

# Impact of COVID-19 on Researchers and Research Productivity

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Professor Heather Boon

VPFAL

Professor Christine Allen

AVPVPSI



UNIVERSITY OF  
**TORONTO**



# Reports on Impact of COVID-19 on Research and Researchers

## *The Virus Moved Female Faculty to the Brink. Will Universities Help?*

The pandemic is a new setback for women in academia who already faced obstacles on the path to advancing their research and careers.

NYT Oct. 6, 2020

[Lancet](#). 2020 27 June-3 July; 395(10242): 1968–1970.

Published online 2020 Jun 18. doi: [10.1016/S0140-6736\(20\)31412-4](https://doi.org/10.1016/S0140-6736(20)31412-4)

## Challenges for the female academic during the COVID-19 pandemic

[Brooke Peterson Gabster](#),<sup>a</sup> [Kim van Daalen](#),<sup>c</sup> [Roopa Dhatt](#),<sup>d</sup> and [Michele Barry](#)<sup>b</sup>

nature

NEWS | 09 November 2021

## The COVID pandemic has harmed researcher productivity – and mental health

Surveys show that women, parents of young children and people of colour are most affected by pandemic-related disruptions and need more support.

PMCID: PMC7302767

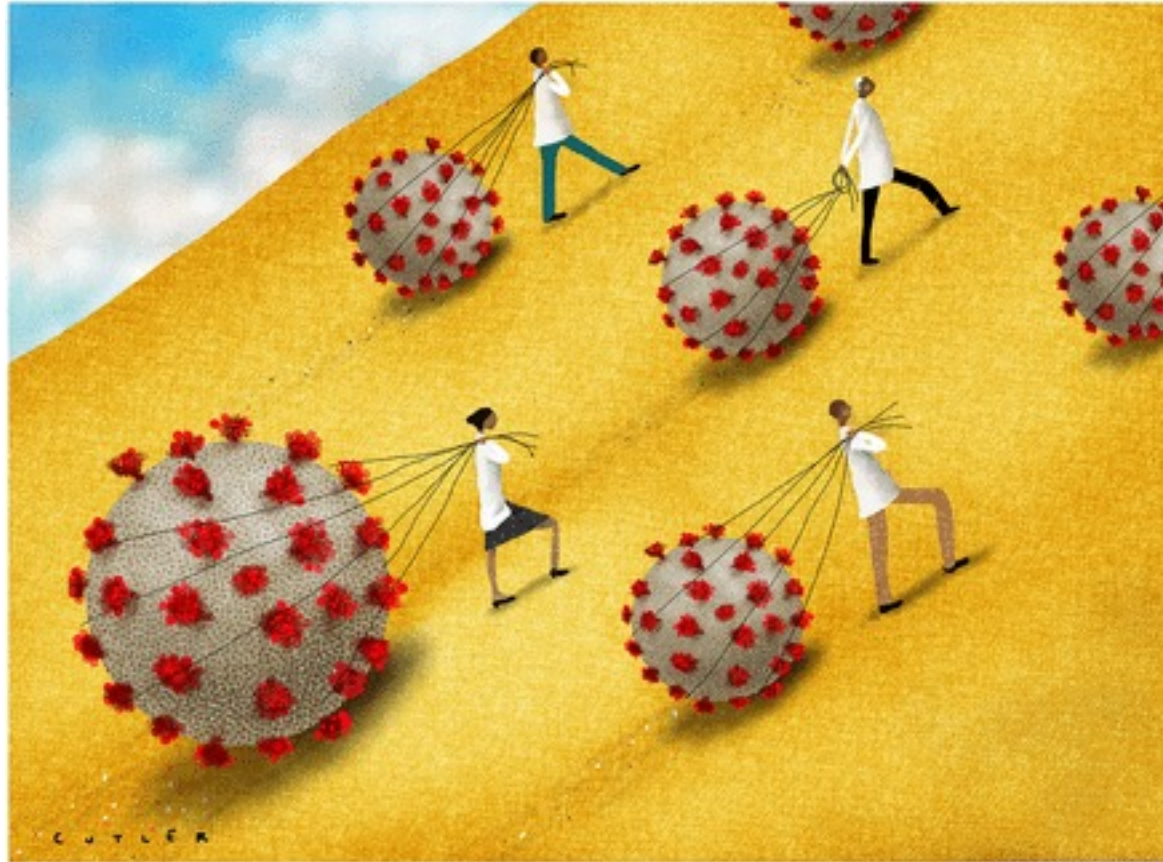
PMID: [32563275](https://pubmed.ncbi.nlm.nih.gov/32563275/)

