

Covid-19 Survey 2022 – The Longer Lens

EDI

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Covid Questionnaire

Purpose – To compare results with earlier years. The key findings are below: Workloads - Are we returning to pre-Covid-19 levels or not?

- The overall trend is the perception of **increased** workload since 2020 - across all demographics. Particularly felt in those **with caring responsibilities**.
- Chi.square tests demonstrate there is a significant association between perceptions of workload and perceptions of mental health management. Those with **increased perceptions** of workload tended to have **worse** mental health management.

Job satisfaction – What are the impacts more than two years on from initial pandemic related changes?

- The majority of respondents feel satisfied with their job - selecting either “**Strongly Agree**” (12.9%) or “**Agree**” (36.1%) with the statement “**I have felt satisfied in my job**”.
- Those **without caring responsibilities** tend to feel a higher level of job satisfaction in comparison to those **with caring responsibilities**.

Academic productivity - articles and grants

- Since **2020**, the percentage of respondents who expected to submit **0** articles and **0** grant applications **increased**.
- Staff **with caring responsibilities** were affected most (although those with **without caring responsibilities** still reported an overall **decrease** in article submissions).

- The drop in academic productivity may be explained by a consensus of **increased workload** during the most recent survey. See **Qualitative Data (Wordclouds)** for additional information.

Persisting research delays – *What percentage are still substantially behind? What are the demographics of these people?*

- **70.3%** of staff reported to be behind on their work schedule.
- Staff **with caring responsibilities** were affected worse than those **without caring responsibilities**
- The **Top 3** reported reasons for delay across all EDI demographics are **University Systems, Covid, and Government**.
- **University Systems** is the most frequently reported cause of research delays, with 41.7% of participants reporting it as a delay reason. This is almost double the rate of the next highest cause of research delays (**Covid** at 21.8%)

Mental Health - *What are the impacts more than two years on from initial pandemic related changes?*

- Management of mental health appears to be stable between **2020** and **2022**
- Largest notable increase of **Strongly Disagree** responses were in the **46-60** age group.
- The proportion of survey respondents who **Strongly Agree** about being able to manage their mental health has decreased from **28.7%** in **2020** to **22.5%** in **2022**. See **Qualitative Data (wordclouds)** for reflections that may provide insight.

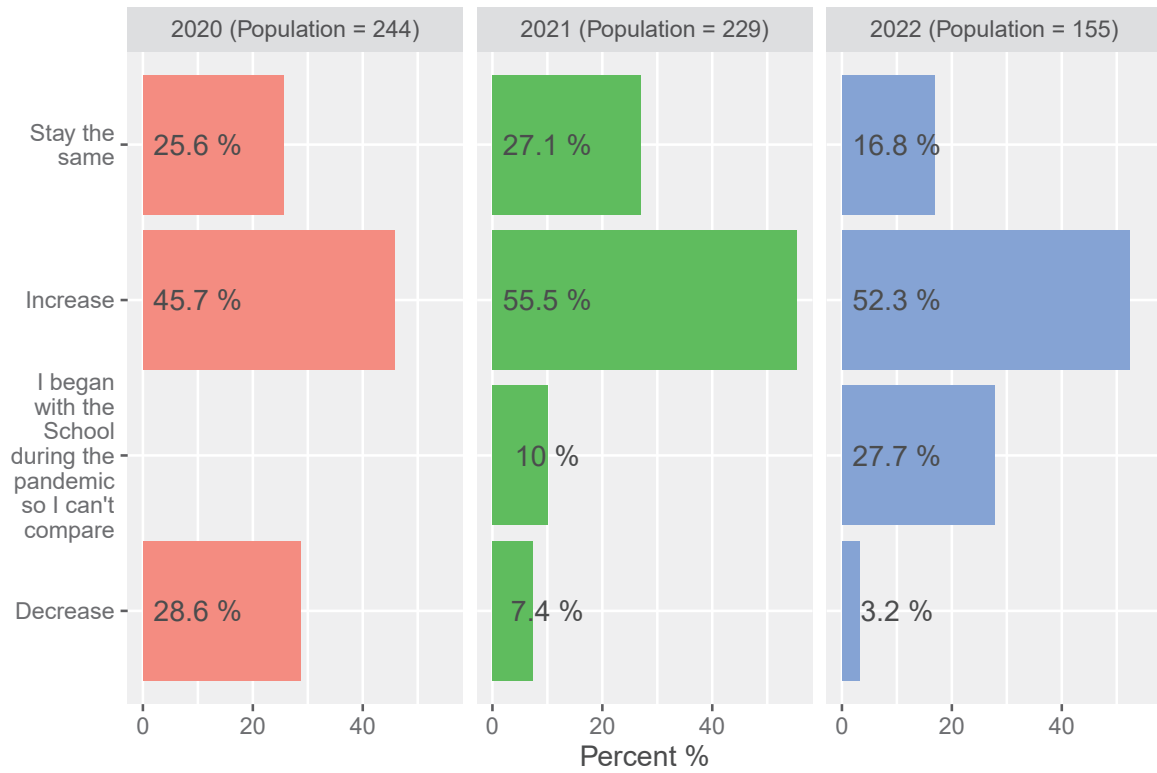
Workload

Is staff workload returning to pre Covid-19 levels or not?

