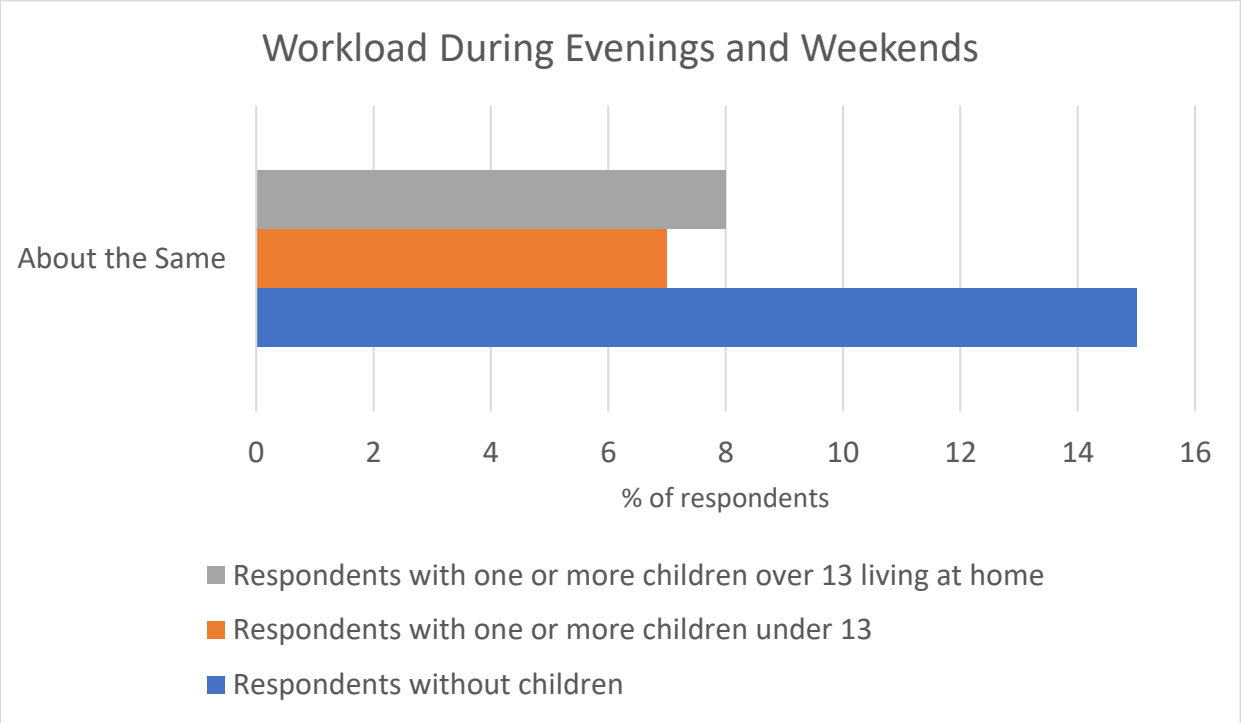
By contrast, only 12% of respondents without children indicated that their domestic responsibilities had significantly increased during the pandemic while a further 14% of respondents without children indicated that their domestic responsibilities had increased somewhat. 57% of respondents without children indicated that their domestic responsibilities remained about the same during the pandemic as before it compared to 8% of respondents with children under age 13 and 25% of respondents with children over age 13 living at home.



The self-reported ability of respondents with children to **balance their personal and professional responsibilities** is reduced at a greater rate than the self-reported ability of respondents without children to do the same. 13% of respondents without children indicated having significantly reduced ability to balance personal and professional responsibilities. By comparison, 36% of respondents with children over the age of 13 and 41% of respondents with children under the age of 13 indicated a significantly reduced ability to balance personal and professional responsibilities. 33% of respondents without children indicated a somewhat reduced ability to balance such responsibilities. 23% of respondents with children over 13 and 28% of respondents with children under 13 indicated a somewhat reduced ability to balance the same. These figures indicate that this ability is negatively impacted more severely for respondents with children than for those without them.

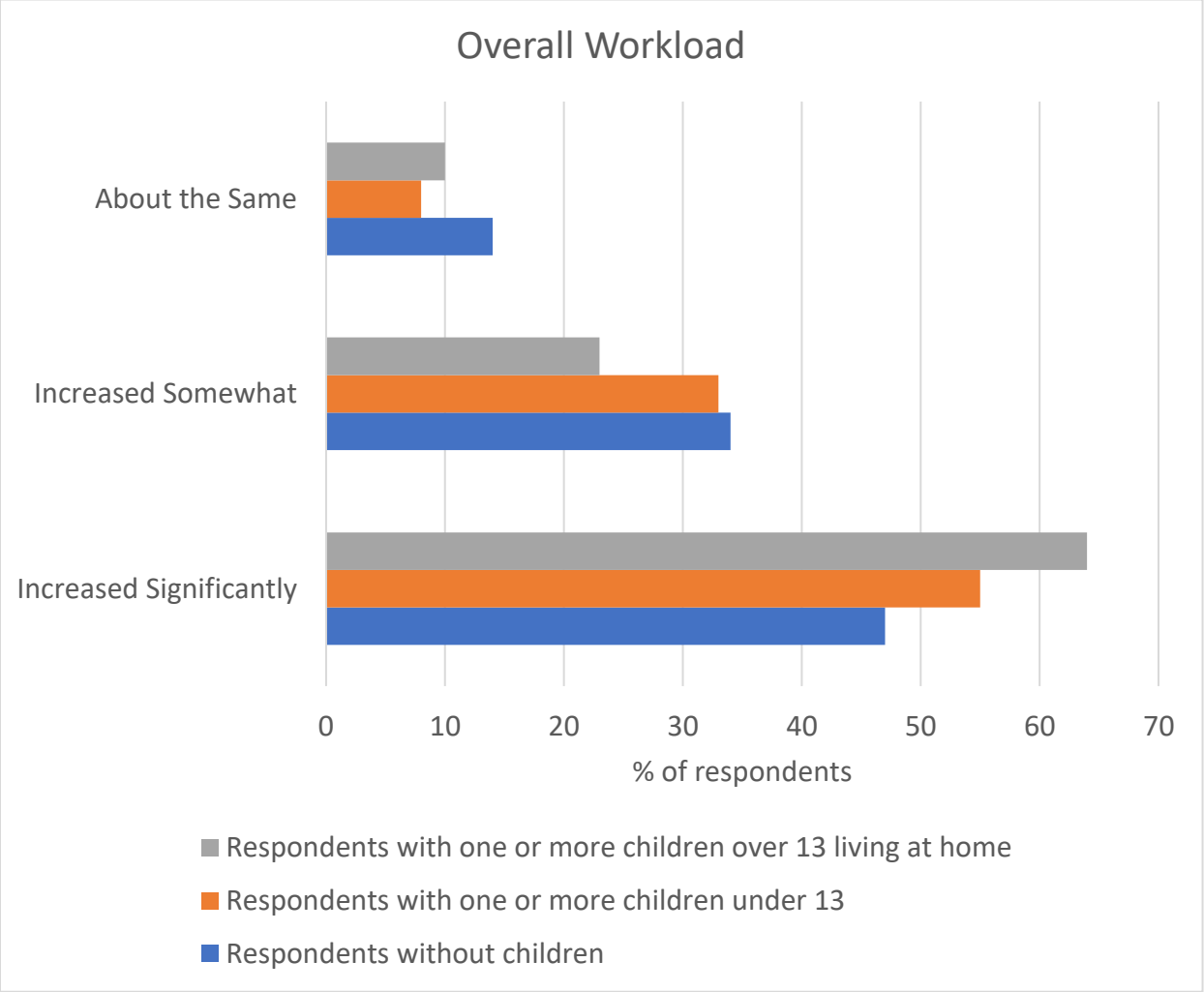


The **workload during evenings and weekends** of respondents with children increased at a higher rate than that same workload for respondents without children. 15% of respondents without children indicated that their workload on evenings and weekends is about the same as it was before the pandemic whereas only 8% of respondents with children under 13 indicated this workload was about the same as before the pandemic and 7% of respondents with children over 13 indicating the same.

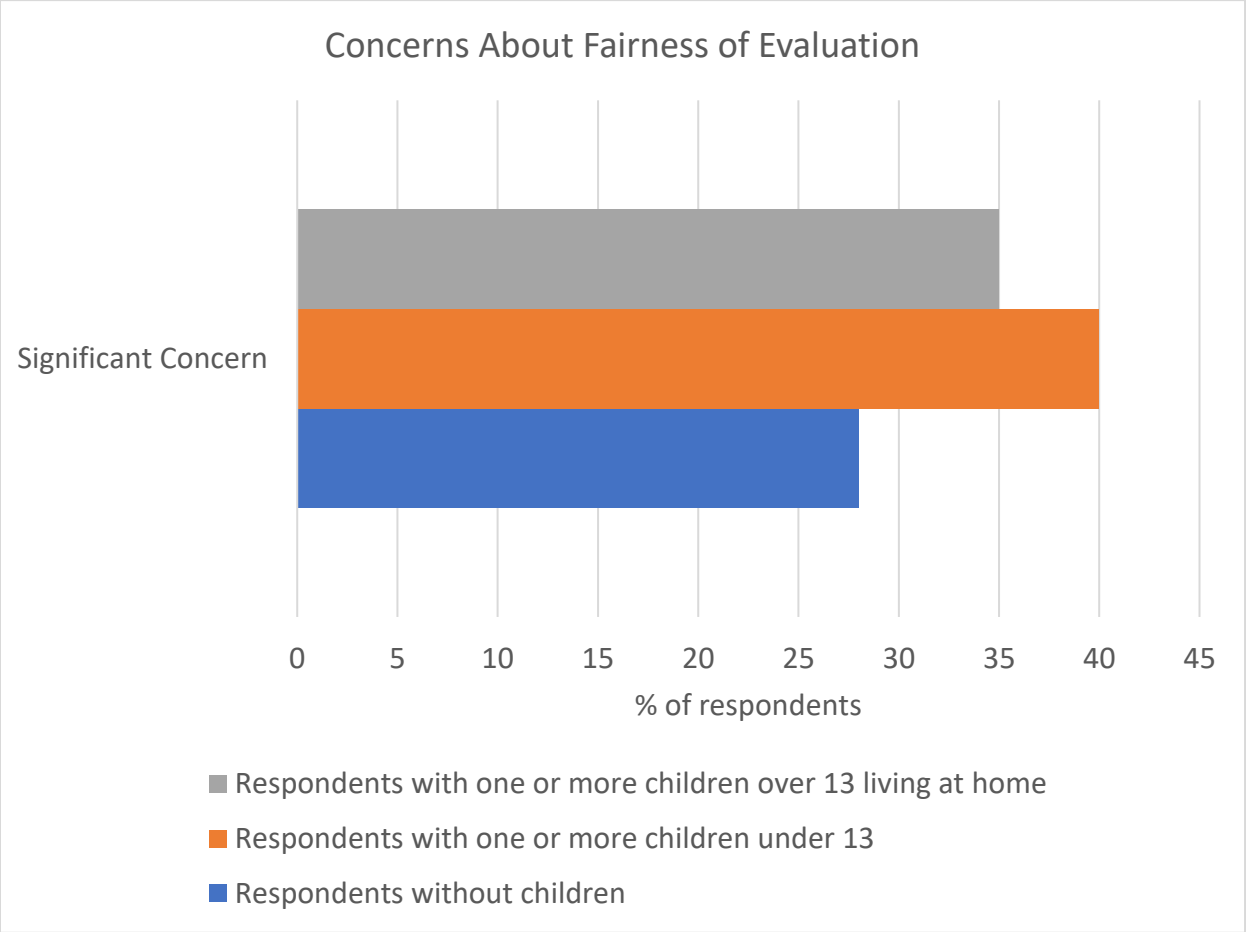


Overall workload has increased at a higher rate for respondents with children than for those without them. 14% of respondents with no children reported having about the same overall workload, 34% of these respondents indicated having some more overall workload, and 47% of these respondents with no children indicated that their workload was significantly increased compared to before the pandemic.

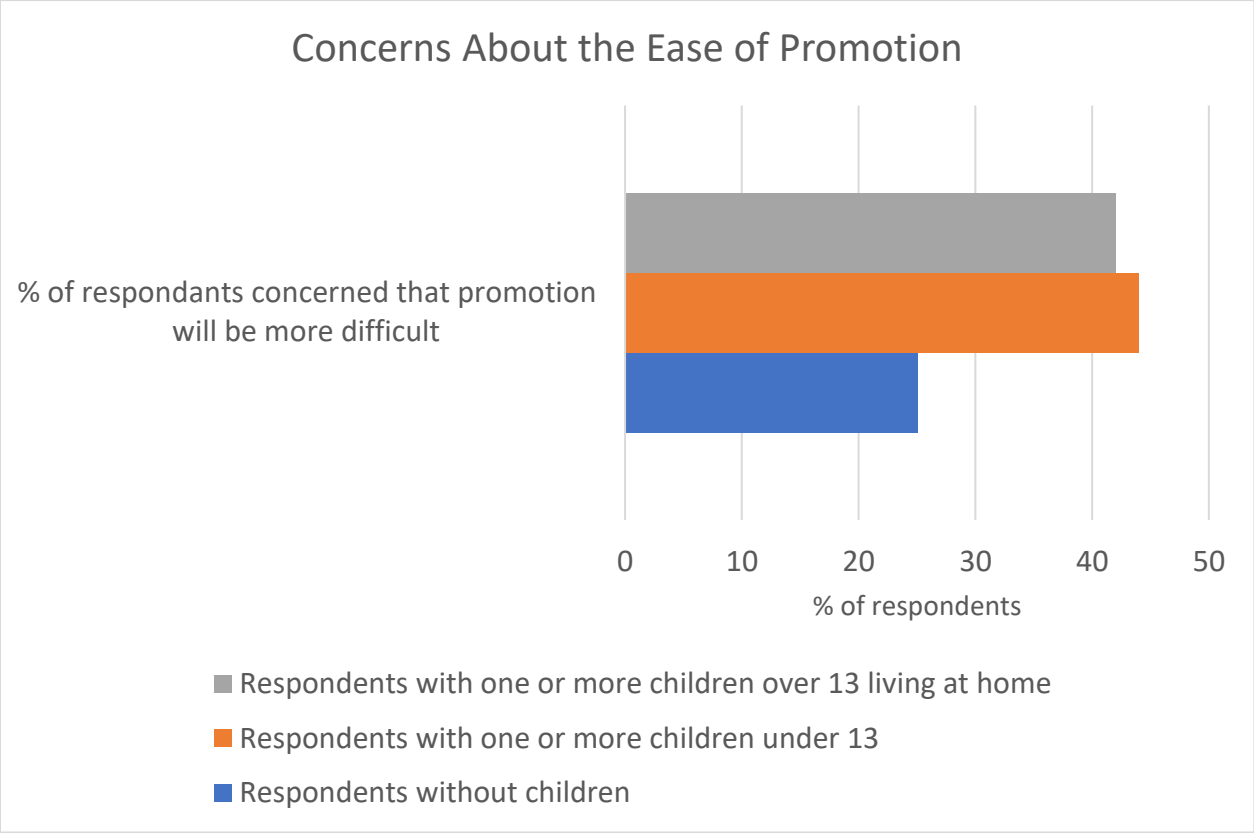
By comparison, 8% of respondents with children under 13 reported having about the same overall workload as before, 33% of these respondents indicated having a somewhat increased workload compared to before, and 55% of these respondents indicated having a significantly increased workload compared to before the pandemic. 10% of respondents with children over 13 indicated having about the same workload as before, 23% of these respondents indicated having a somewhat increased workload, and 64% of these respondents indicated having a significantly increased workload compared to before the pandemic.



Concerns about the fairness of evaluation are also influenced by having childcare responsibilities. 28% of respondents without children indicated having a significant concern about the fairness of their evaluation. By contrast, 35% of respondents with children over 13 and 40% of respondents with children under 13 report having a significant concern about the fairness of their evaluation.

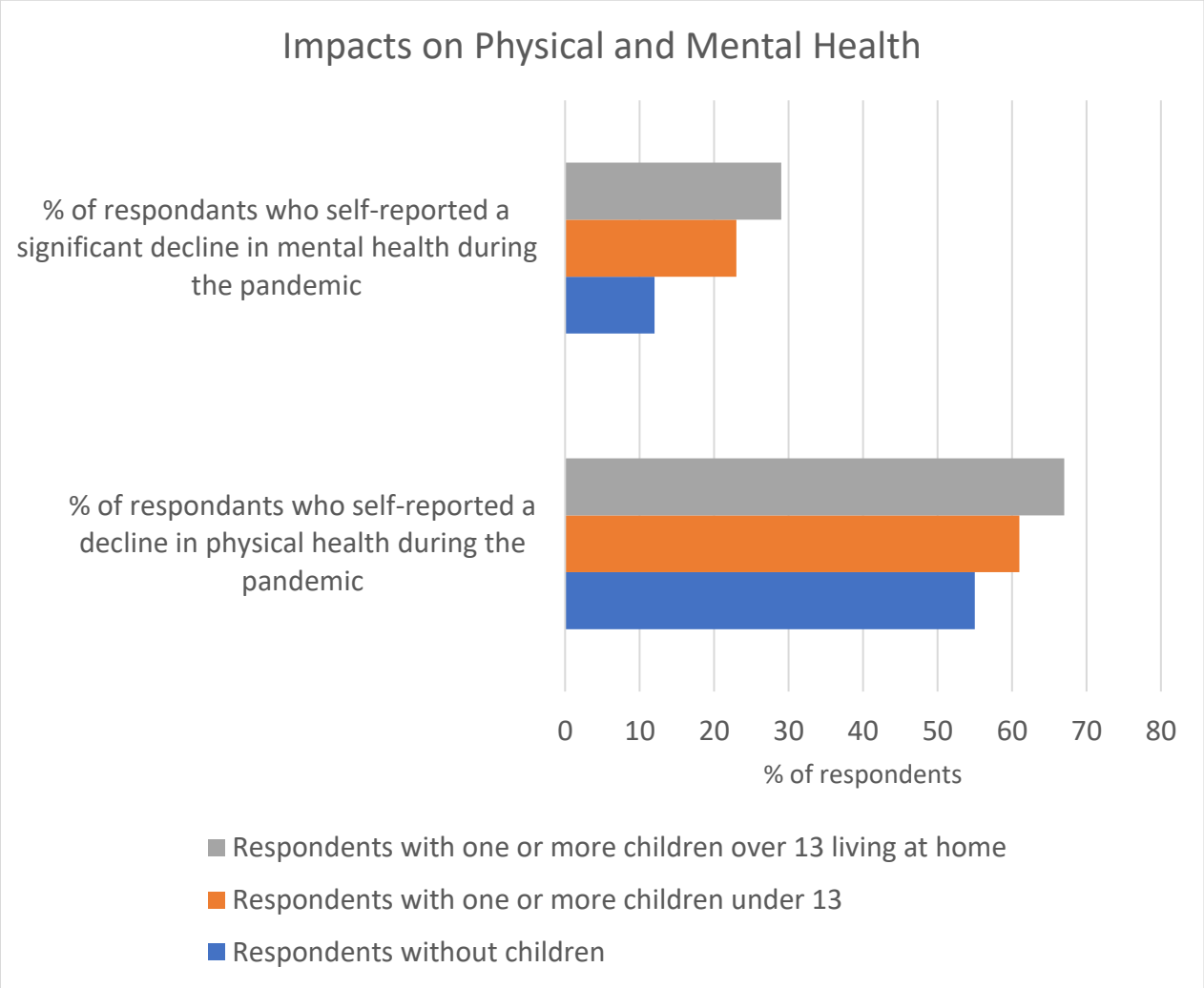


Concerns about the ease of promotion are influenced by having children as well. 25% of respondents without children report having some concern that attaining a promotion would be made more difficult by the pandemic. By comparison, 44% of respondents with children under 13 report having this concern and 42% of respondents with children over 13 report sharing it as well.



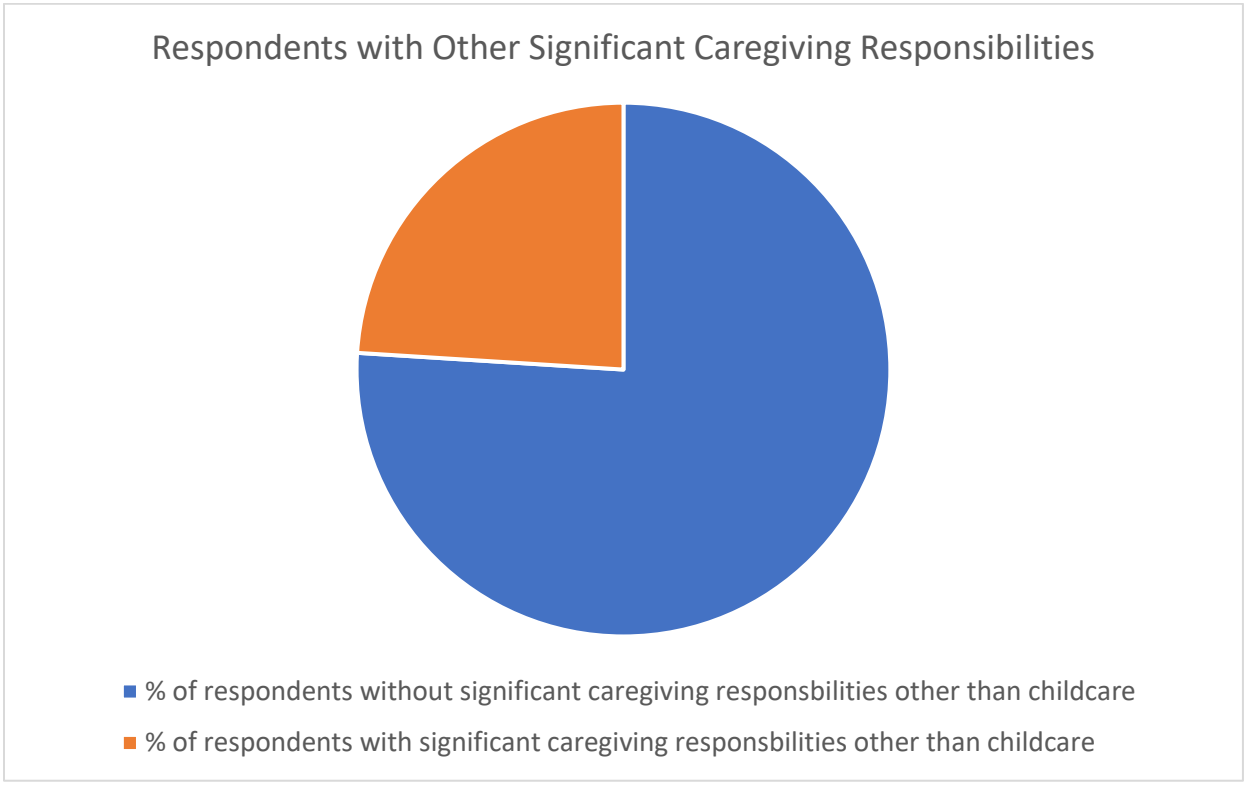
The self-reported impacts of the pandemic on **physical and mental health** are also significantly more pronounced for respondents with children compared to members without children. 55% of members without children indicated having worse physical health now then before thing on side of the pandemic. By comparison, 61% of respondents with children under 13 and 67% of respondents with children over the age of 13 indicate having worse physical health now than before the pandemic.