Surveys of scientists show women and young academics suffered most during pandemic and may face long-term career consequences

December 16, 2021 8.28am EST

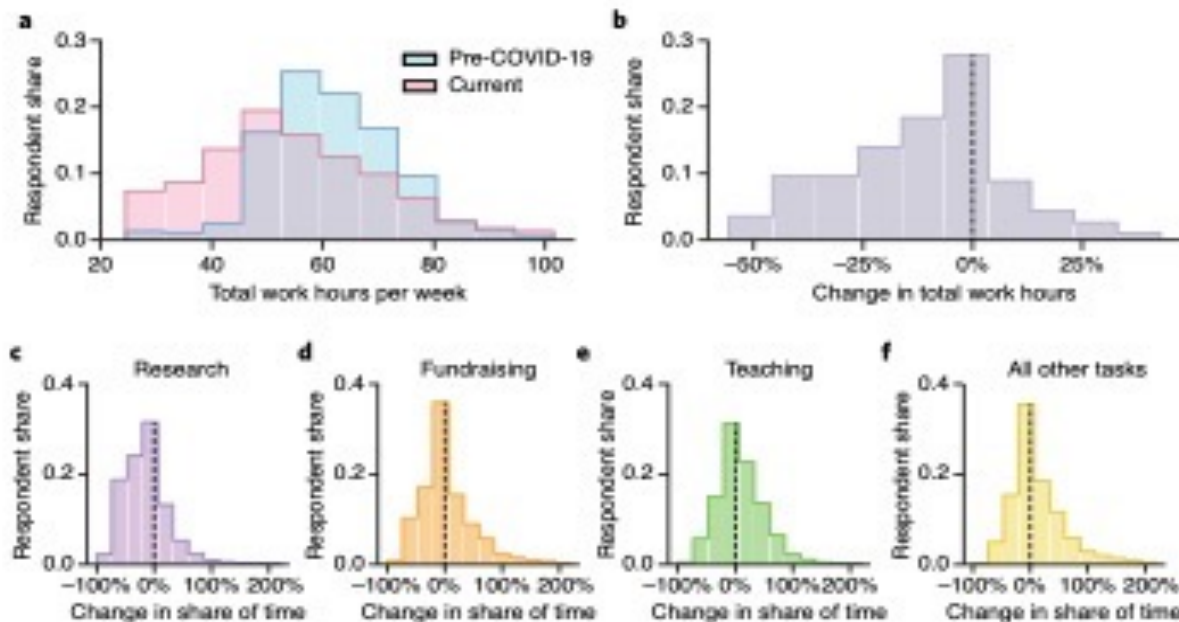
THE CONVERSATION

# “PANDEMIC HAS AMPLIFIED PRE-EXISTING INEQUITIES IN ACADEMIA”



PNAS July 7, 2020 117 (27) 15378-15381; first published June 17, 2020 <https://doi.org/10.1073/pnas.2010636117>