When it comes to mental health, respondents with and without children respond in roughly equal proportions to having better, worse, or the same level of mental health now compared to before the onset of the pandemic. However, the extent of the negative impact of the pandemic situation on mental health is significantly more pronounced for respondents with children compared to those without. 12% of respondents without children indicated that their mental health is now much worse than it was before the onset of the pandemic. By comparison, 23% of respondents with children under 13 and 29% of respondents with children over the age of 13 indicated that their mental health is now much worse than it was before the onset of the pandemic



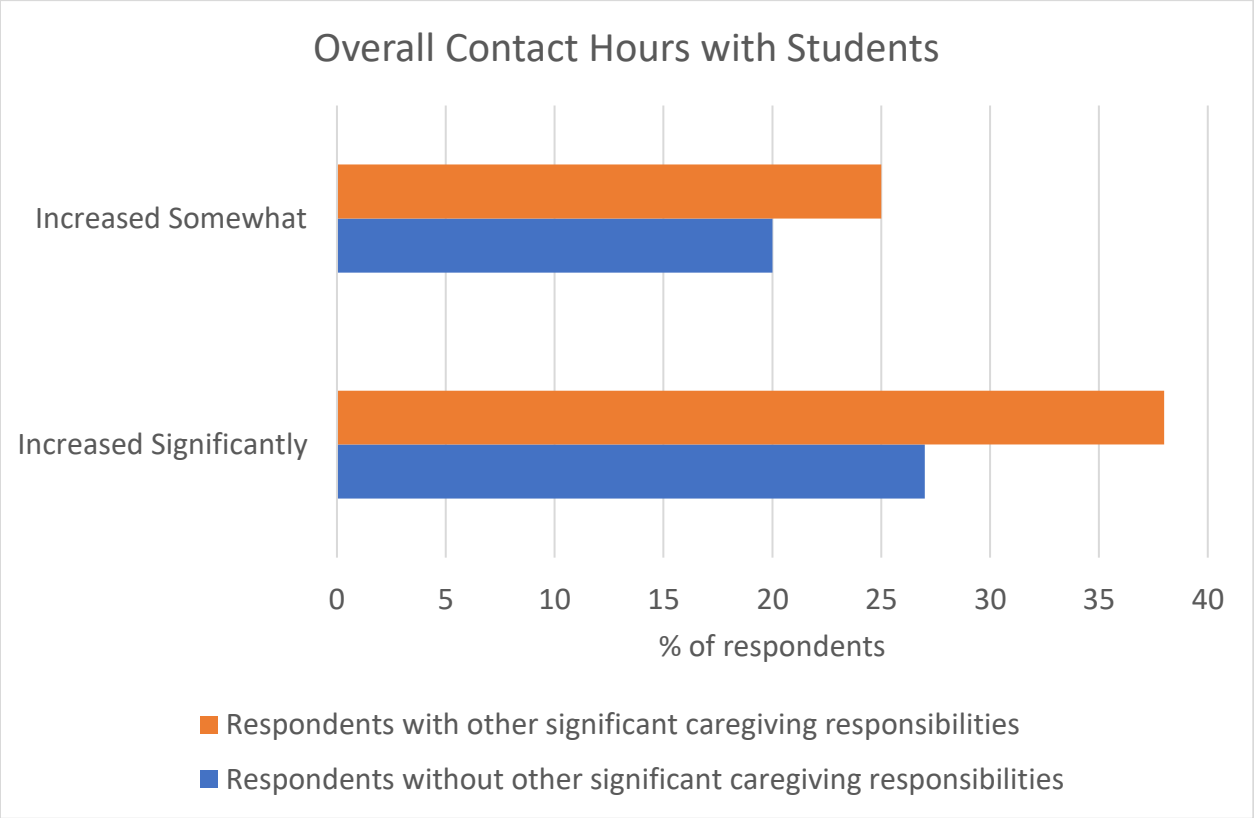
Section 3: Impacts on Members with Other Caregiving Responsibilities

The pandemic has also had differential impacts on respondents who do have significant caregiving responsibilities beyond childcare (such as eldercare) compared to respondents who do not have such additional caregiving responsibilities. 24% of those who responded to this question indicated that they have such additional responsibilities whereas 76% of respondents indicated that they did not have such additional responsibilities.

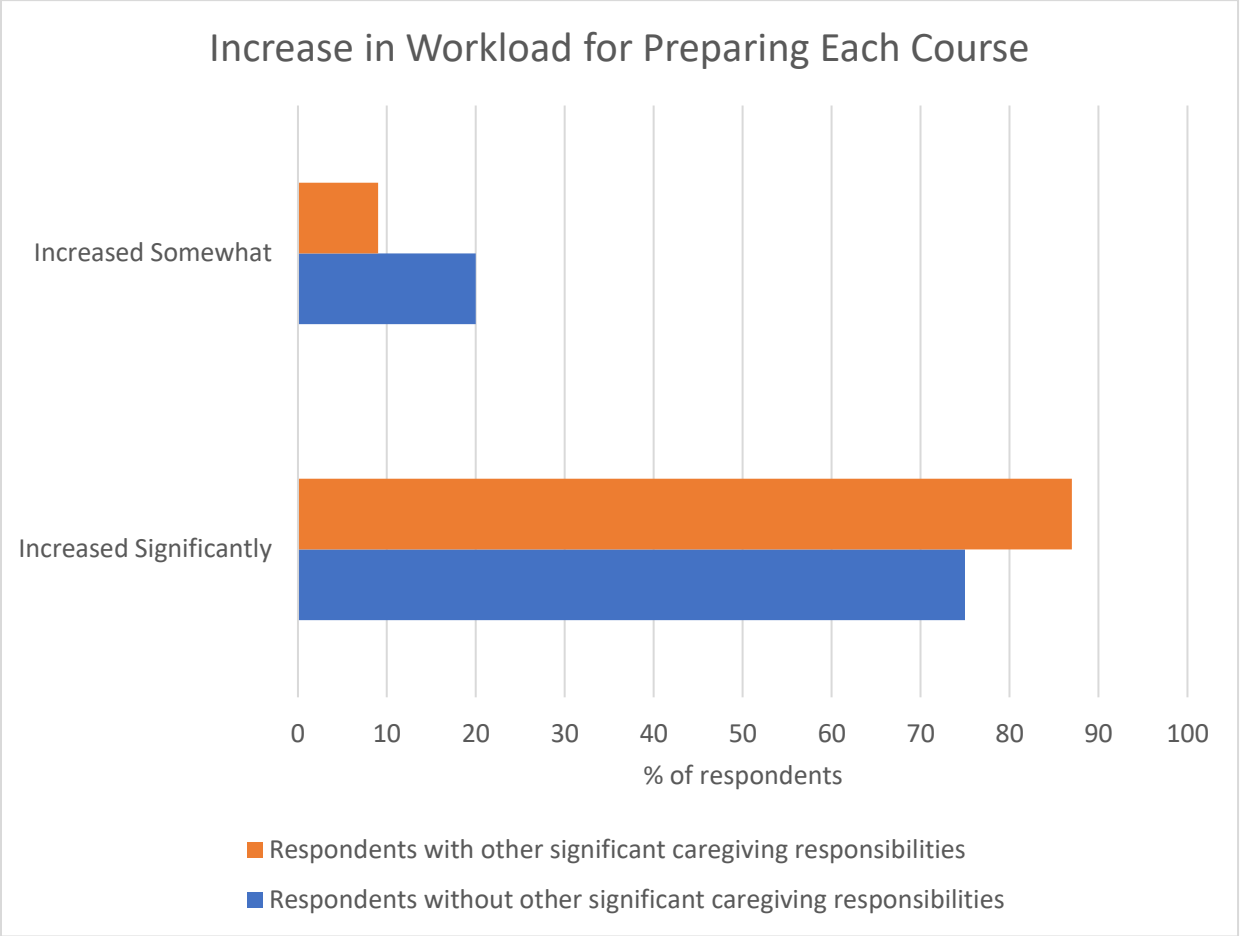


The results show that respondents with significant caregiving responsibilities beyond childcare self-reported above-average increases in their overall contact hours with students, time taken to prepare courses for Fall 2020, professional responsibilities, workload on evenings and weekends, domestic responsibilities, overall workload, and concern with the fairness of their evaluation. These increased pressures on respondents with significant caregiving responsibilities beyond childcare correspond to above-average self-reported decreases in teaching effectiveness, research effectiveness, time available for the competent performance of duties, ability to balance personal and professional responsibilities, and physical and mental health.

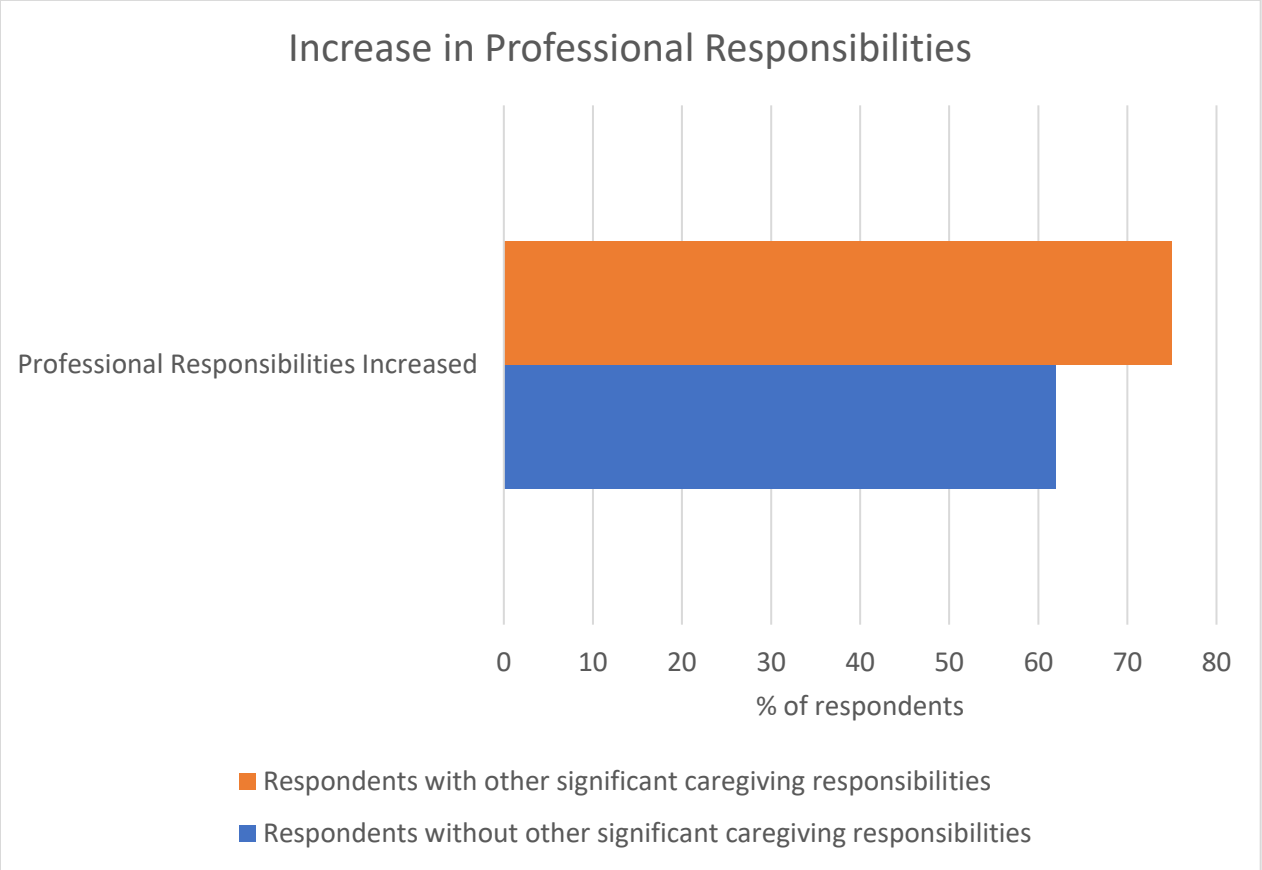
27% of respondents without additional caregiving responsibilities indicated a significant increase in their **overall contact hours with students** and a further 20% indicated some increase in such contact hours. By comparison, 38% of respondents with additional caregiving responsibilities indicated a significant increase in the contact hours of students and a further 25% of these respondents indicated some increase in their contact hours with students.



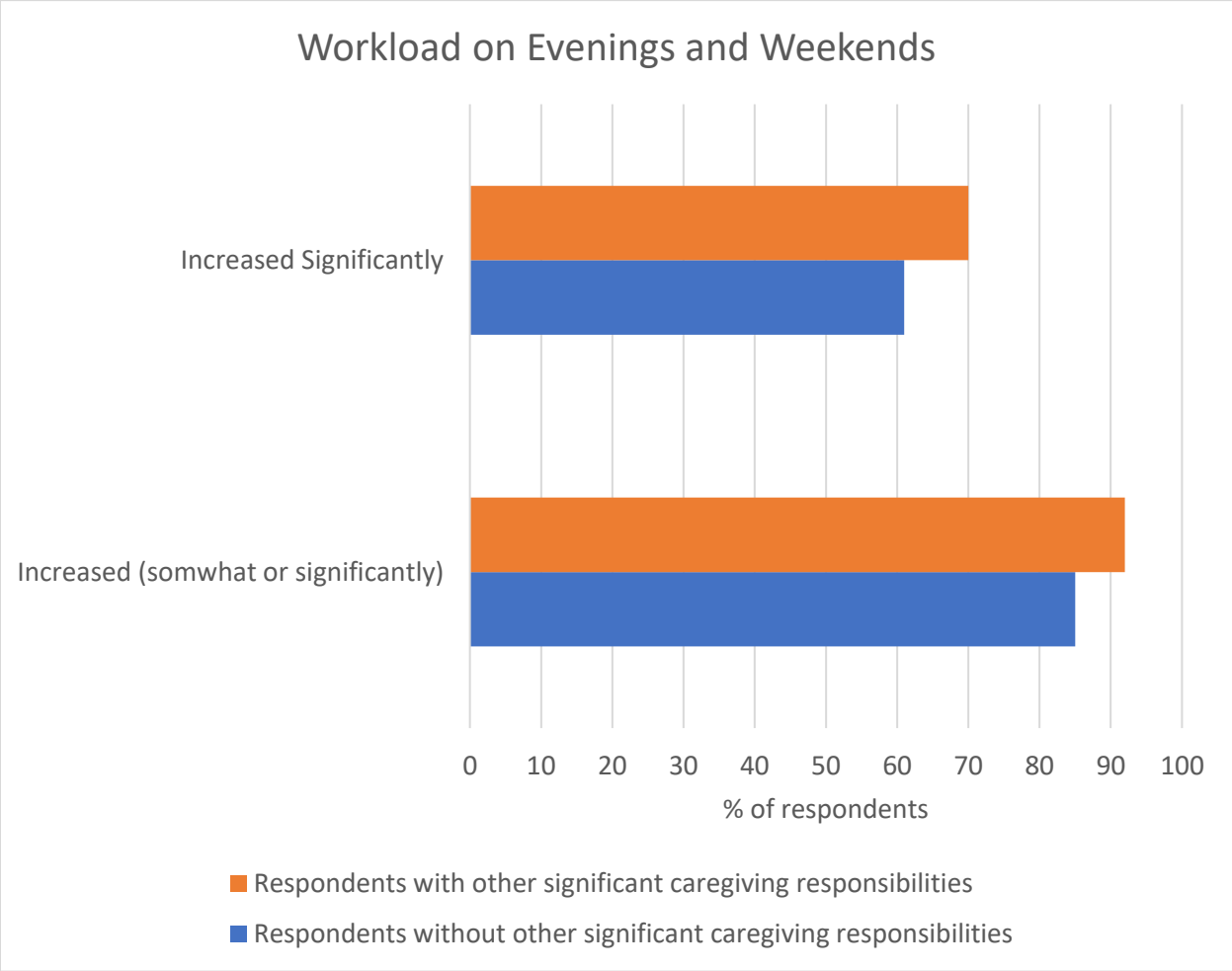
75% of respondents without additional caregiving responsibilities increased a significant **increase in workload for preparing each course** for Fall 2020 and a further 20% and indicated some increase in this workload. By comparison, 87% of respondents with additional caregiving responsibilities indicated a significant increase in this workload and a further 9% indicated at least some increase in this workload.



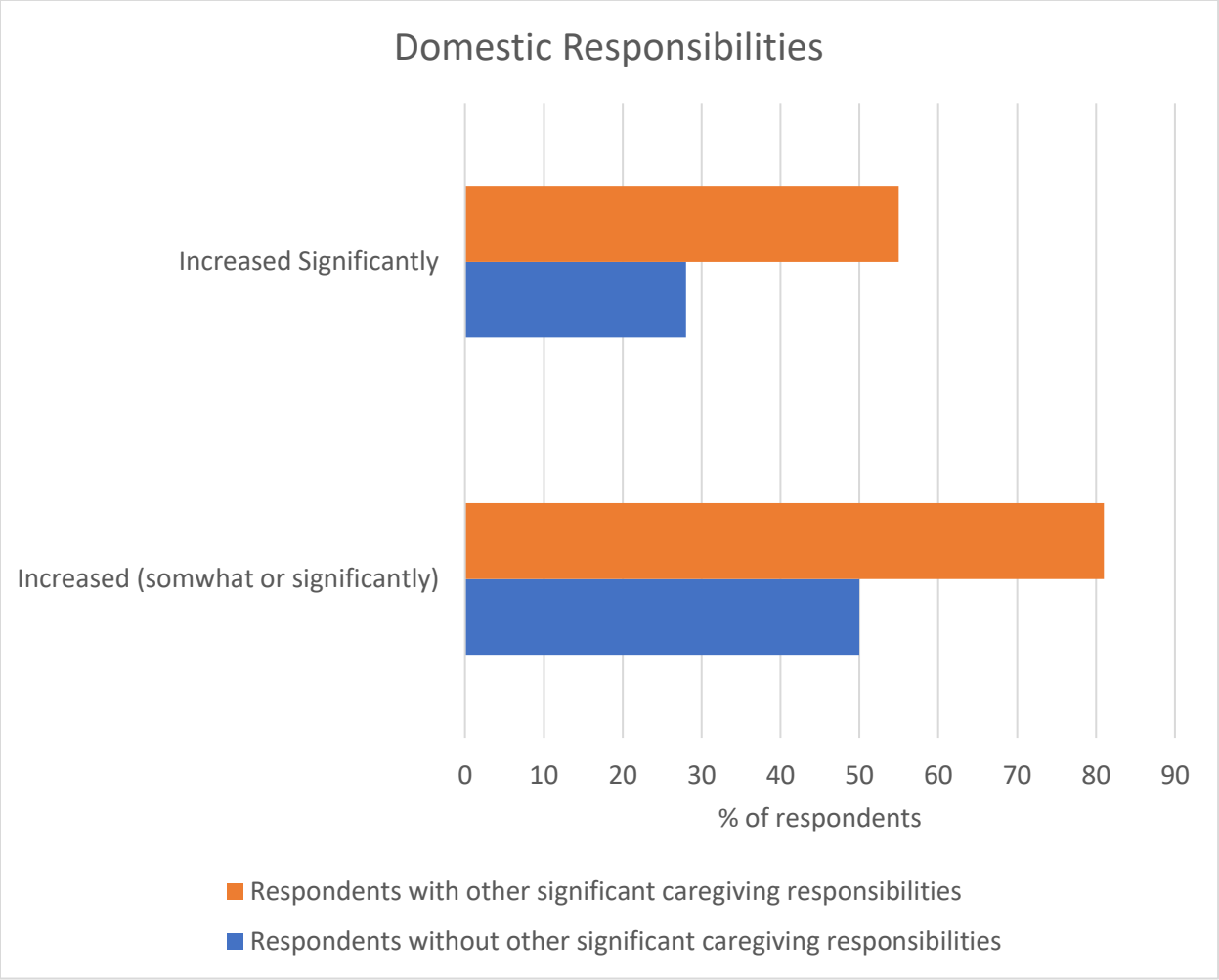
62% of respondents without additional caregiving responsibilities indicated that their **professional responsibilities have increased** during the pandemic. By comparison, 75% of respondents with additional caregiving responsibilities have indicated that their professional responsibilities have increased during the pandemic.