# Publications on Impact of COVID-19 on Research and Researchers

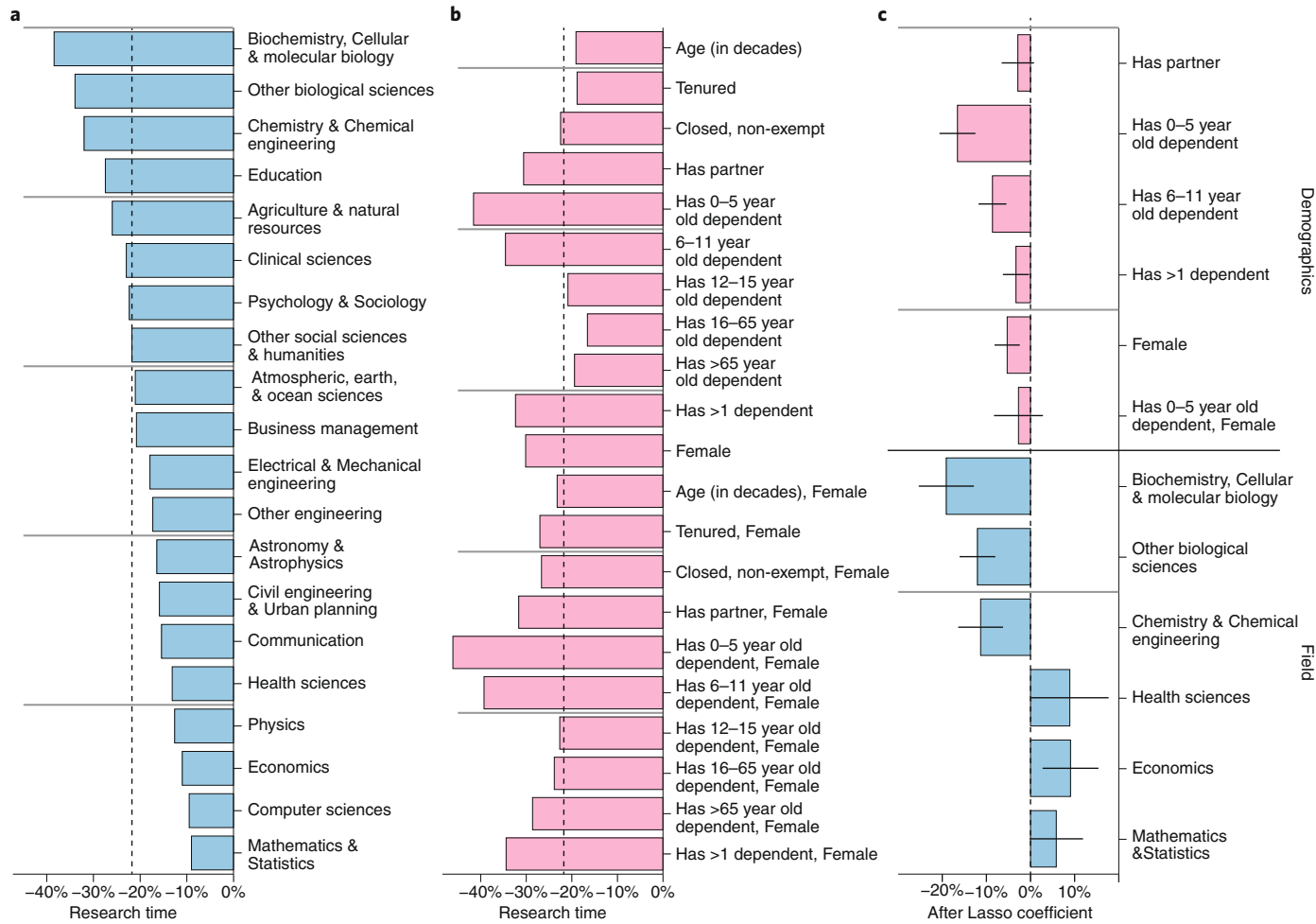


**Fig. 1 | Changes in levels and allocations of work time.** **a**, Distribution of total hours spent on work pre-pandemic and at the time of the survey. **b**, Distribution of changes in total work hours from pre-pandemic to time of survey. **c-f**, Distribution of percent changes in the share of work time allocated to research (**c**), fundraising (**d**), teaching (**e**) and all other tasks (**f**).

**Average decrease of 11% in total work hours**

- **Differential impact on total work hours**
  - 55% reported a decline
  - 27% reported no change
  - 18% reported an increase
  
- **Time on research decreased by 24%**

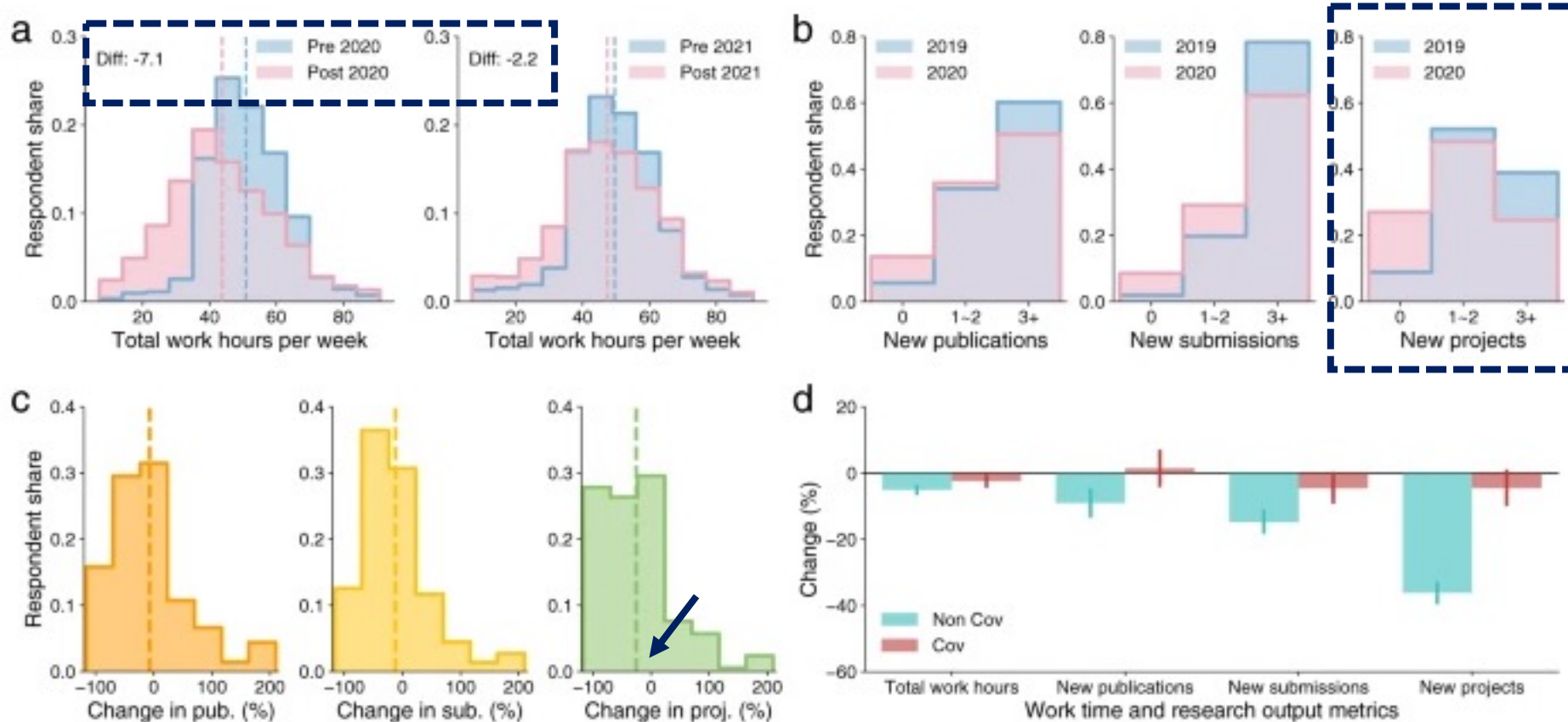
# “Heterogeneous Effects” of COVID-19



## Significant impact on