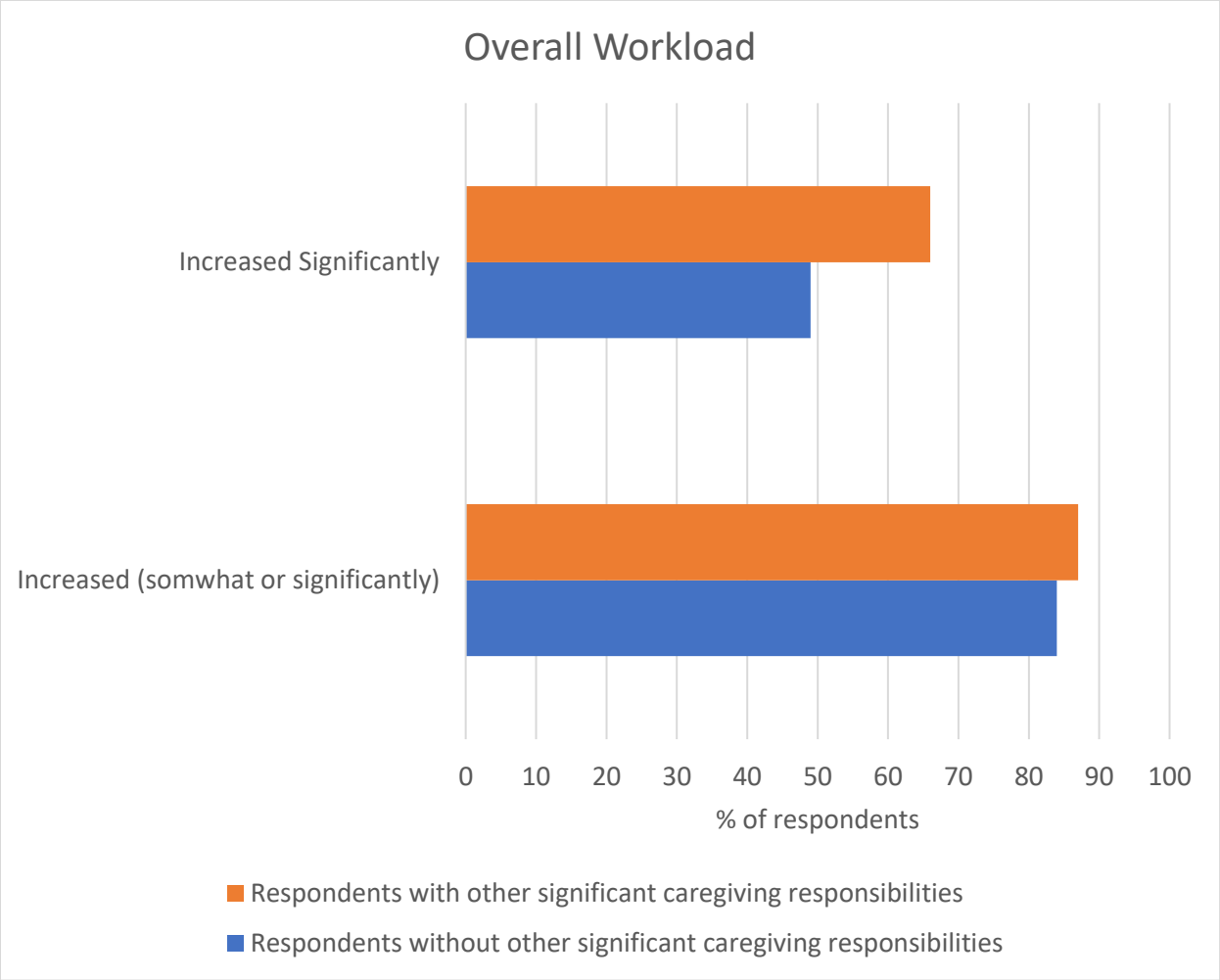
85% of respondents without additional caregiving responsibilities indicated that their **workload on evenings and weekends** has increased, including 61% who indicated that this increase was significant. By comparison, 92% of respondents with additional caregiving responsibilities indicated an increase in their workload on evenings and weekends, including 70% who indicated that this increase was significant.



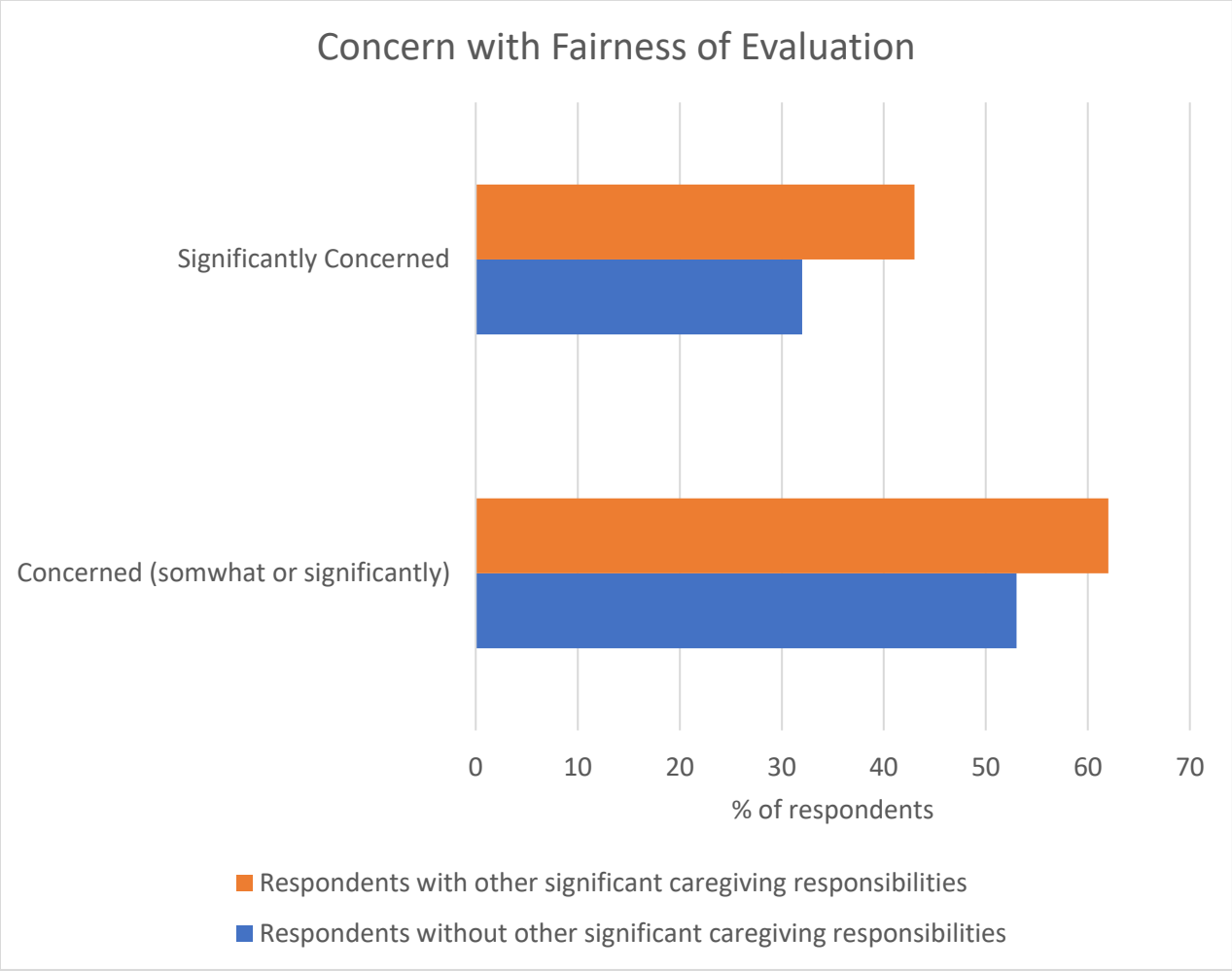
50% of respondents without additional caregiving responsibilities indicated an increase in their **domestic responsibilities**, including 28% who indicated that this increase was significant. By comparison, 81% of respondents with additional caregiving responsibilities indicated an increase in their domestic responsibilities, including 55% who indicated that this increase was significant.



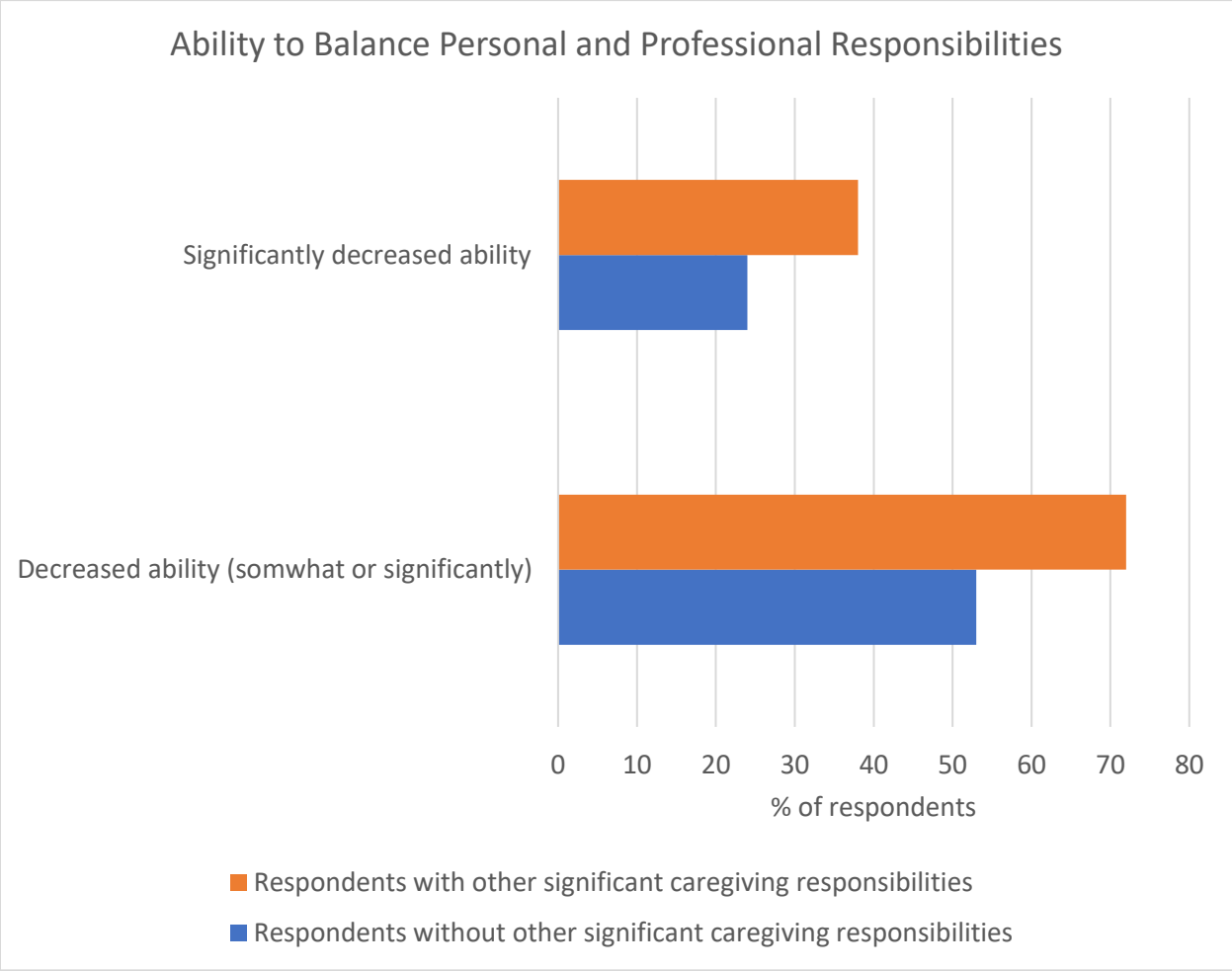
84% of respondents without additional caregiving responsibilities indicated that their **overall workload** increased, including 49% who indicated that this increase was significant. By comparison, 87% of respondents with additional caregiving responsibilities indicated an increase in their overall workload, including 66% who indicated that this increase was significant.



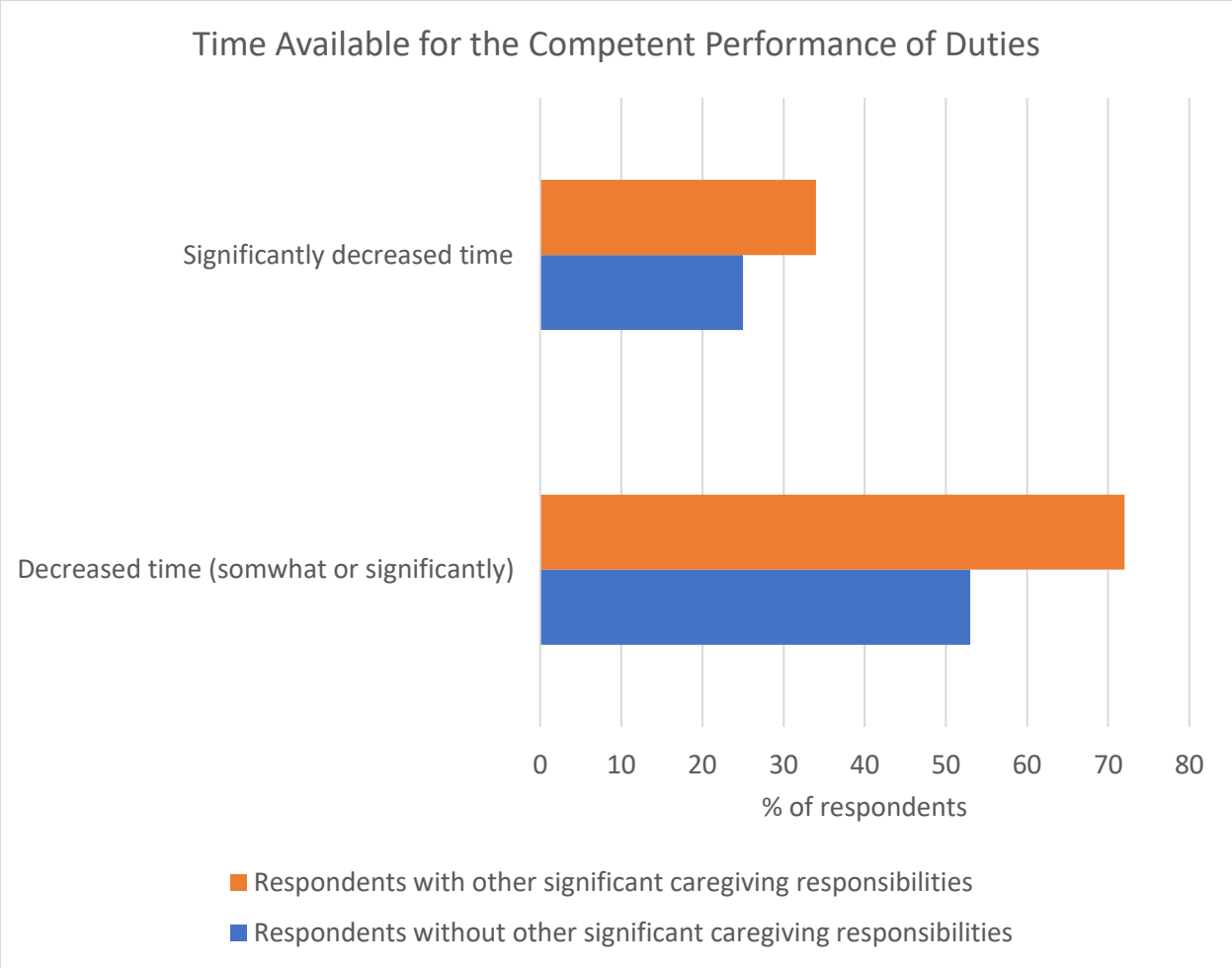
53% of members without additional caregiving responsibilities indicated a **concern with the fairness of their evaluation**, including 32% who indicated that this concern was significant. By comparison, 62% of respondents with additional caregiving responsibilities indicated a concern about the fairness their evaluation, including 43% who indicated that this concern was significant.



53% of respondents without additional caregiving responsibilities indicated a decreased **ability to balance personal and professional responsibilities**, including 24% who indicated that this decrease was significant. By comparison, 72% of respondents with additional caregiving responsibilities indicated a decreased ability to balance personal and professional responsibilities, including 38% who indicated that this decrease was significant.

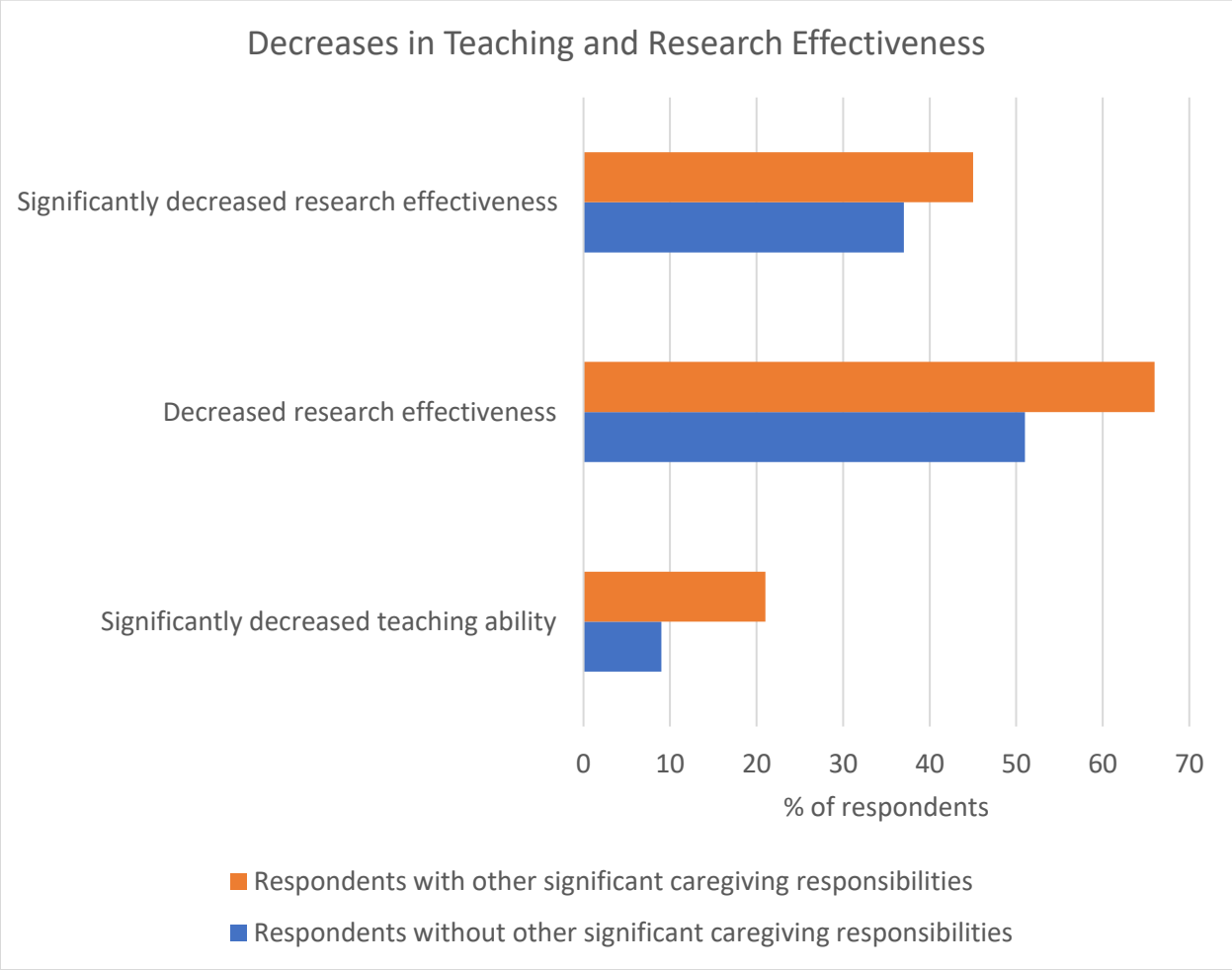


53% of respondents without additional caregiving responsibilities indicated that the **time available for the competent performance of their duties** decreased, including 25% who indicated that this decrease was significant. By comparison, 72% of respondents with additional caregiving responsibilities indicated a decrease in the time available for the competent performance of their duties, including 34% who indicated that this decrease was significant.

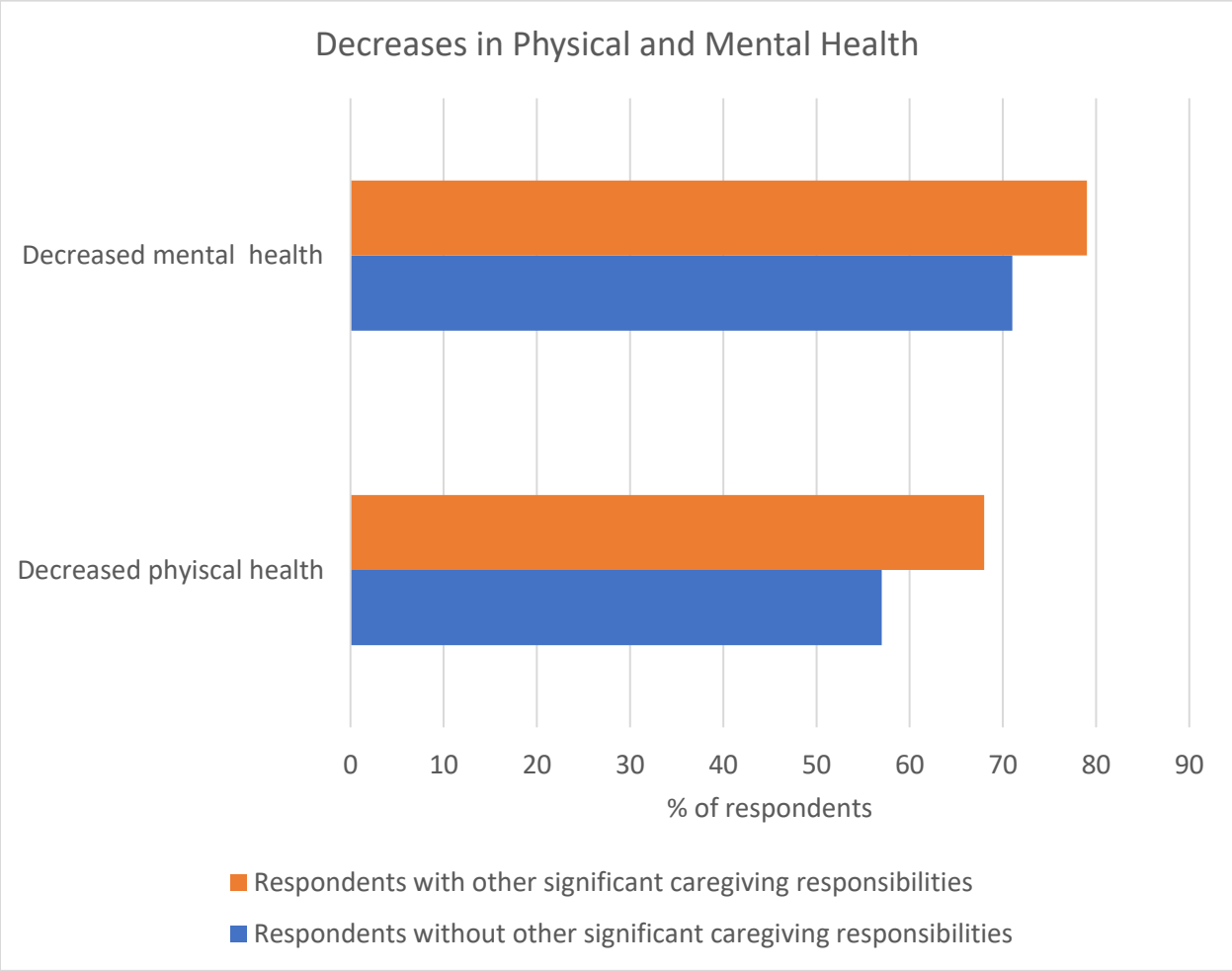


9% of respondents without additional caregiving responsibilities indicated a significant **decrease in their teaching effectiveness**, whereas 21% of those with additional caregiving responsibilities indicated the same.

51% of respondents without additional caregiving responsibilities indicated a **decrease in their research effectiveness**, including 37% who indicated that this decrease was significant. By comparison, 66% of respondents with additional caregiving responsibilities indicated a decrease in their research effectiveness, including 45% who indicated that this decrease was significant.

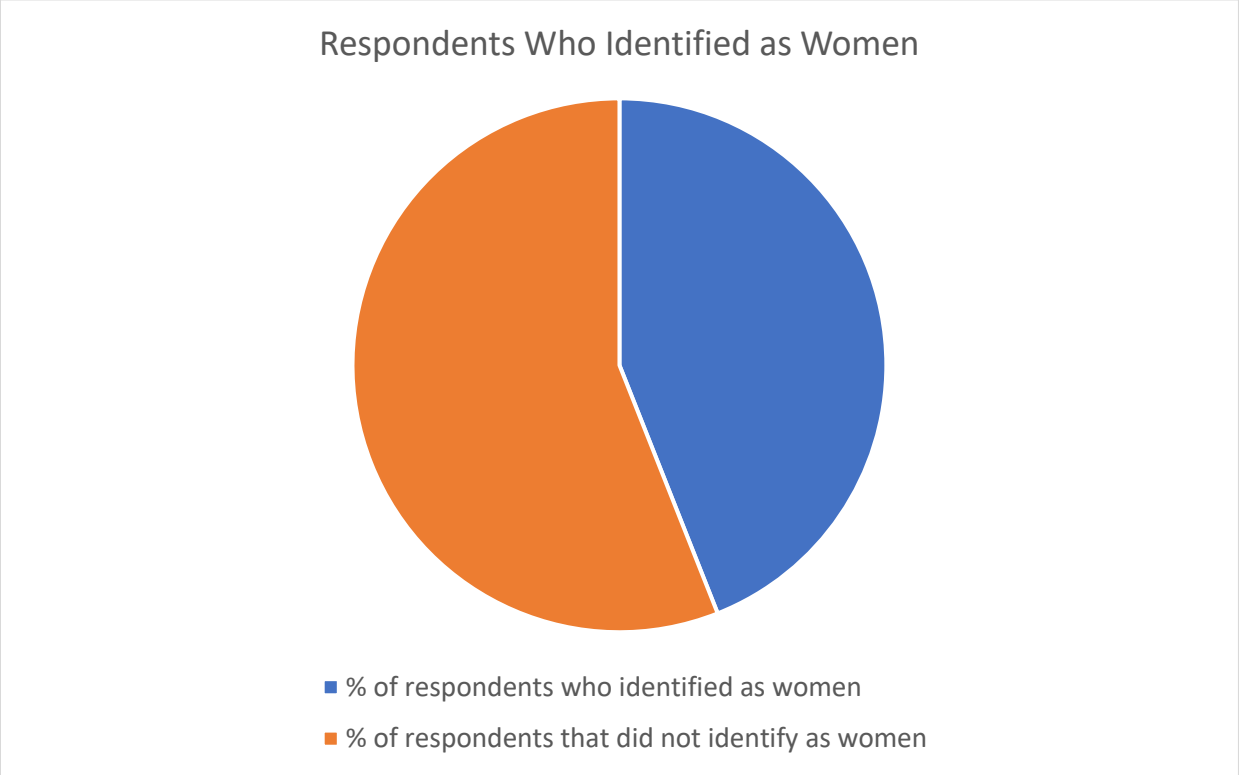


57% of respondents without additional caregiving responsibilities indicated that their **physical health** decreased during the pandemic compared to 68% of respondents with additional caregiving responsibilities indicating the same. 71% of respondents without additional caregiving responsibilities indicated that their **mental health** decreased during the pandemic compared to 79% of respondents with additional caregiving responsibilities indicating the same.

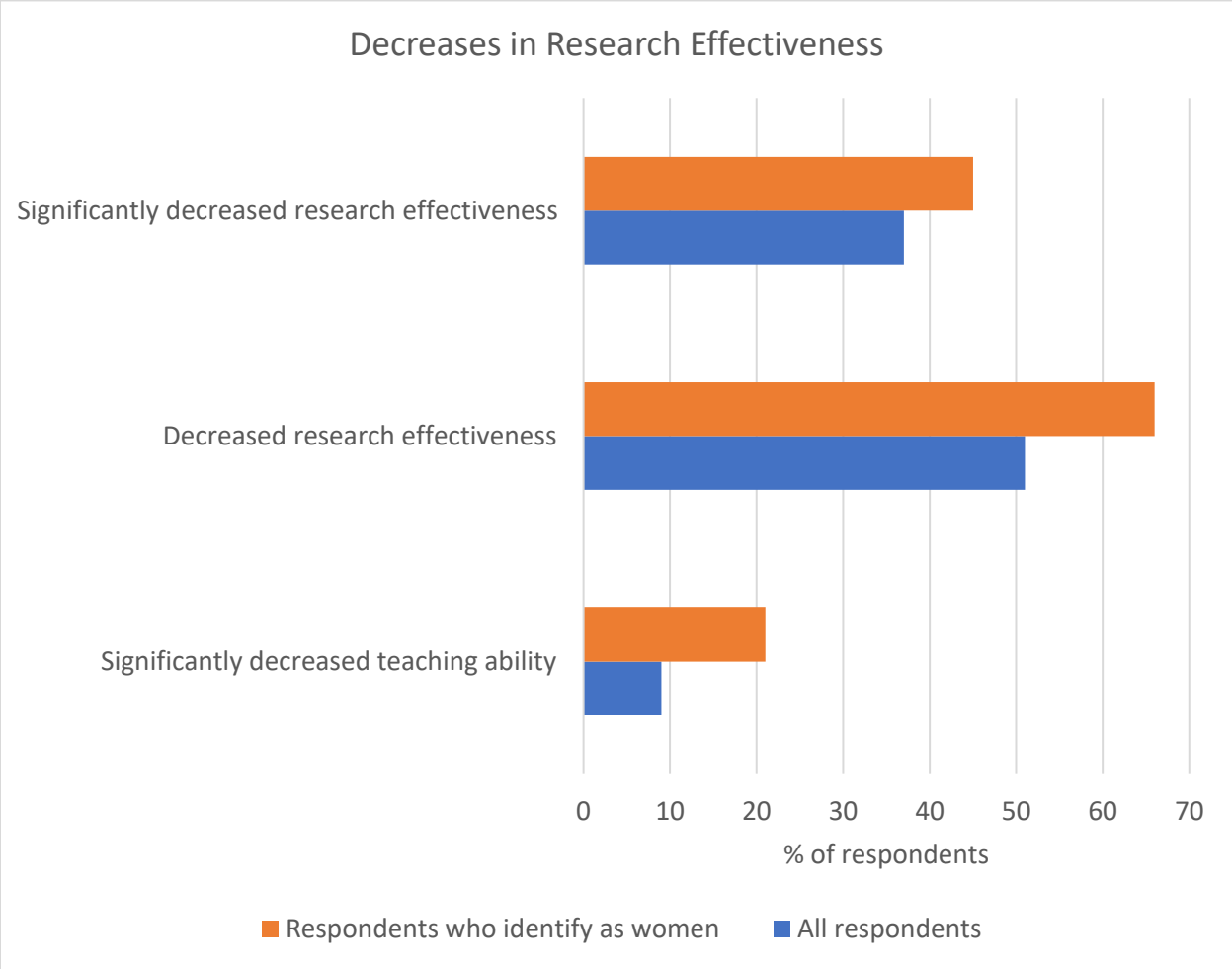


Section 4: Gendered Impacts

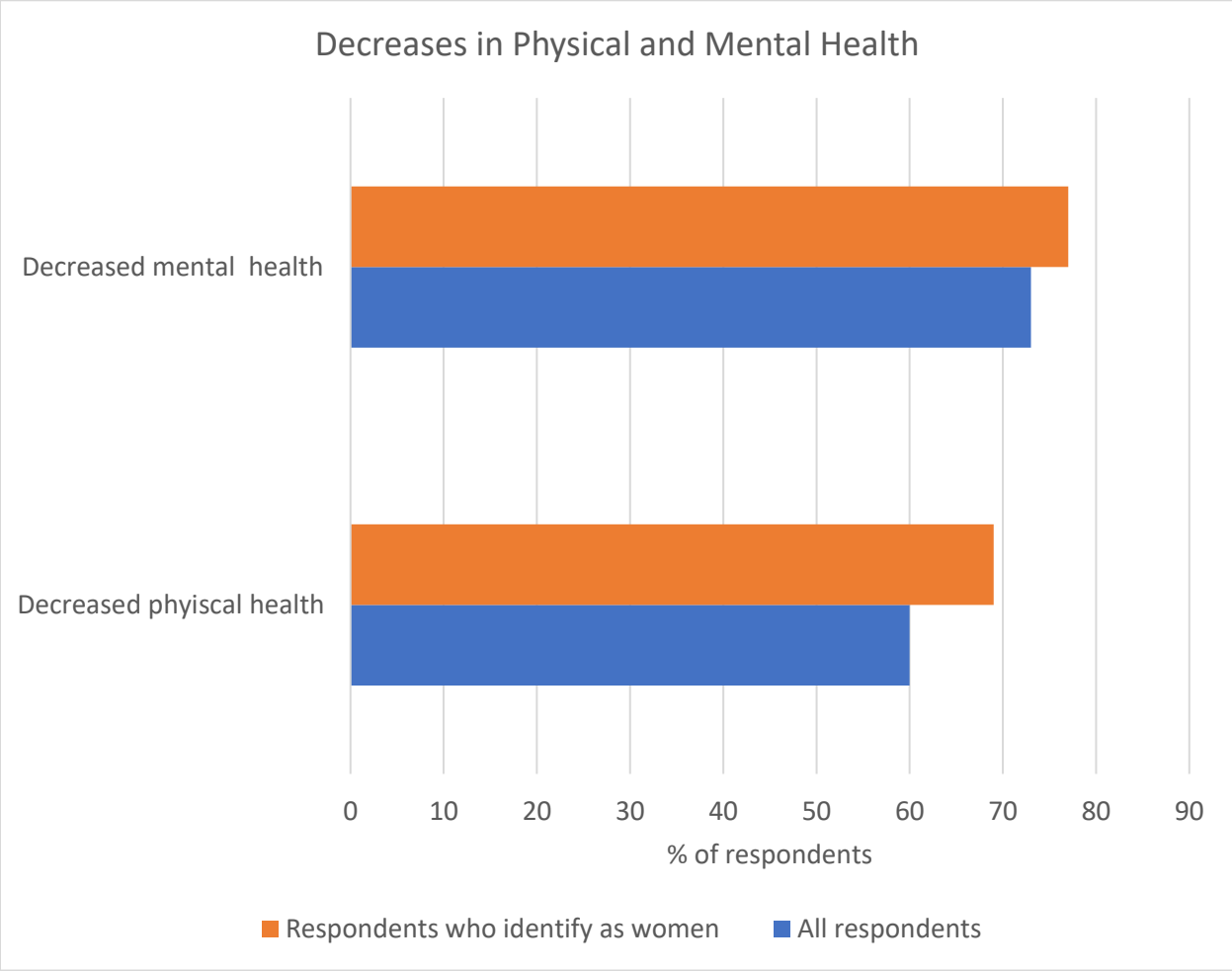
44% of respondents indicated that they identified as women. Respondents who identified as women reported above average impacts of the COVID-19 pandemic on their research effectiveness and health.



On the issue of **research effectiveness**, among members who had research duties, 71% of all respondents (including those who identify as women) indicated a reduction in their research effectiveness, including 52% who indicated that this reduction was significant. By comparison, 76% of respondents to identified as women indicated a reduction to their research effectiveness including 61% who indicated that this reduction was significant. These results indicate that respondents who identify as women reported experiencing a significant reduction in the research effectiveness at higher rates than average.



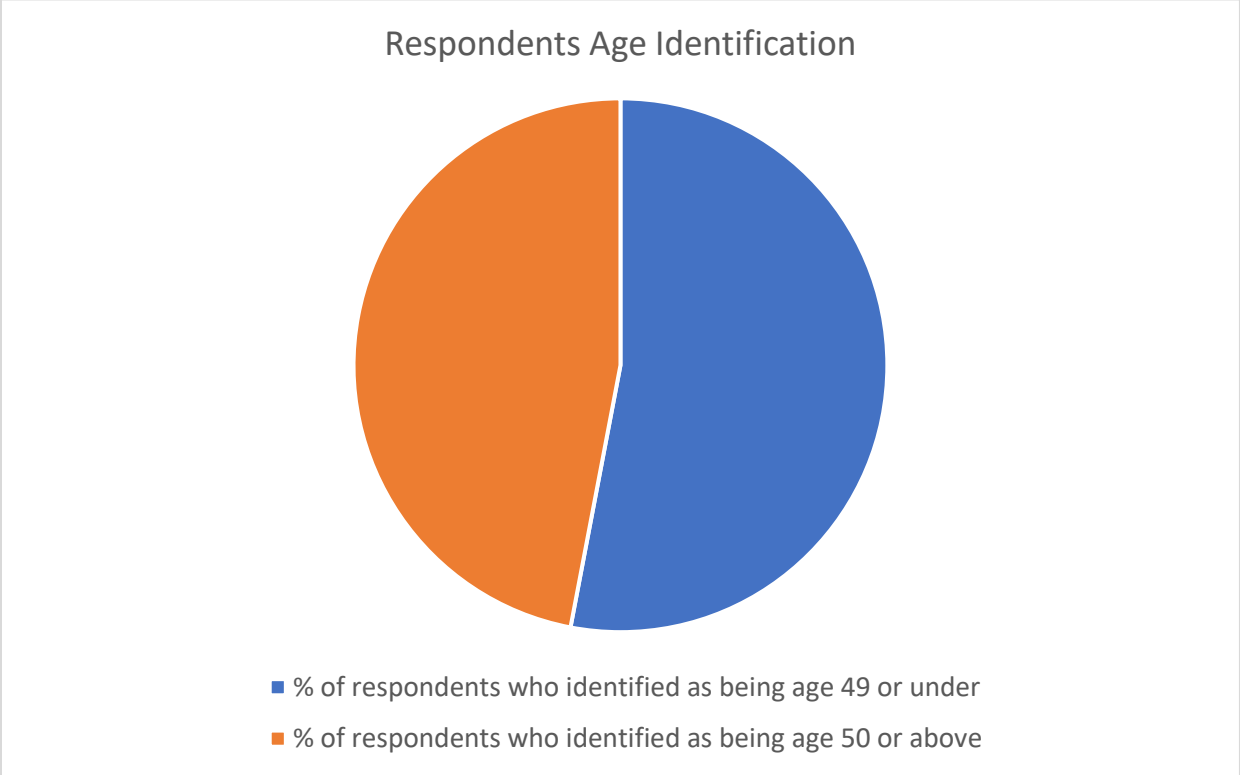
Respondents who identify as women also report **decreases in their physical and mental health** at higher rates than average. Out of all respondents, 60% indicated that their physical health is now worse than it was before the pandemic. Respondents who identified as women reported this a decrease in their physical health at a rate of 69%. Out of all respondents, 73% indicated that their mental health is now worse than it was before the pandemic. Respondents who identified as women reported this decrease in their mental health at a rate of 77%.



Our data does not indicate significant differences between respondents who identify as women and the overall responses in the following areas: contact hours with students, increased workload due to preparing each course for Fall 2020, teaching effectiveness, service workload, professional responsibilities, workload during evenings and weekends, time available for competent performance of duties, overall workload, concerns about the fairness of evaluation, domestic responsibilities, and the ability to balance personal and professional responsibilities.

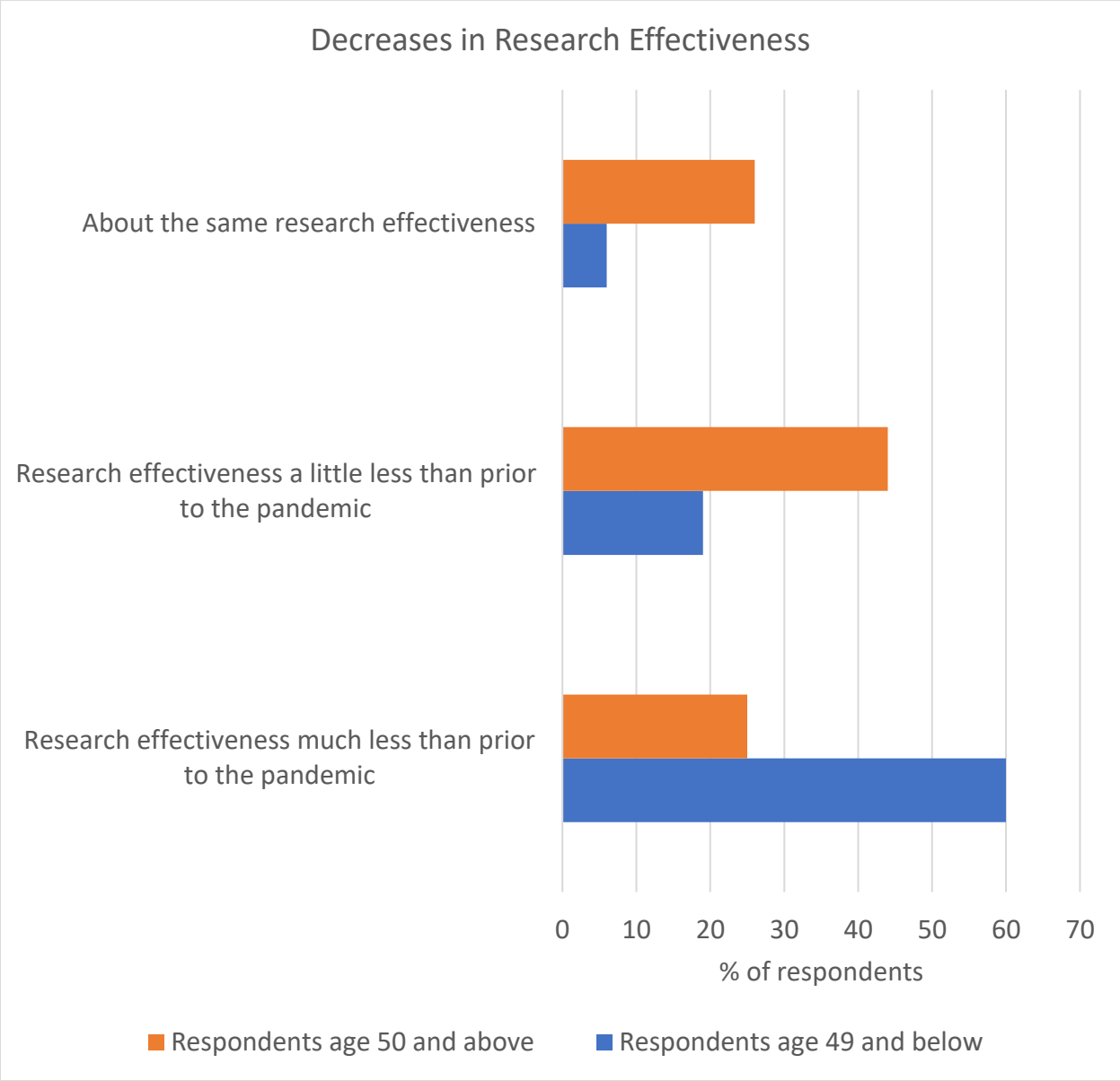
Section 5: Impacts Based on Age

Respondents were asked to self-identify their age. 53% (119 respondents) indicated their age as 49 or below. 47% (104 respondents) indicated their age as 50 or above. 18 respondents skipped the question.