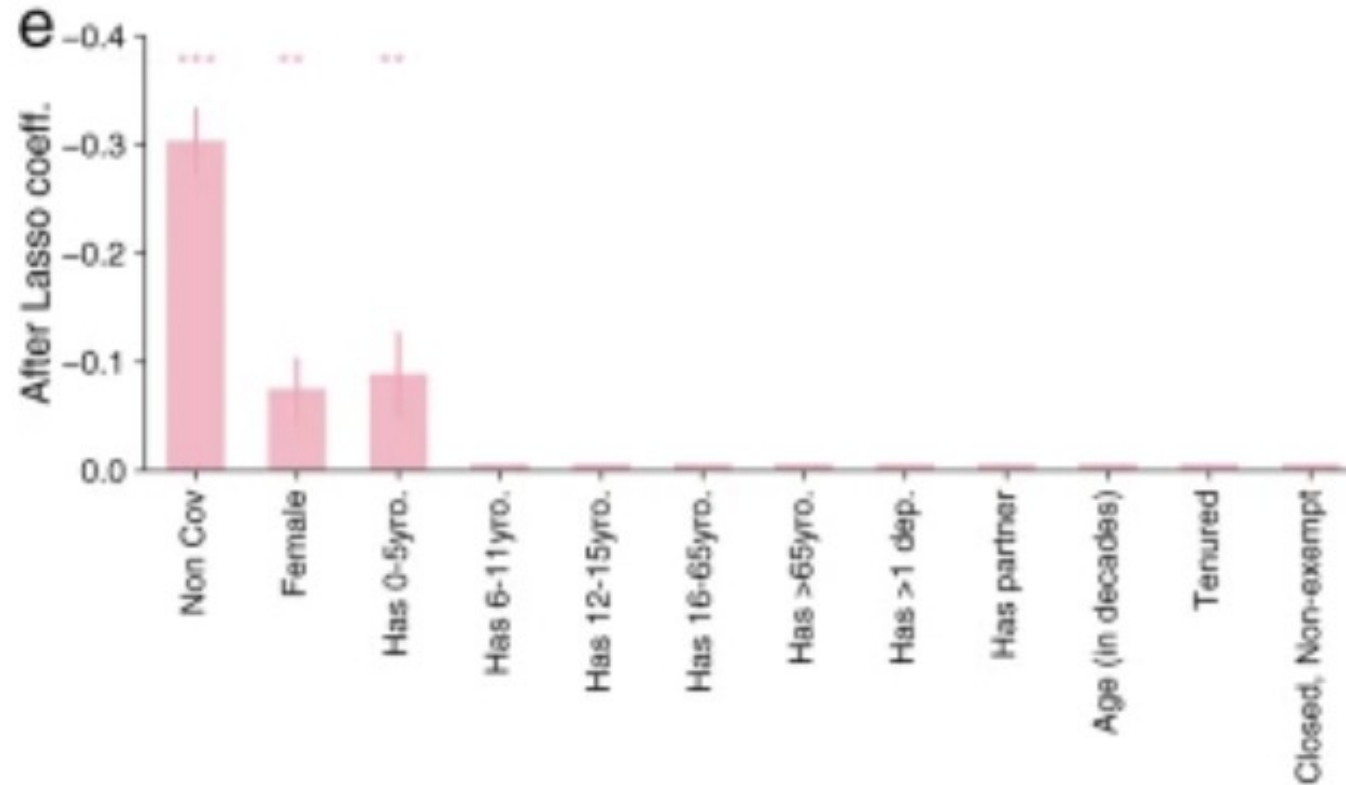
- fields that rely on physical laboratories/bench sciences
- women and scientists with young dependents