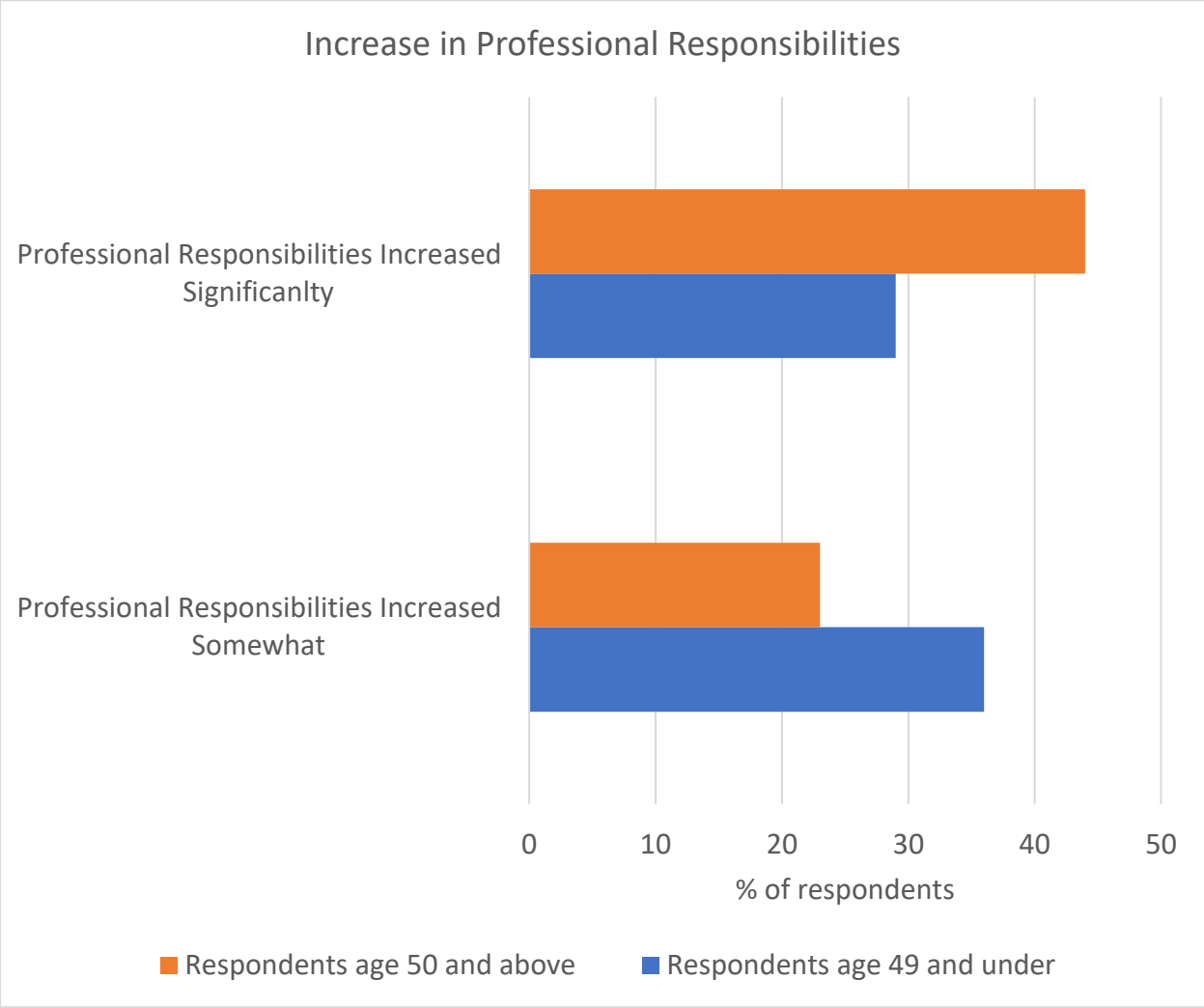


Respondents aged 49 and below indicated more significant impacts than respondents aged 50 and above in the following areas: decreased research effectiveness, decreased time available for the competent performance of their duties, increased concerns about fair evaluation, increased domestic responsibilities, decreased ability to balance personal and professional responsibilities, and declines in physical and mental health. By comparison, respondents aged 50 and above indicated more significant impacts than respondents aged 49 and below in their increased professional responsibilities and overall workload.

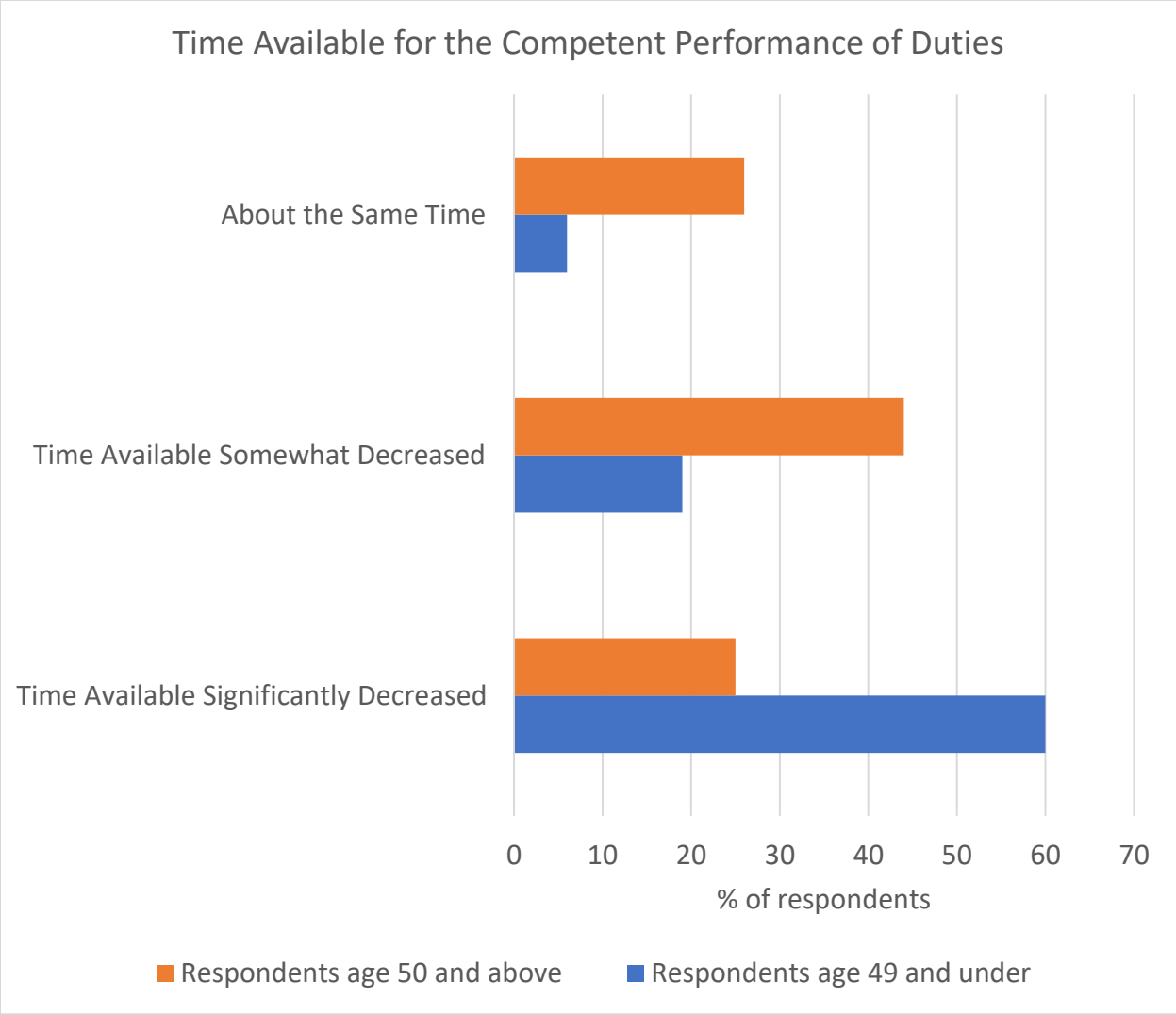
On the issue of **research effectiveness**, respondents aged 49 and under with research duties indicated a more severe decline than their peers aged 50 and above. Of these respondents, 6% indicated their research effectiveness was about the same, 19% indicated it was a little less than before the pandemic, and 60% indicated that it was much less than before the pandemic. Among respondents age 50 and above, 26% indicated their research effectiveness was about the same, 44% indicated it was a little less than before the pandemic, and 25% indicated that it was much less than before the pandemic.



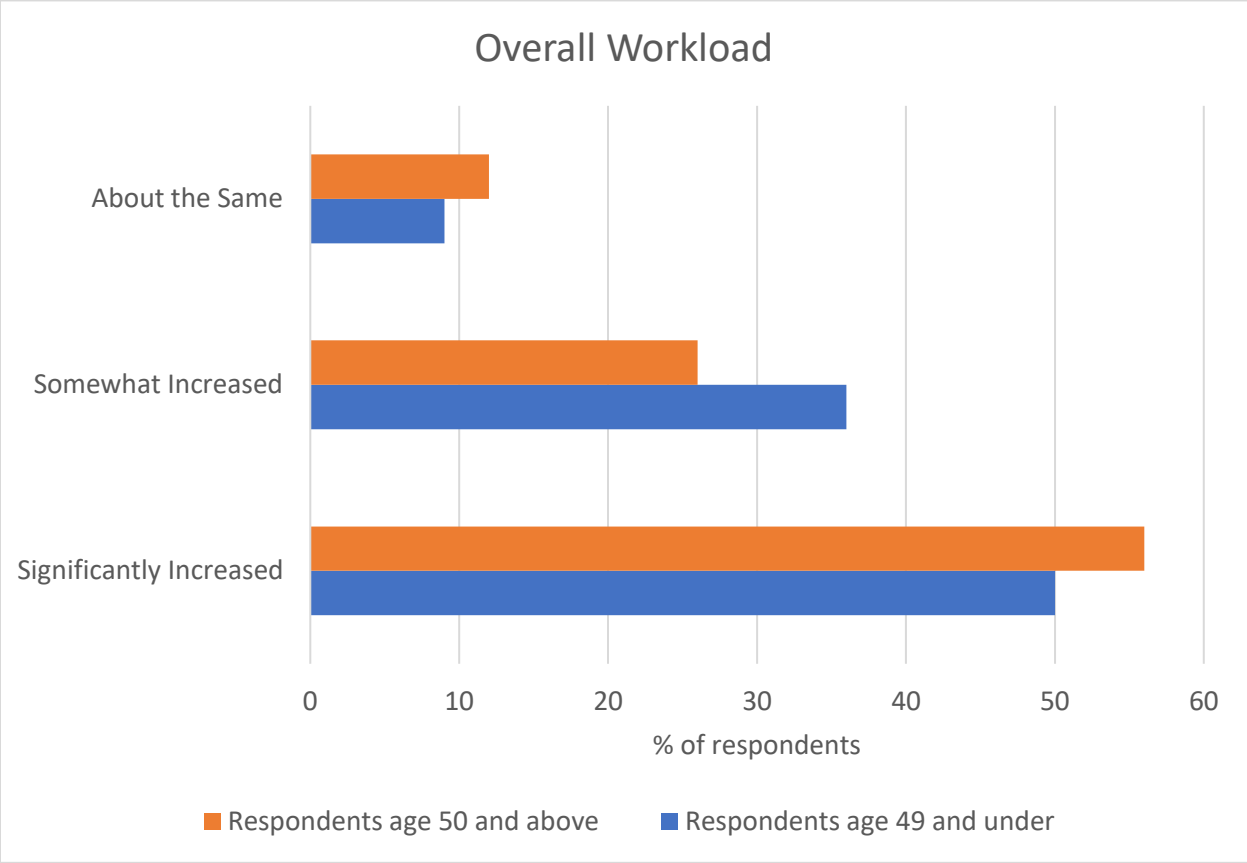
On the issue of **increased professional responsibilities**, respondents aged 50 and above indicated a more severe increase than their peers. Of respondents aged 49 and under, 36% indicated their professional responsibilities had increased a little more and a further 29% indicated that they were much more than before the pandemic. Among respondents age 50 and above, 23% indicated their professional responsibilities had increased a little more and a further 44% indicated that they were much more than before the pandemic.



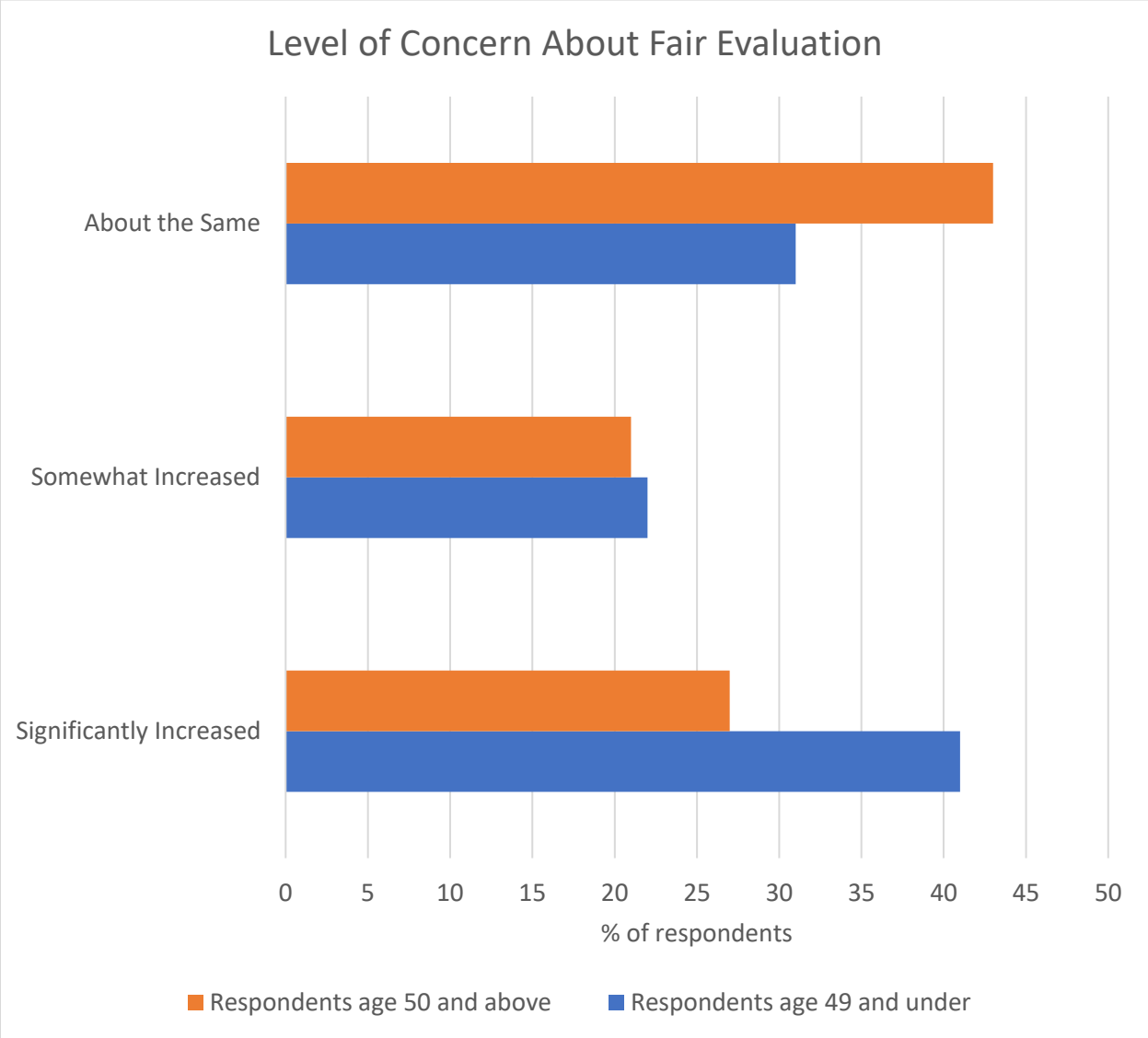
When questioned about **the time available for the component performance of their duties**, respondents aged 49 and below indicated a more severe decrease than their peers. Of these respondents, 6% indicated that the time available for the competent performance of their duties was about the same, 19% indicated this time was somewhat less than before the pandemic, and 60% indicated that this time was much less than before the pandemic. Of respondents aged 50 and over, 26% reported that the time for the competence performance of their duties was about the same, 44% indicated that this time was somewhat less than before the pandemic, and 25% indicated that this time was much less than before the pandemic.



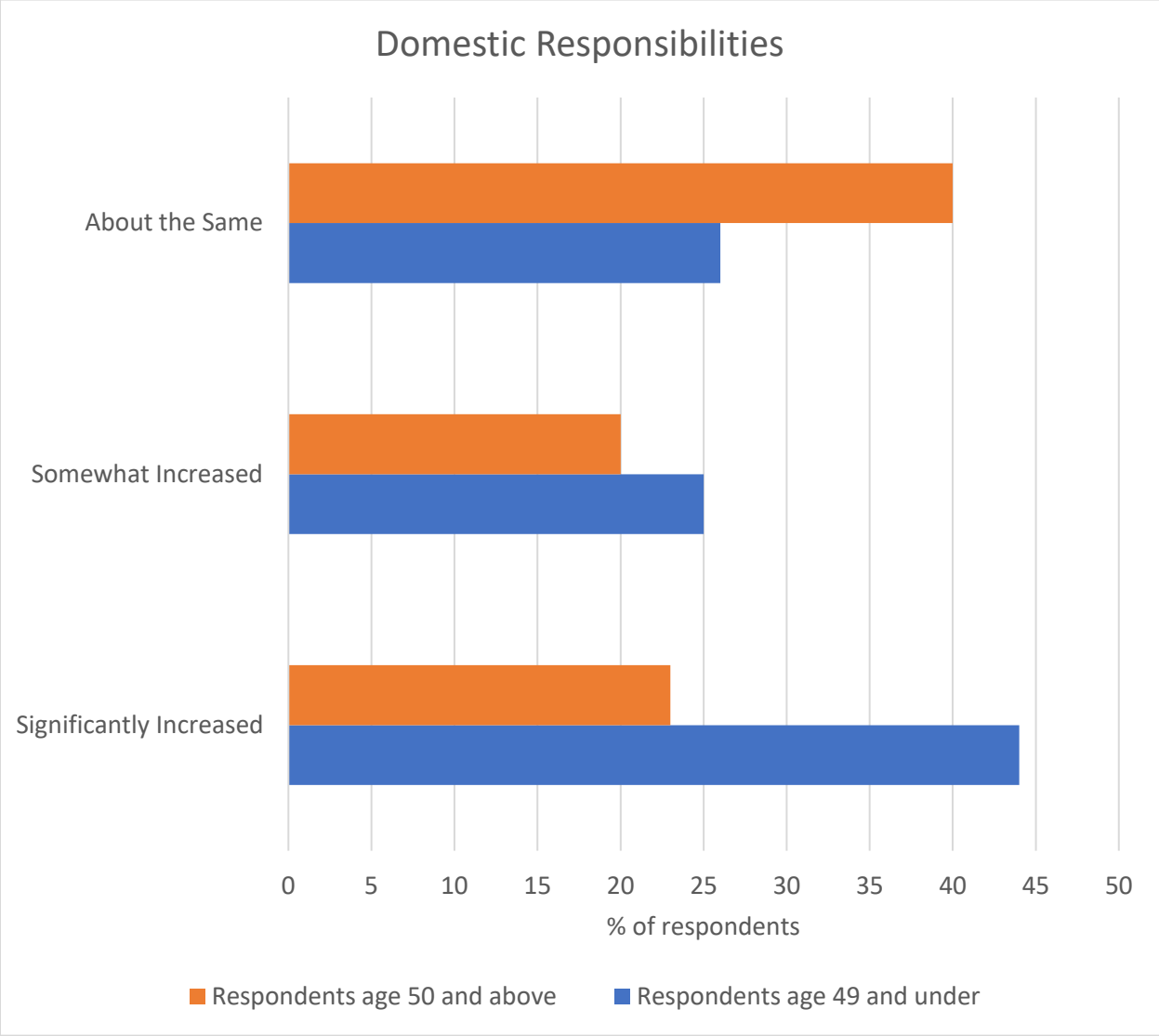
On the issue of **overall workload**, respondents aged 50 and over indicated a more severe increase then respondents aged 49 and under. 12% of respondents age 50 and above indicated they had about the same overall workload as before the pandemic, 26% of these respondents indicated that their workload had increased to some degree, and 56% indicated that their workload increased by a significant amount. By comparison, of respondents age 49 and under, 9% indicated that their workload was similar to before the pandemic, 36% indicated that it had increased to some agree, and 50% indicated that the workload increased by a significant amount.



When asked about their level of **concern about receiving a fair evaluation** of the performance of their duties, respondents age 49 and under reported a more significant increase then did respondents aged 50 and over. Of respondents age 49 and under, 31% indicated they had approximately the same level of concern over the fairness their valuation, 22% indicated that this concern was raised to some degree, and 41% indicated that this concern was significantly increased. By comparison, 43% of respondents age 50 and above reported approximately the same level of concern over the fairness of the evaluation, 21% indicated but this concern was raised to some degree, and 27% indicated that this concern was significantly increased.



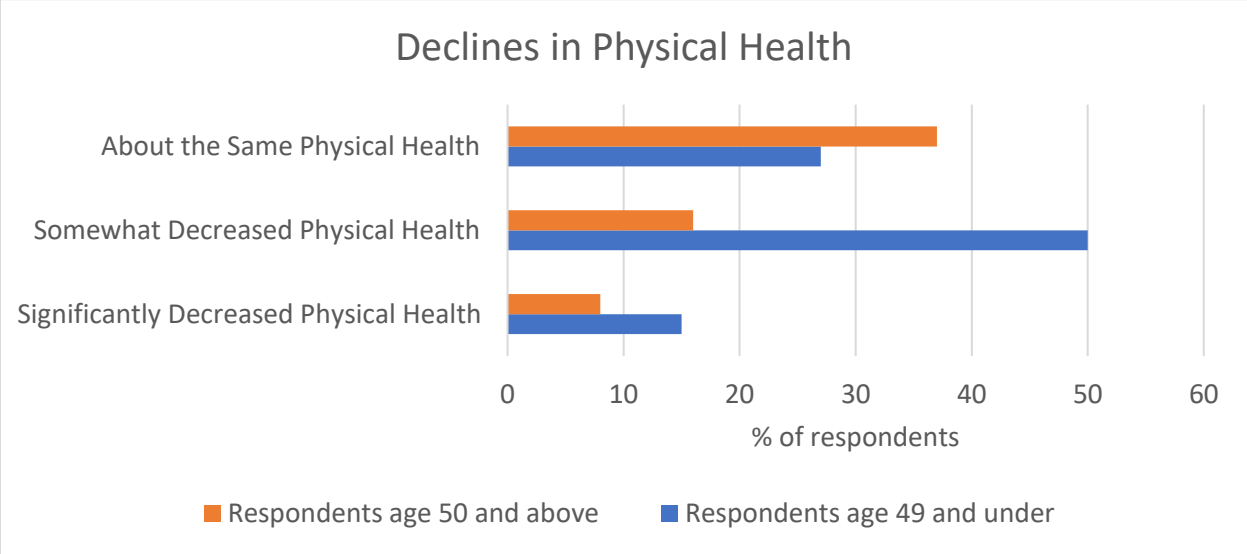
Respondents age 49 and under reported a more significant increase in their **domestic responsibilities** than did respondents age 50 and above. 26% of respondents age 49 and under indicated they had approximately the same level of domestic responsibilities compared to before the pandemic, 25% indicated that these responsibilities had increased somewhat, and 44% indicated that these responsibilities had increased significantly. 40% of respondents age 50 and above indicated that they had approximately the same level of domestic responsibilities compared to before the pandemic, 20% indicated these responsibilities had increased somewhat, and 23% indicated that these responsibilities had increased by a significant amount.

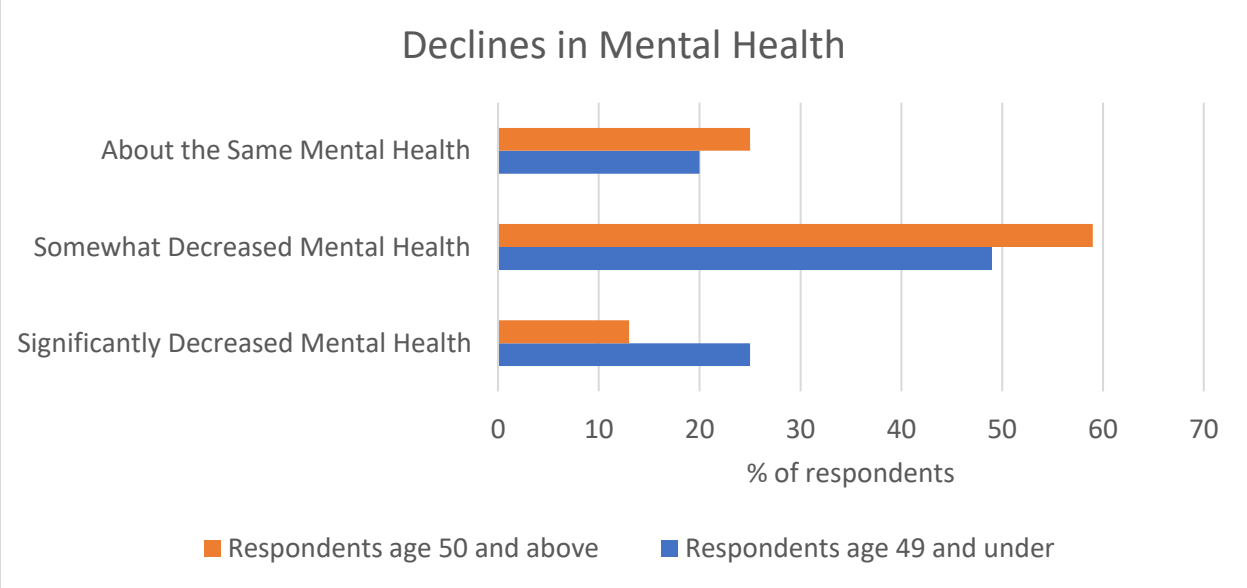


When asked about their **ability to balance their personal and professional responsibilities**, respondents age 49 under reported a more significant decrease than did respondents age 50 and above. 16% of respondents age 49 and under indicated that this ability remained about the same, 31% indicated that this ability was somewhat less than before the pandemic, and 36% indicated that this ability decreased significantly since before the pandemic. By comparison, 25% of respondents age 50 and above indicated that this ability was about the same as before the pandemic, 29% indicated that it was somewhat less than before, and 17% indicated that this ability had decreased significantly.

Respondents age 49 and under also reported more significant **declines in physical and mental health** than did respondents age 50 and above. 27% of respondents age 49 and under indicated that their physical health was about the same as before the pandemic, 50% indicated that it had reduced to some degree, and 15% indicated that it was now much less than compared to before the pandemic. By comparison , 37% of respondents age 50 and above indicated that their physical health remained about the same, 16% indicated that it had reduced to some degree, and 8% indicated that it was now much less than compared to before the pandemic.

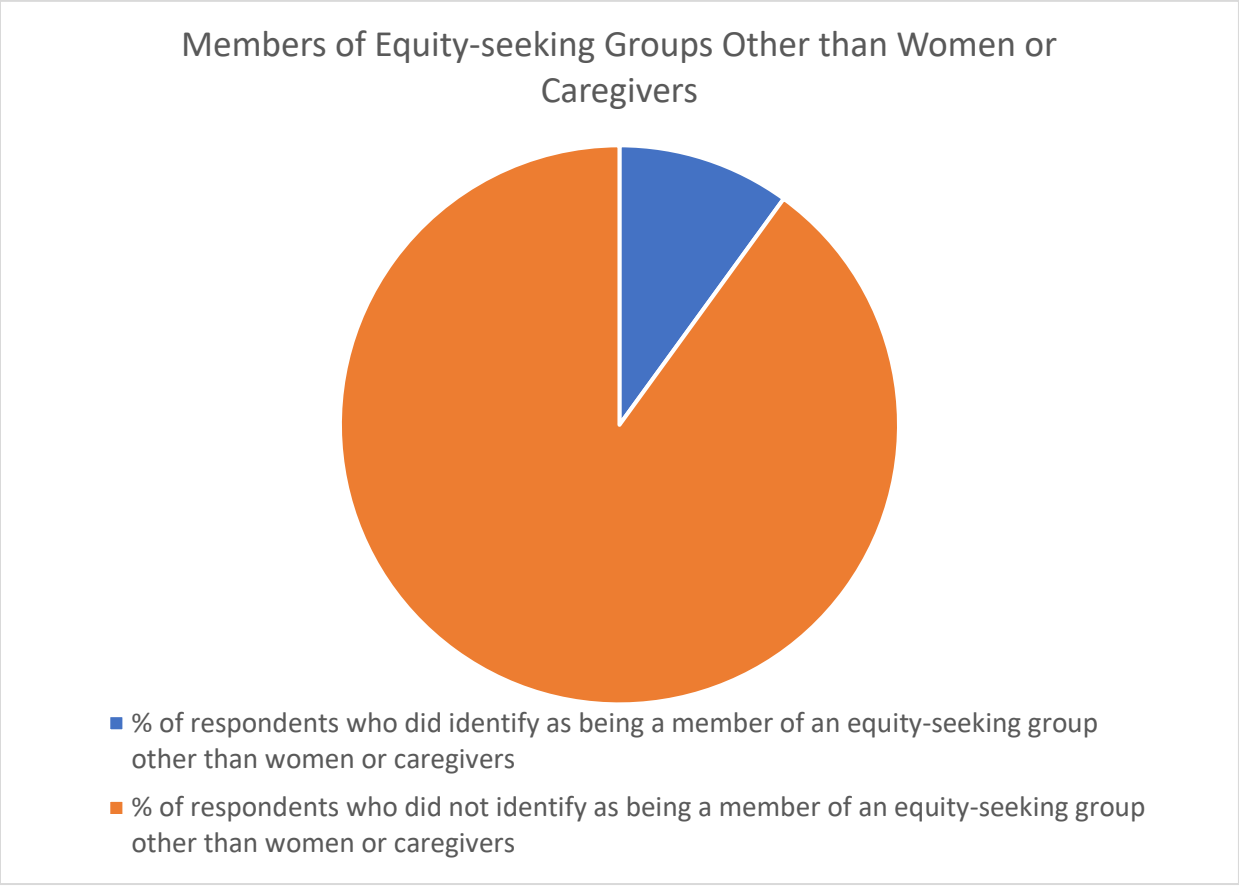
20% of respondents age 49 and under indicated that their mental health is approximately the same now as before the pandemic, 49% indicated that it reduced somewhat, and 25% indicated that it reduced significantly. By comparison, 25% of respondents age 50 and over indicated that their mental health is approximately the same now as before the pandemic, 59% indicated that it has reduced somewhat, and 13% indicated that it has reduced significantly.





Section 6: Impacts on Members of Equity-Seeking Groups

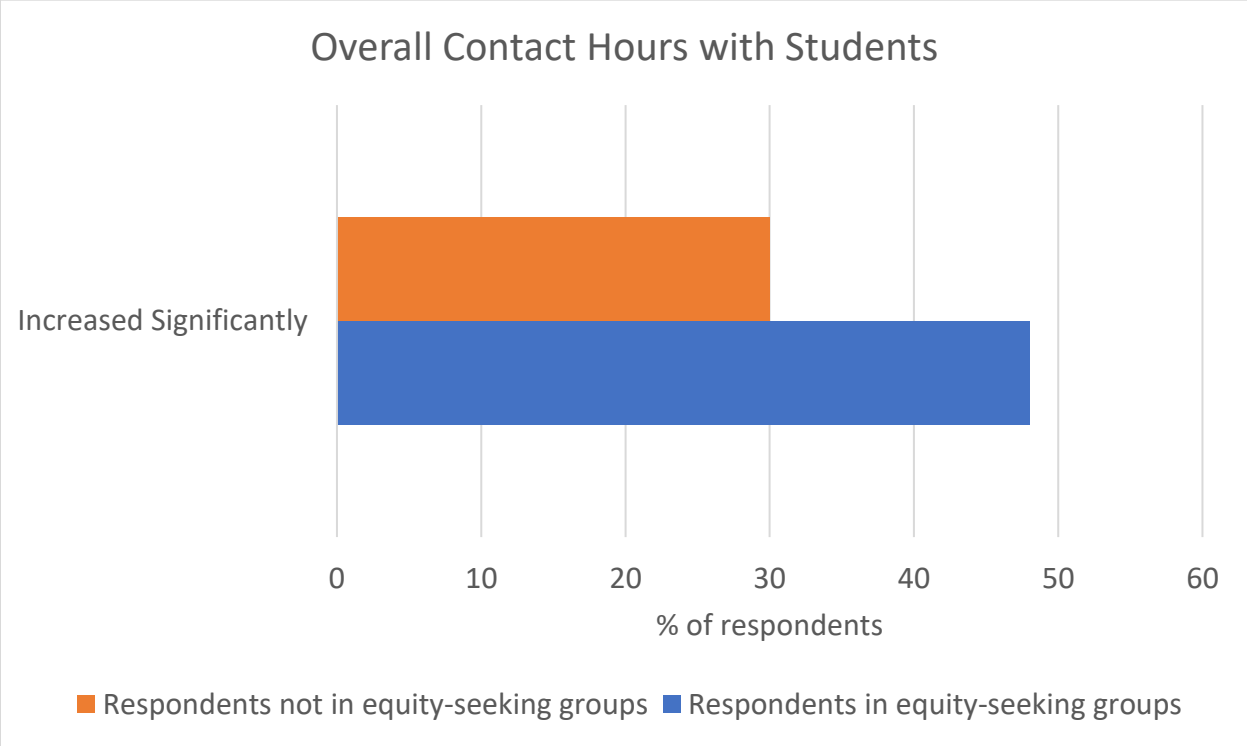
Respondents were asked if they wished to identify as a member of an equity-seeking group. A total of 51 respondents indicated that they were members of equity-seeking groups. These respondents self-identified as members of various equity-seeking groups, including group membership based on their status as women and caregivers. Given that this report has analyzed the differential impacts on members of those groups in sections 2-4, this section of the report will only analyze respondents who self-identified as members of equity-seeking groups other than women or caregivers. It should be noted that respondents who identified as women or caregivers in addition to another equity-seeking group are included in the data analyzed in this section. A total of 24 respondents fall into this remaining category. In the results presented below, these 24 respondents will be referred to as members of an equity-seeking group while all other respondents (including women and caregivers not part of another equity-seeking group) will be referred to as respondents not in an equity-seeking group for the sake of brevity.[2]



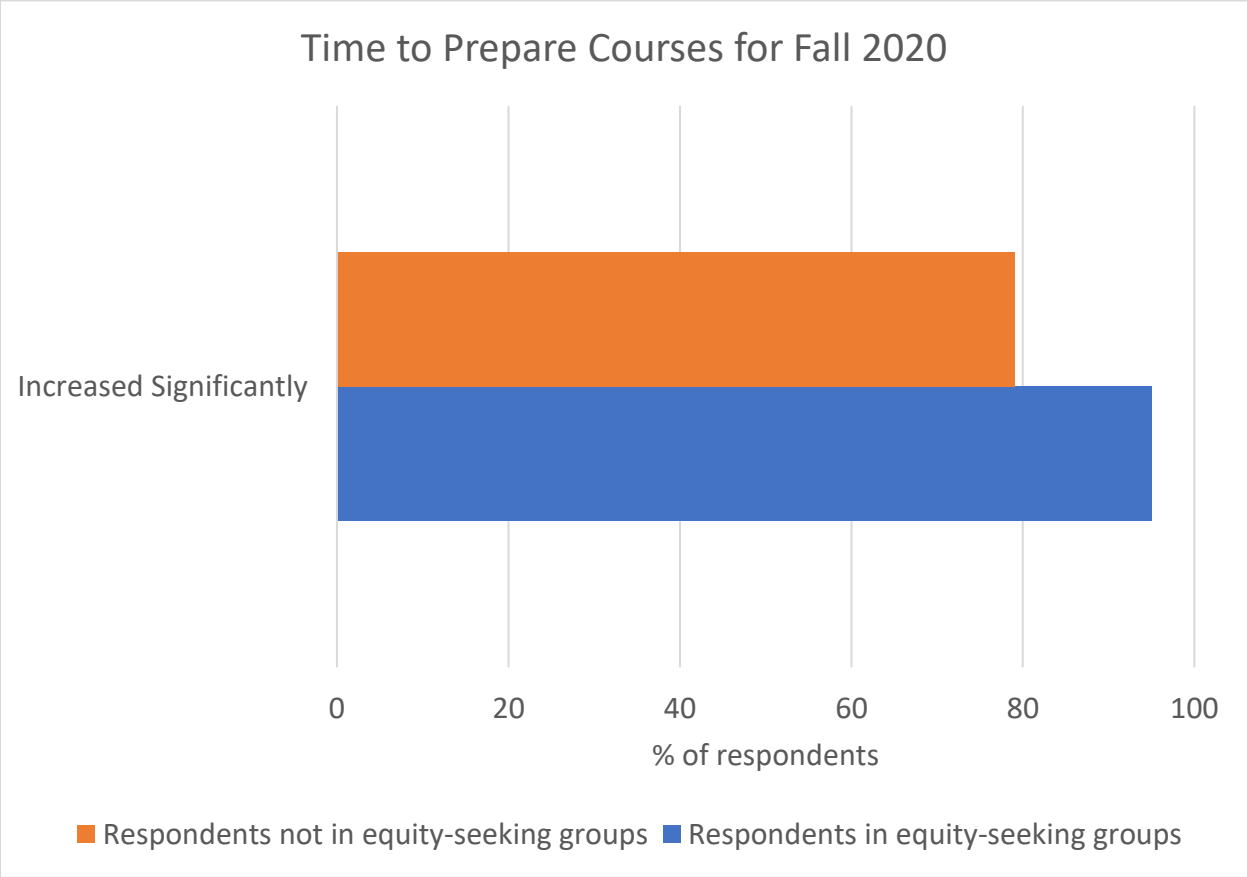
[2] Note: this report emphatically does *not* endorse the position that women and those with caregiving responsibilities are not members of equity-seeking groups. This language is used in this section only for the purpose of brevity and should not be taken to indicate any other position.

The results indicate that those in equity-seeking groups, when compared to those not in equity-seeking groups, have experienced more significant declines in their teaching and research effectiveness, the time and tools available for the competent performance of their duties, the ability to balance their personal and professional responsibilities, and in their physical and mental health. Additionally, members in equity-seeking groups, when compared to those not in equity-seeking groups, have experienced more significant increases in their overall workload, their service workload, their workload during evenings and weekends, their contact hours with students, the time required to prepare courses for delivery in the Fall 2020 semester, their domestic responsibilities, and in their concerns over fair evaluation and the ease of promotion.

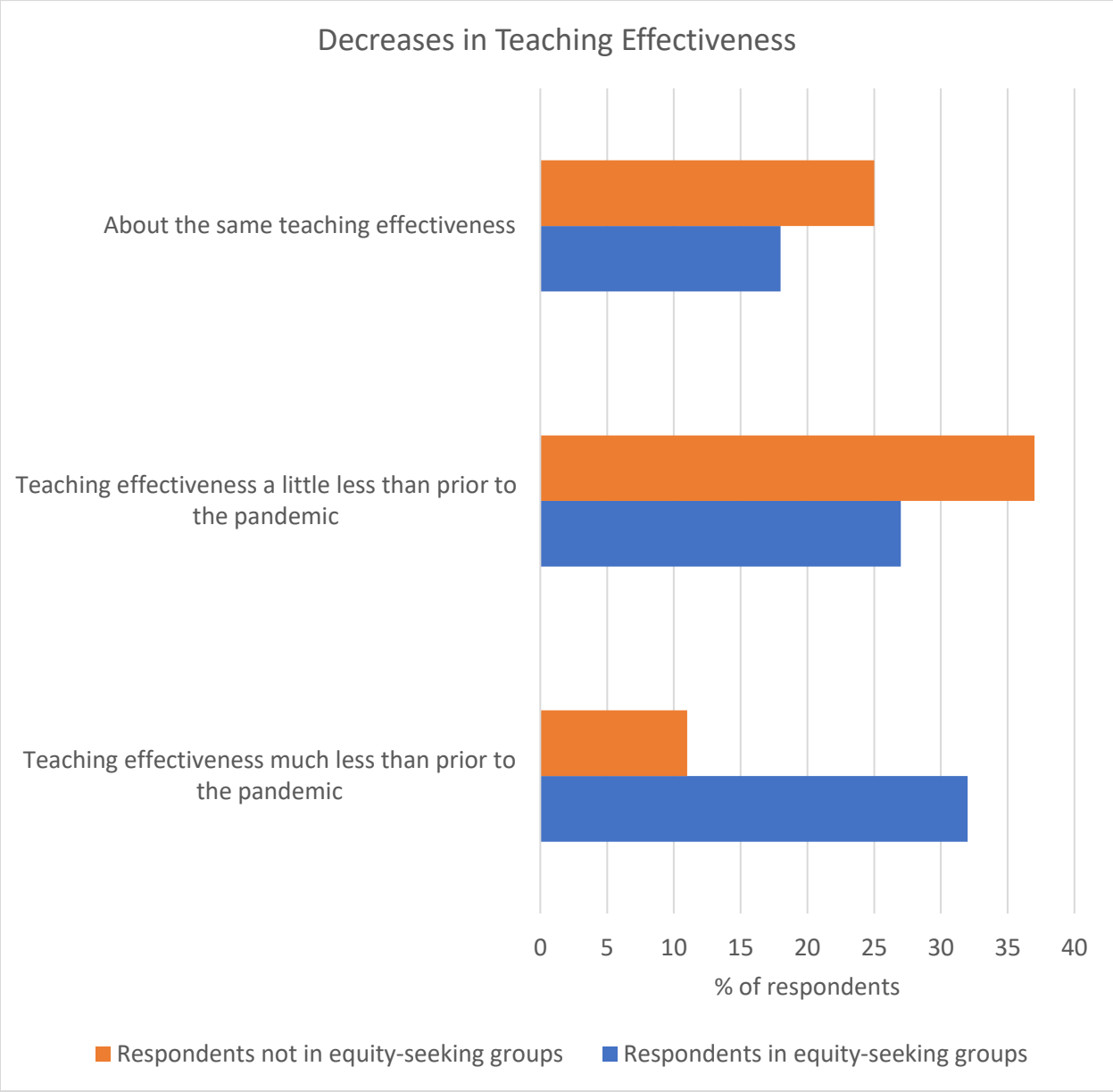
When asked about their **contact hours with students**, 30% of all respondents indicated that they had increased significantly compared to before the pandemic. By comparison, 48% of members of equity-seeking groups reported that their contact hours with students had increased much more compared to prior to the pandemic.



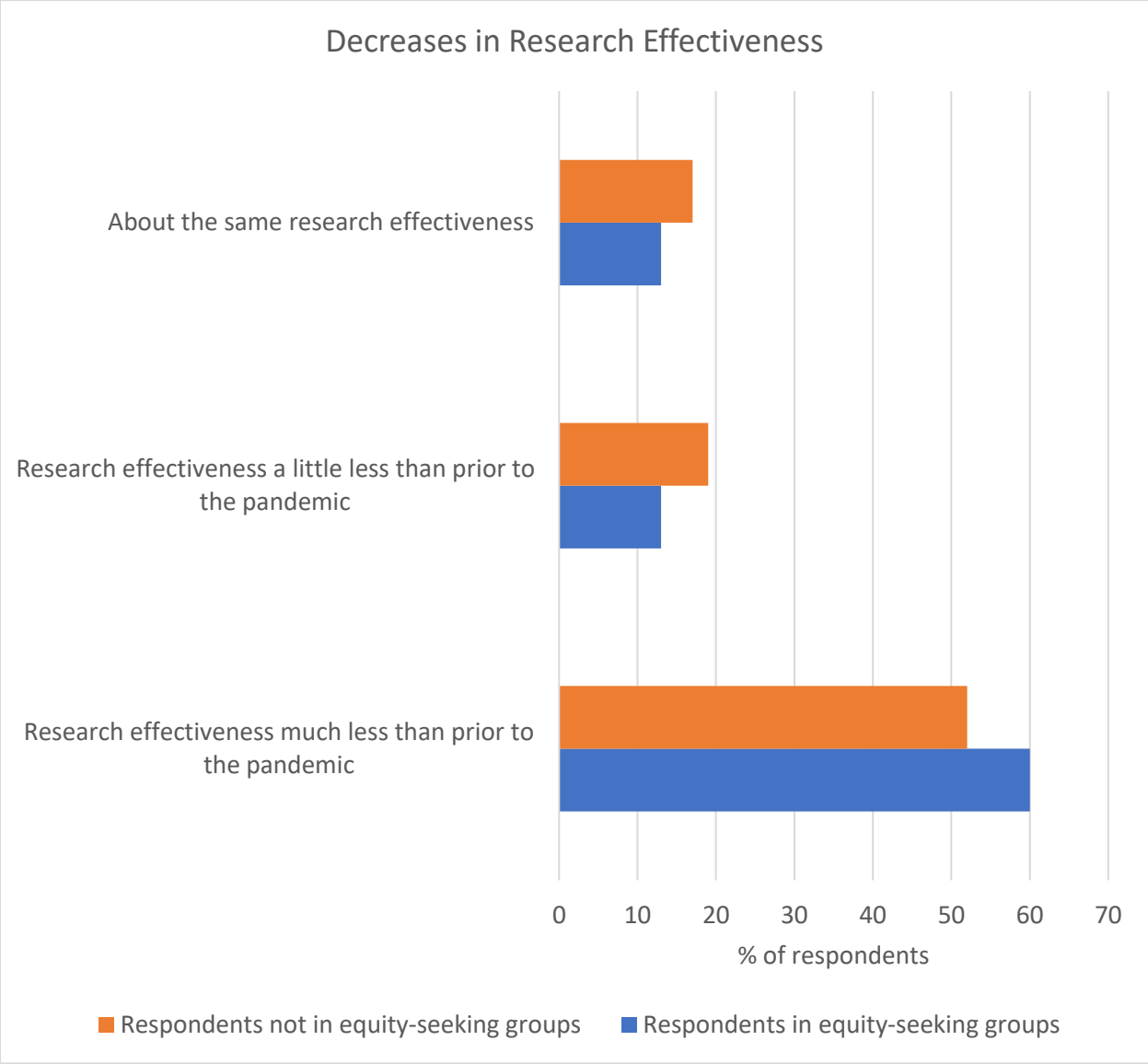
When asked about how much **time it took to prepare their courses for the Fall 2020 semester**, 79% of all respondents indicated it took much more time compared to 95% of respondents an equity-seeking groups who indicated it took much more time then before the pandemic.