# Gradual Recovery in Work Time & Decline in New Projects Initiated



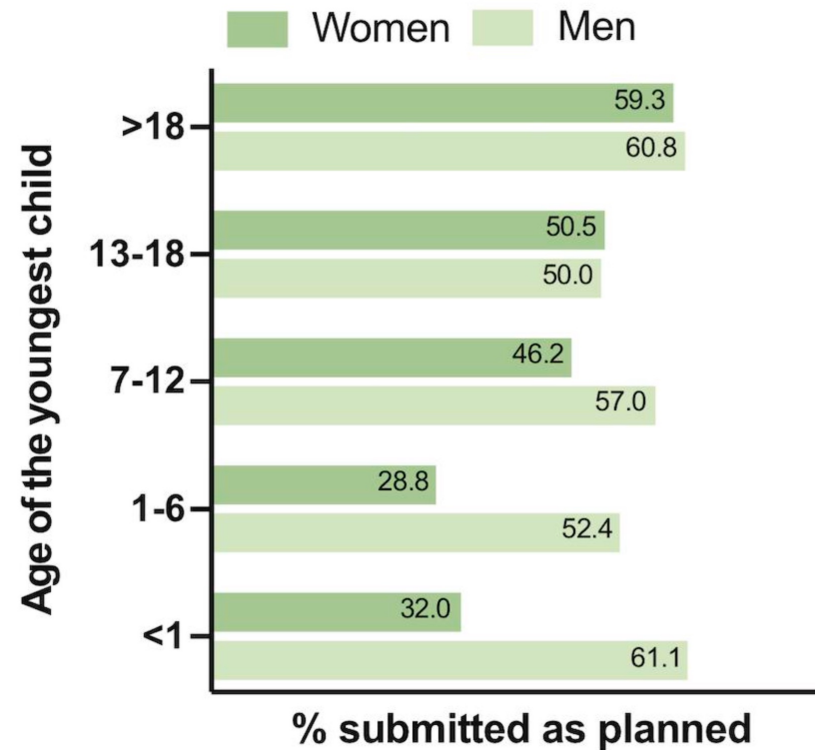
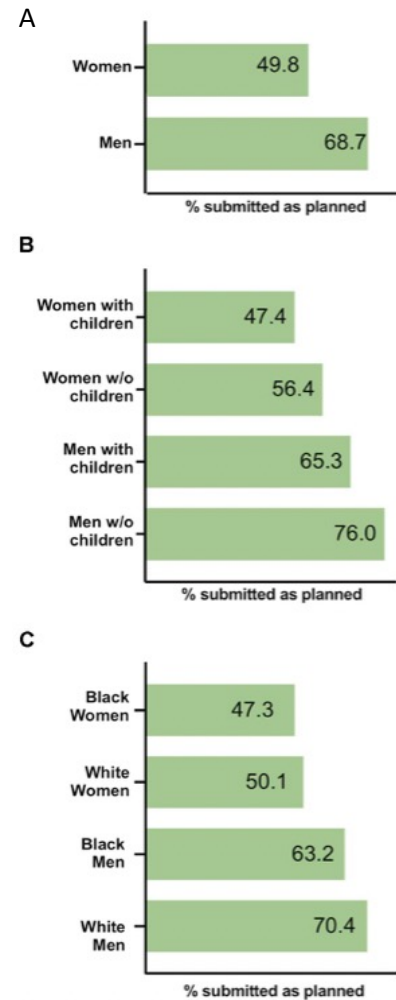
- Gradual recovery in work hours
- Moderate decrease in new submissions
- **Significant decline in new projects initiated**

# Women and Scientists with Young Children Impacted Most Significantly



Gao J. et al. *Nature Communications* 2021, 12, 6188.

# Impact of Gender, Race and Parenthood on Productivity during the Pandemic



*“female academics, especially Black females and mothers (regardless of race) are absorbing the greatest costs of the pandemic”*

Frontiers in Psychology, 2021, 12, Article 663252



# OCUR COVID-19 EDI Recovery Working Group

**Membership:** Tammy Eger (Laurentian), Lesley Rigg (Western), Andy Dean (Lakehead), Cathy Bruce (Trent), Les Jacobs (Ontario Tech), Rebecca Pillai Riddell (York), Ashok Mathur (OCAD), and Christine Allen (UofT).

## **Recommendations for Federal Tri-Council Granting Agencies:**

- Targeted support for those disproportionately impacted by the pandemic
- Re-assess grant funding application and adjudication processes during the pandemic
- Seize opportunities for dialogue and collaboration
- Review the Canada Research Chair program to support researchers disproportionately impacted by COVID-19

# Supports for Faculty

- A range of supports tailored to individual context and needs existed prior to COVID.
- In addition, some COVID-specific supports have been added.

# Flexibility with respect to workload assignments

- Faculty members and librarians may make requests for flexibility and/or formal accommodation related to COVID-19 for a variety of reasons including:
  - medical circumstances, including in relation to individuals who are at heightened risk from COVID-19 with whom members cohabit or for whom members are the primary caregiver
  - childcare responsibilities (including when there exist disruptions to daycares, schools, and camps, or where a child is attending school via online learning)
  - elder-care responsibilities

# COVID-related Supports for Faculty include:

- A minimum of 0.5 course teaching load reduction for those teaching more than 1000 students in aggregate and/or 6 or half courses that were transitioned online (5 or more half courses for pre-tenure/pre-continuing status faculty)
- Offering delays for tenure and continuing status reviews if the pandemic has significantly impacted one's research and/or teaching
- A wide range of pedagogical, teaching, administrative and technological supports
- Research supports

# More Supports

- Reminding/educating both faculty members and review committees about the wide range of ways one can demonstrate excellence in research, teaching and service
- Providing advice about how to identify, discuss and frame the way one has adapted to the challenge of COVID-19 as a way to demonstrate one's creativity, problem-solving, ingenuity and impact