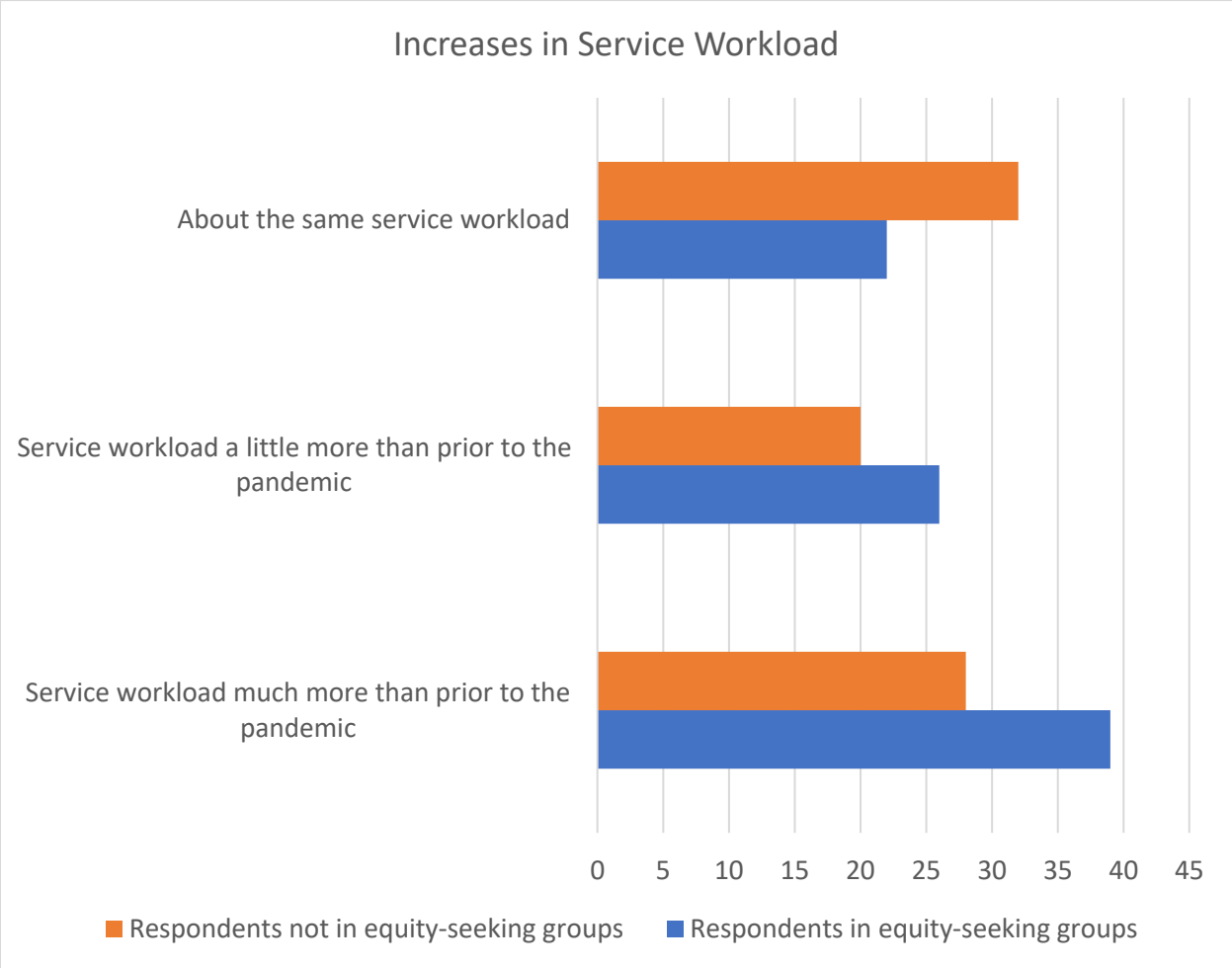
When asked about how their **teaching effectiveness** had changed, 25% of overall respondents indicated that it had remained about the same, 37% indicated that it was a little less, and 11% indicated it was much less than before the pandemic. By comparison, 18% of respondents from equity-seeking groups indicated that was about the same, 27% indicated it was a little less, and 32% indicated it was much less than prior to the pandemic.



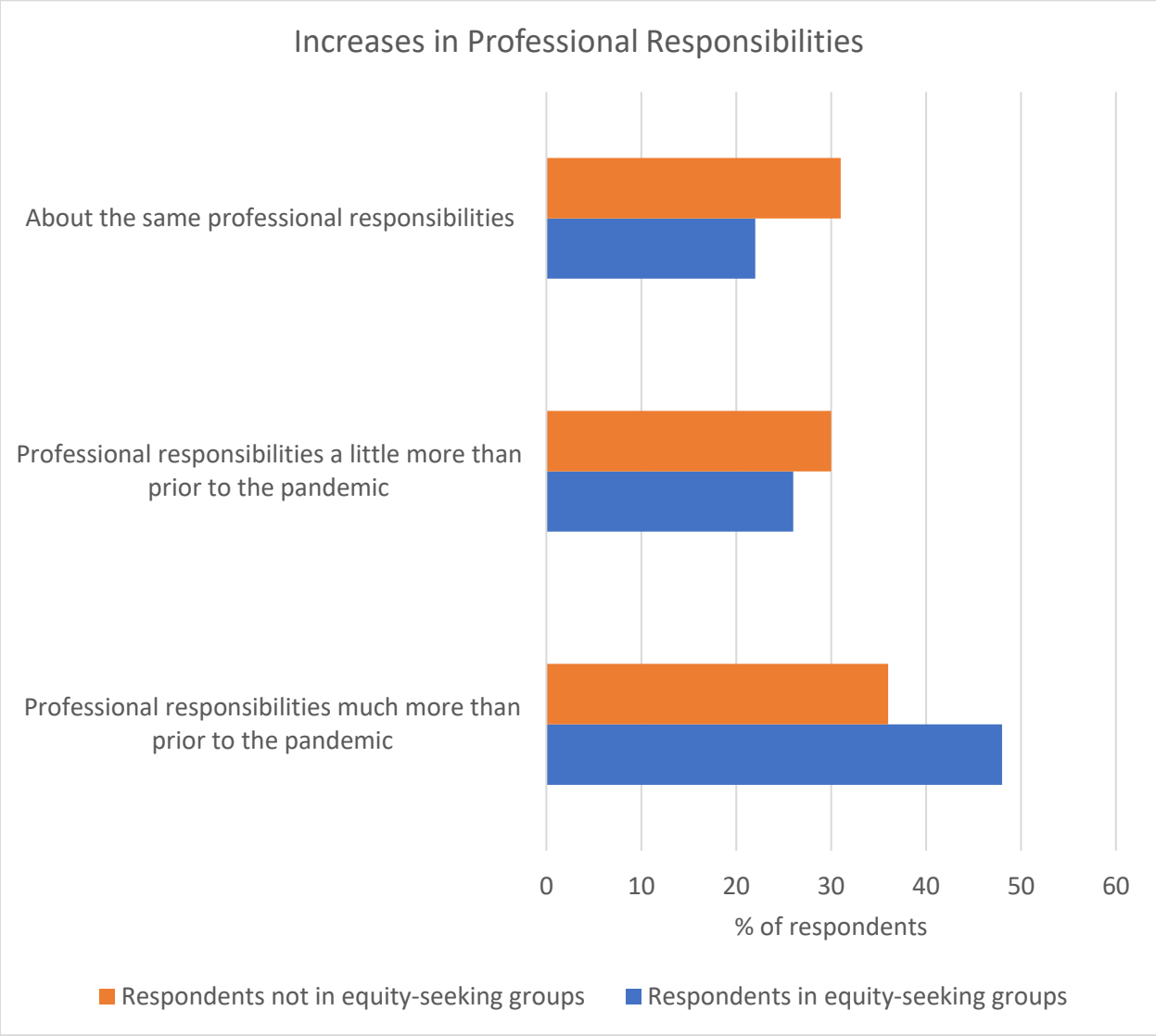
When asked about how their **research effectiveness** had changed, 17% of overall respondents indicated that it had remained about the same, 19% indicated that it was a little less, and 52% indicated it was much less than before the pandemic. By comparison, 13% of respondents from equity-seeking groups indicated that was about the same, 13% indicated it was a little less, and 60% indicated it was much less than prior to the pandemic.



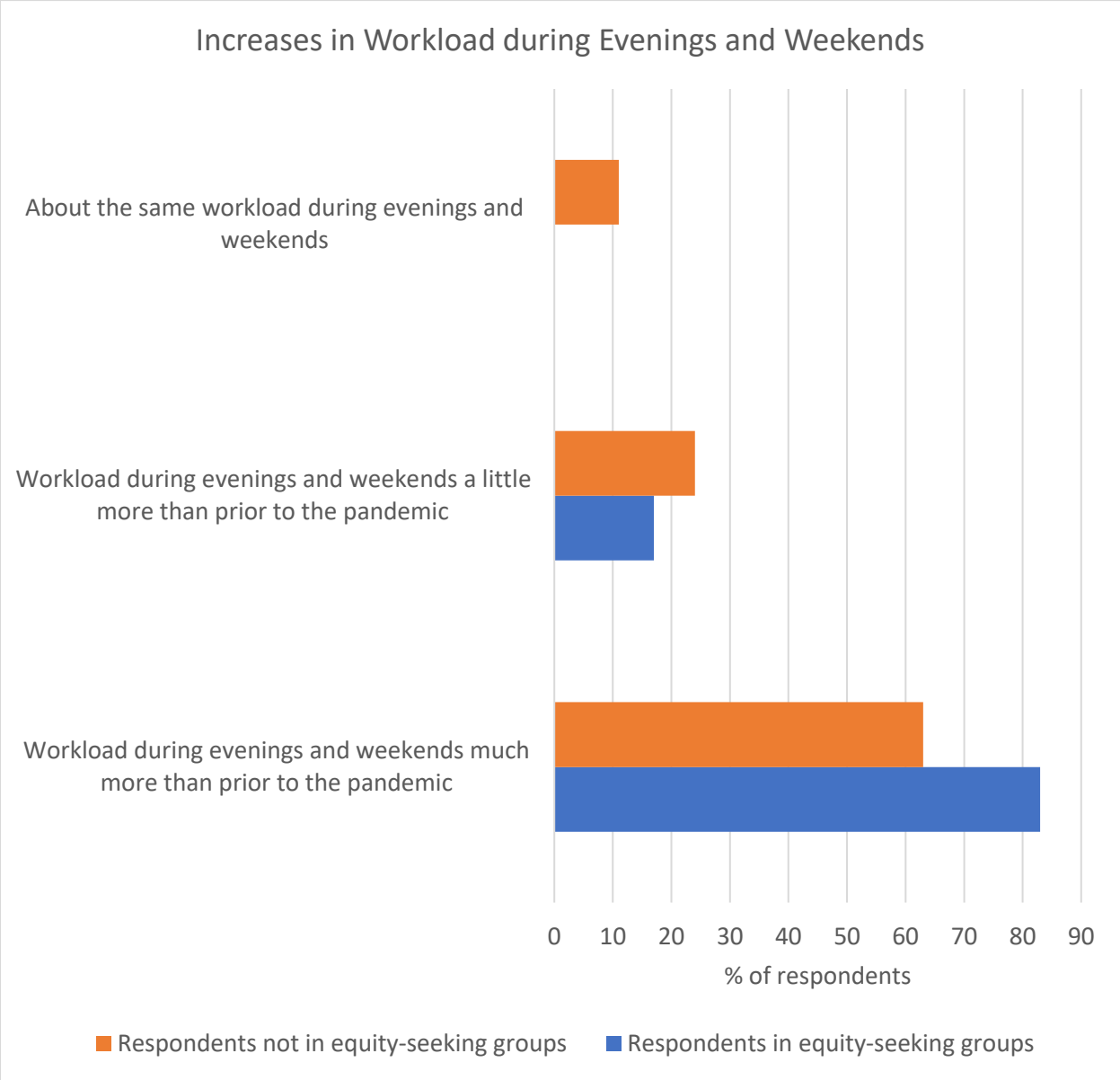
When asked about how their **service workload** had changed, 32% of overall respondents indicated that it had remained about the same, 20% indicated that it was a little more, and 28% indicated it was much more than before the pandemic. By comparison, 22% of respondents from equity-seeking groups indicated that was about the same, 26% indicated it was a little more, and 39% indicated it was much more than prior to the pandemic.



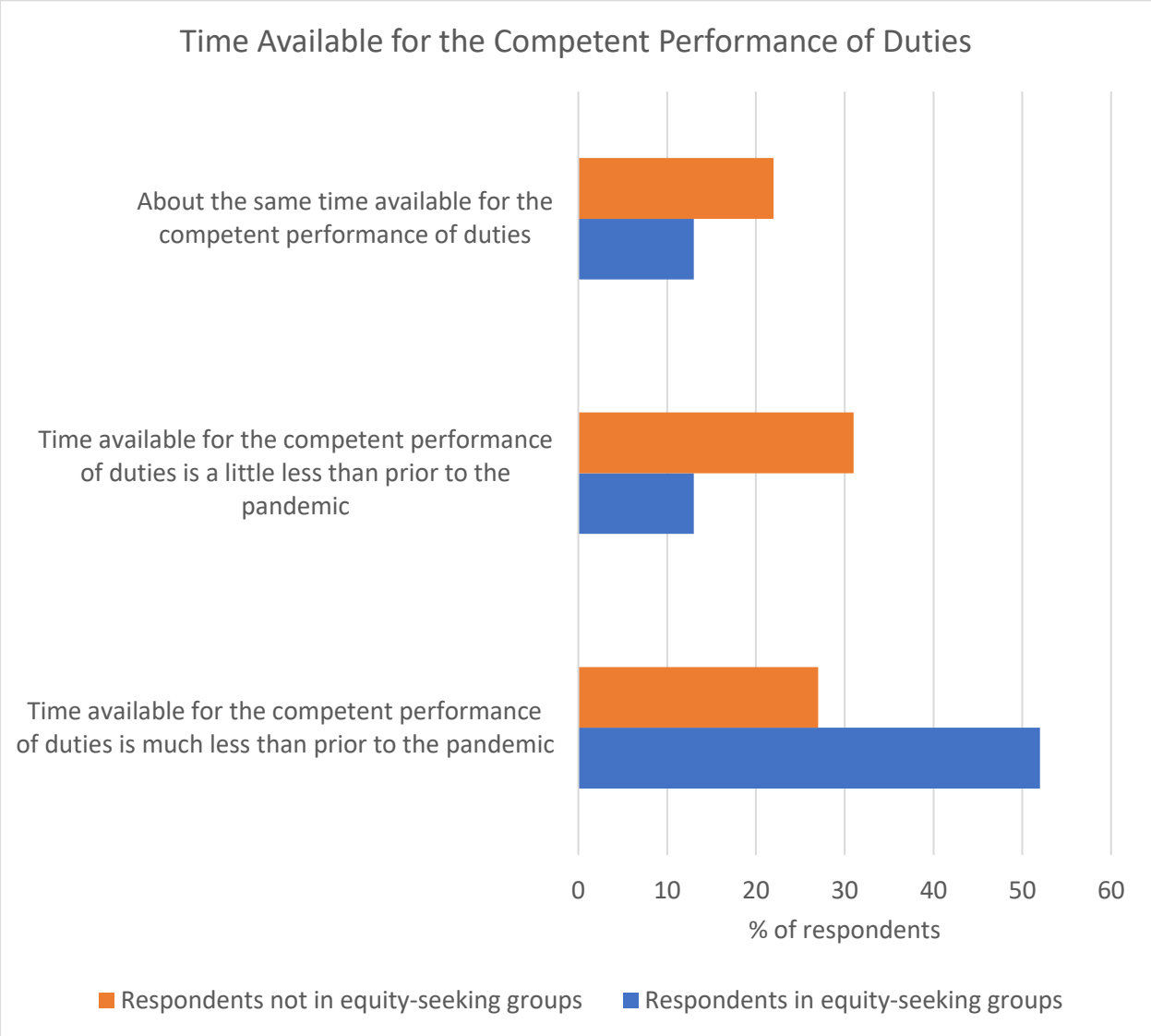
When asked about how their **professional responsibilities** had changed, 31% of overall respondents indicated that they had remained about the same, 30% indicated that they were a little more, and 36% indicated they were much more than before the pandemic. By comparison, 22% of respondents from equity-seeking groups indicated that they were about the same, 26% indicated they were a little more, and 48% indicated they were much more than prior to the pandemic.



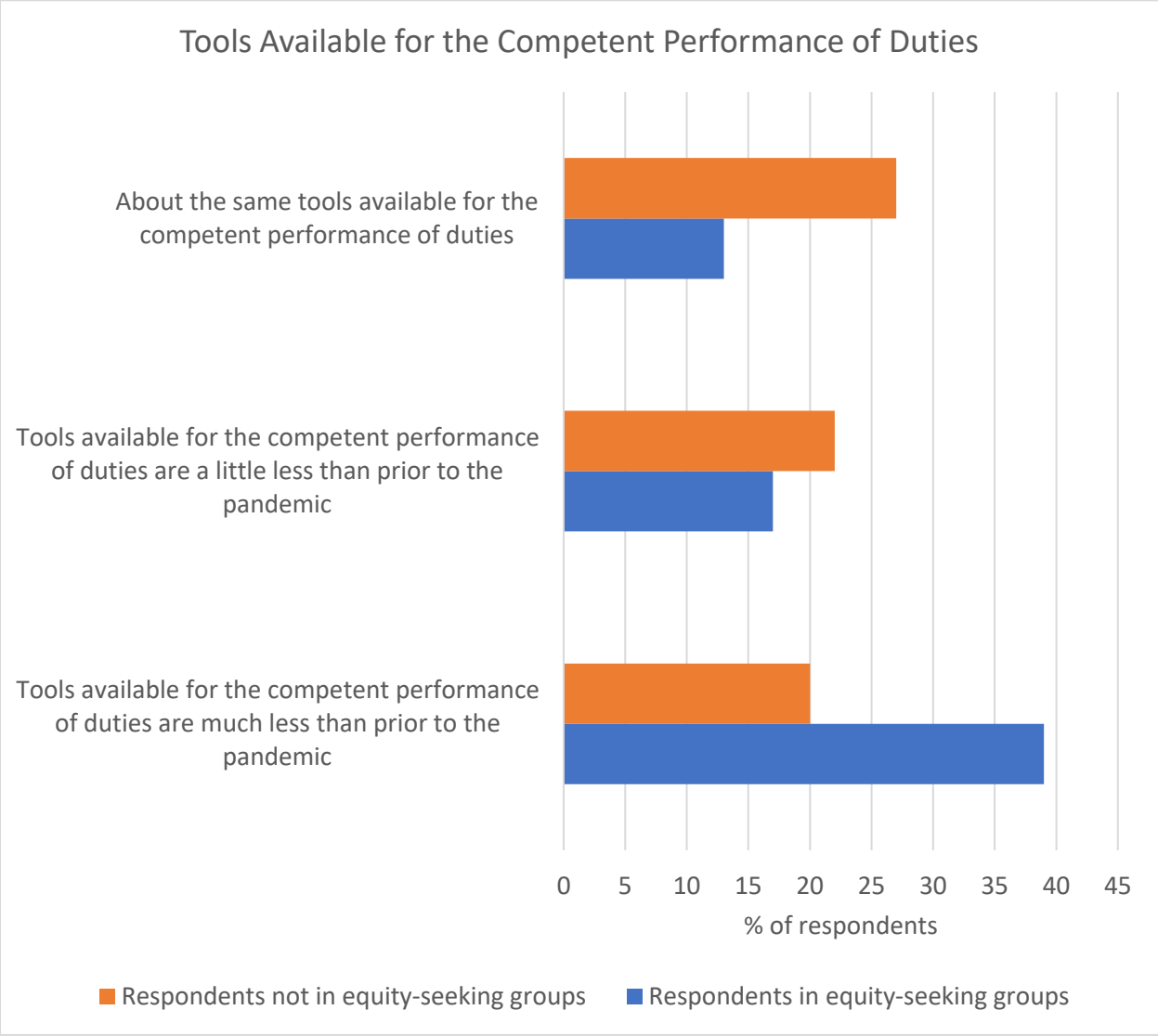
When asked about how their **workload during evenings and weekends** had changed, 11% of overall respondents indicated that it had remained about the same, 24% indicated that it was a little more, and 63% indicated it was much more than before the pandemic. By comparison, no respondents from equity-seeking groups indicated that was about the same, 17% indicated it was a little more, and 83% indicated it was much more than prior to the pandemic.



When asked about how the **time available for the competent performance of their duties** had changed, 22% of overall respondents indicated that it had remained about the same, 31% indicated that it was a little less, and 27% indicated it was much less than before the pandemic. By comparison, 13% of respondents from equity-seeking groups indicated that was about the same, 13% indicated it was a little less, and 52% indicated it was much less than prior to the pandemic.

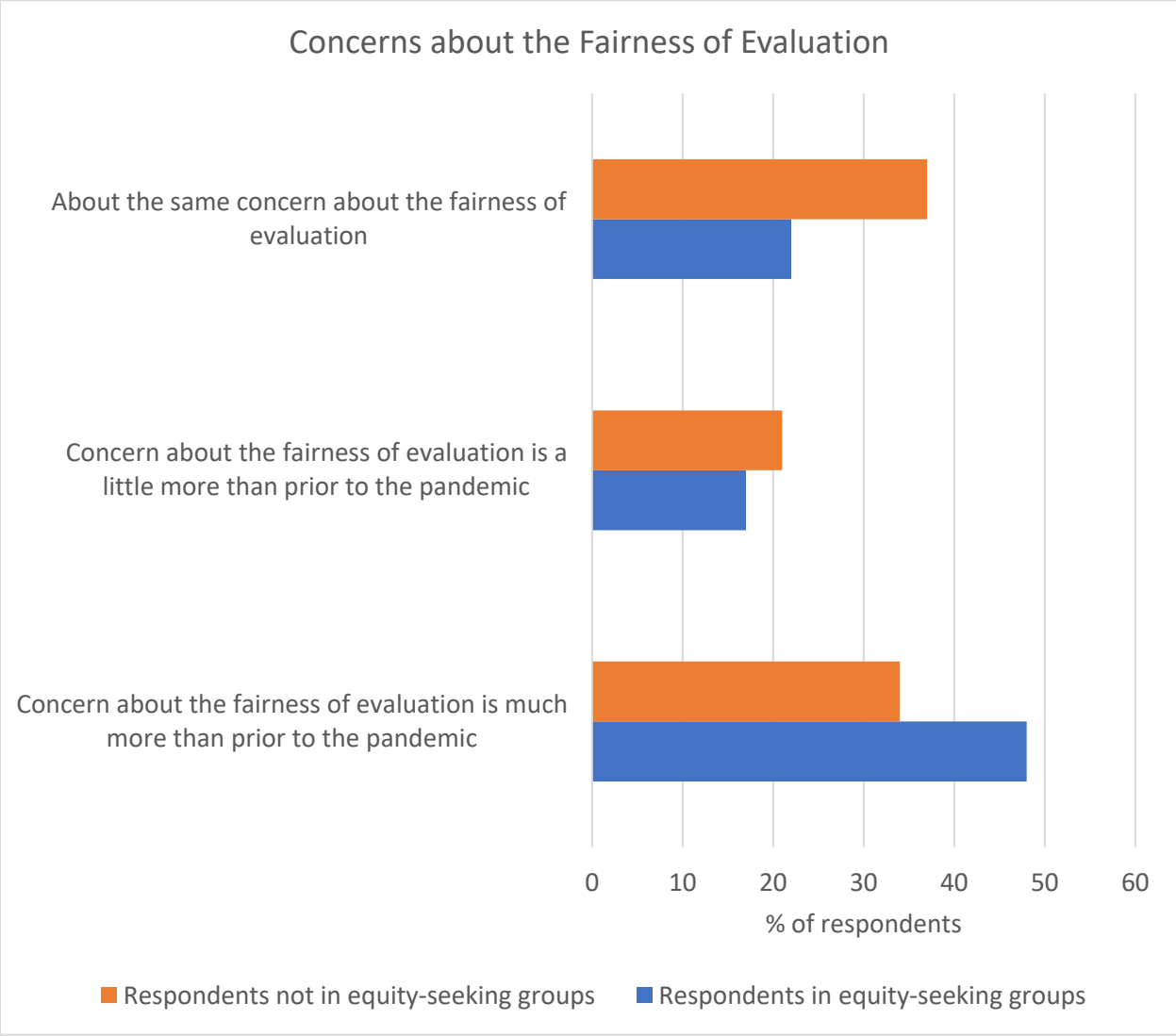


When asked about how the **tools available for the competent performance of their duties** had changed, 27% of overall respondents indicated that they had remained about the same, 22% indicated that they were a little less, and 20% indicated they were much less than before the pandemic. By comparison, 13% of respondents from equity-seeking groups indicated that they were about the same, 17% indicated they were a little less, and 39% indicated they were much less than prior to the pandemic.

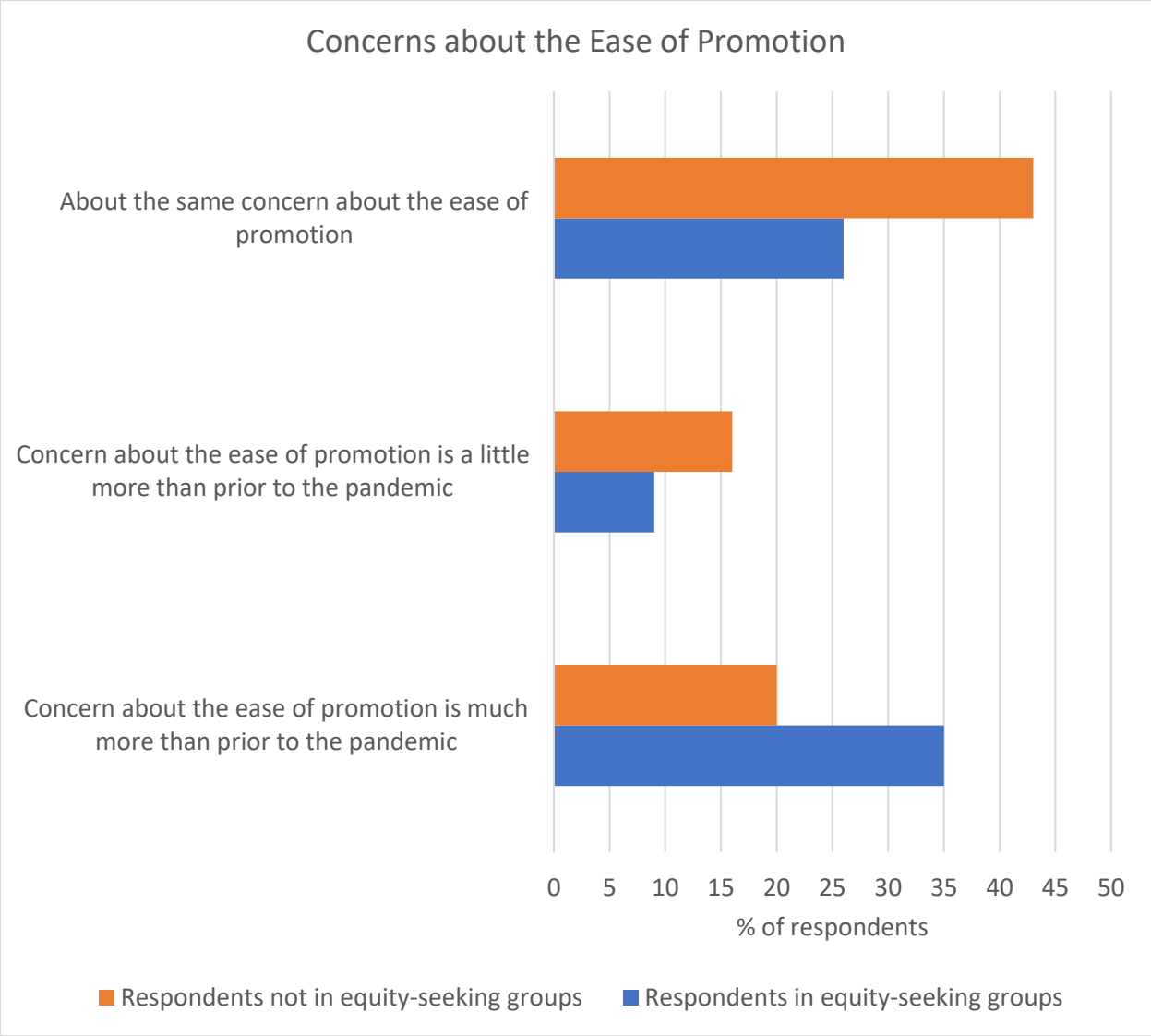


When asked about how their **overall workload** had changed, 11% of overall respondents indicated that it had remained about the same, 31% indicated that it was a little more, and 53% indicated it was much more than before the pandemic. By comparison, no respondents from equity-seeking groups indicated that was about the same, 26% indicated it was a little more, and 83% indicated it was much more than prior to the pandemic.

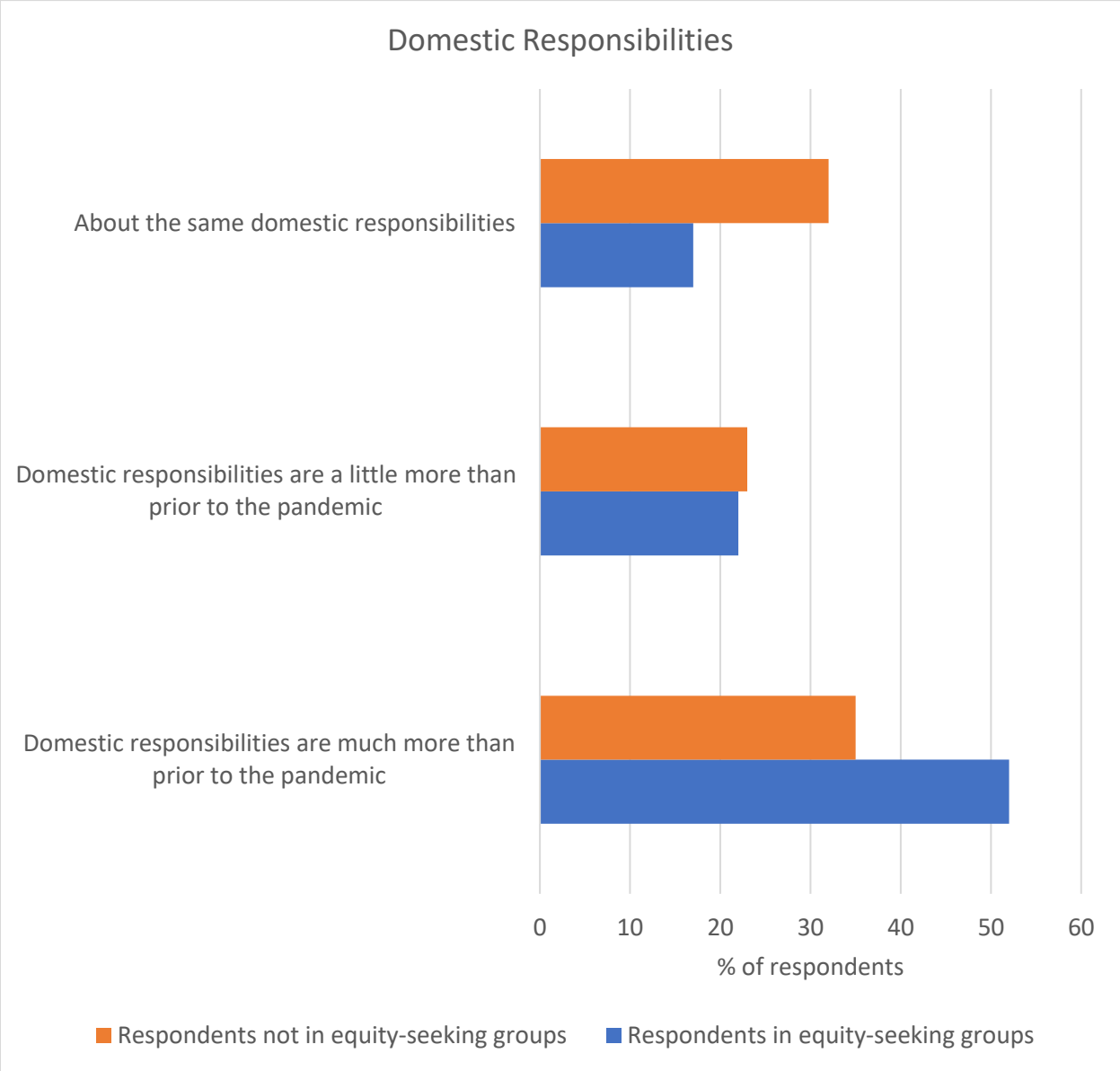
When asked about how their **concern over the fairness of the evaluation of their performance** had changed, 37% of overall respondents indicated that it had remained about the same, 21% indicated that it was a little more, and 34% indicated it was much more than before the pandemic. By comparison, 22% of respondents from equity-seeking groups indicated it was about the same, 17% indicated it was a little more, and 48% indicated it was much more than prior to the pandemic.



When asked about how their **concern over the ease of promotion** had changed, 43% of overall respondents indicated that it had remained about the same, 16% indicated that it was a little more, and 20% indicated it was much more than before the pandemic. By comparison, 26% of respondents from equity-seeking groups indicated it was about the same, 9% indicated it was a little more, and 35% indicated it was much more than prior to the pandemic.

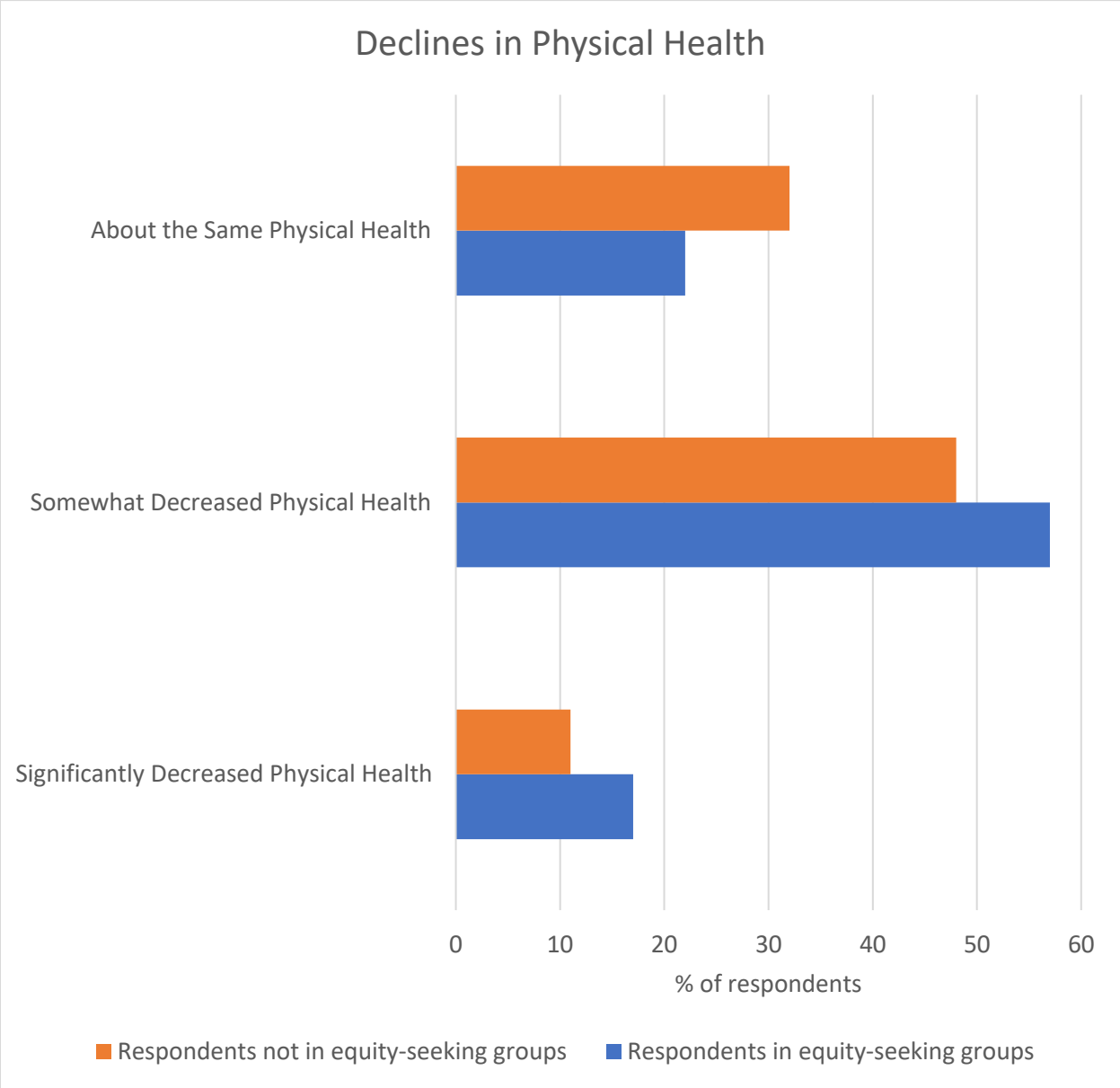


When asked about how their **domestic responsibilities** had changed, 32% of overall respondents indicated that they had remained about the same, 23% indicated that they were a little more, and 35% indicated they were much more than before the pandemic. By comparison, 17% of respondents from equity-seeking groups indicated that they were about the same, 22% indicated they were a little more, and 52% indicated they were much more than prior to the pandemic.

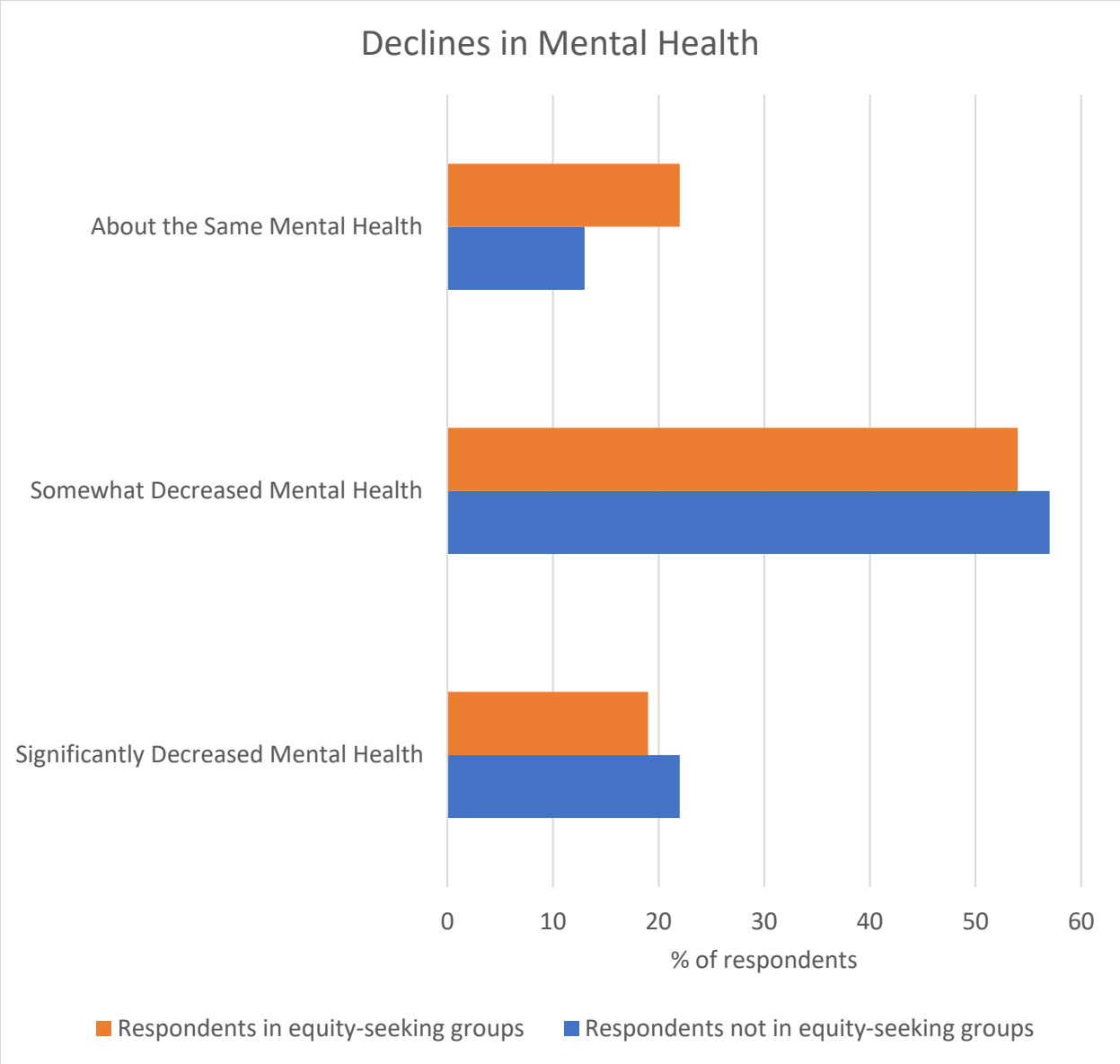


When asked about how their **ability to balance their personal and professional responsibilities** had changed, 20% of overall respondents indicated that it had remained about the same, 30% indicated that it was a little less, and 27% indicated it was much less than before the pandemic. By comparison, 13% of respondents from equity-seeking groups indicated that was about the same, 35% indicated it was a little less, and 35% indicated it was much less than prior to the pandemic.

When asked about how their **physical health** had changed during the pandemic, 32% of overall respondents indicated that it had remained about the same, 48% indicated that it was a little worse, and 11% indicated it was much worse than before the pandemic. By comparison, 22% of respondents from equity-seeking groups indicated that was about the same, 57% indicated it was a little worse, and 17% indicated it was much worse than prior to the pandemic.



When asked about how their **mental health** had changed during the pandemic, 22% of overall respondents indicated that it had remained about the same, 54% indicated that it was a little worse, and 19% indicated it was much worse than before the pandemic. By comparison, 13% of respondents from equity-seeking groups indicated that was about the same, 57% indicated it was a little worse, and 22% indicated it was much worse than prior to the pandemic.



Section 7: Suggested Actions

The results of our survey indicate that respondents are experiencing increased pressures and decreased effectiveness during the pandemic. Some possible suggested remedies for this unparalleled situation include but are not limited to:

1. Clear written guidance on how PARs and Tenure and Promotion decisions will be evaluated, specifically relating to how increased pressures and time demands arising from the pandemic will be considered, and how administrative structures and processes will account for some of the inequities highlighted in this report in these decisions.

2. Reduced overall workload for members moving forward, at least on a short-term basis, to make up for the additional time spent handling workload during the pandemic. If reducing the overall workload for members is not possible, other forms of compensation, such as financial compensation or future course releases, for this increased workload should be considered.

3. Additional resources or tools should be made available for members to help manage the additional demands placed on them by the pandemic environment. One concern with this suggestion is that any additional tools offered as a remedy to some of these issues may come too late to be useful, or if they are useful they will still not offset the additional workload experienced as a result of the pandemic thus far. Furthermore, additional compensation or a one-time increase to the professional supplement could be considered to help offset additional costs experienced by members as a direct result of the pandemic.