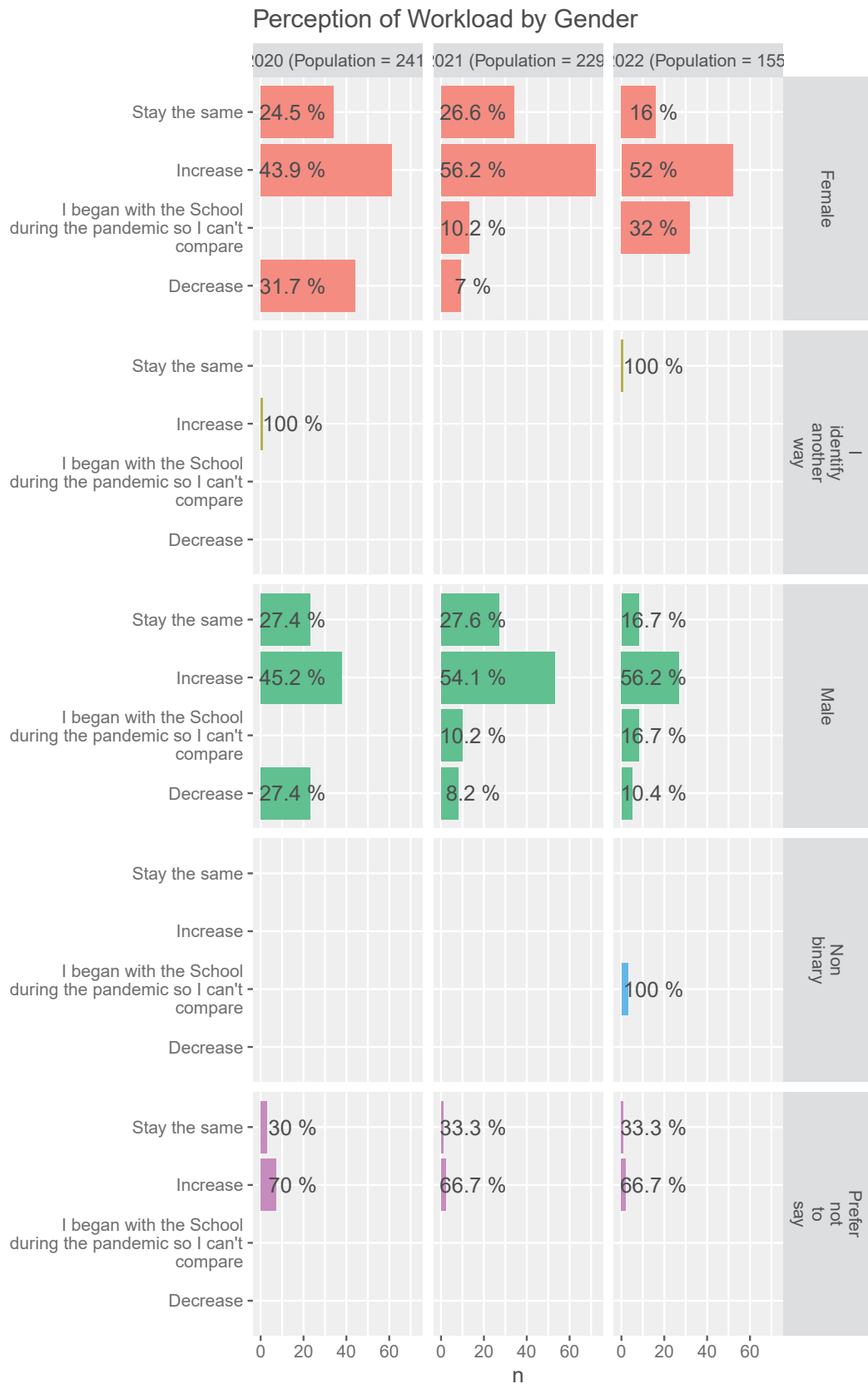
Summary findings:

- Perceptions of increased workload remain high (**52.3%** in 2021, **45.7%** in 2022). This is despite an increase in new staff members joining the team
- In 2022, only **10%** of participants (all male), perceived their workload to decrease.
- Regardless of career stage, the majority of academic staff still perceive an increase in workload in comparison to the previous year (the exception being the **9.7%** of the Postdocs, who felt their workload had decreased in the 2022 survey).
- As ethnic diversity of respondents is low, it is difficult to make meaningful observations of differences about ethnicity. However, the trend appears to be an overall **increase** in perception of workload across all groups from **2020** to **2022**.
- The trend in **increased** perceptions of workload since **2020** is relatively stable across **Age groups**
- In 2022, a larger proportion of respondents with caring responsibilities perceived their workload to be increased (**66.77%**) in comparison to the proportion of those without caring responsibilities (**38.8%**).
- Chi.square analysis indicated that the increased workload is associated with worse mental health management.

Perceptions of Workload in in the School

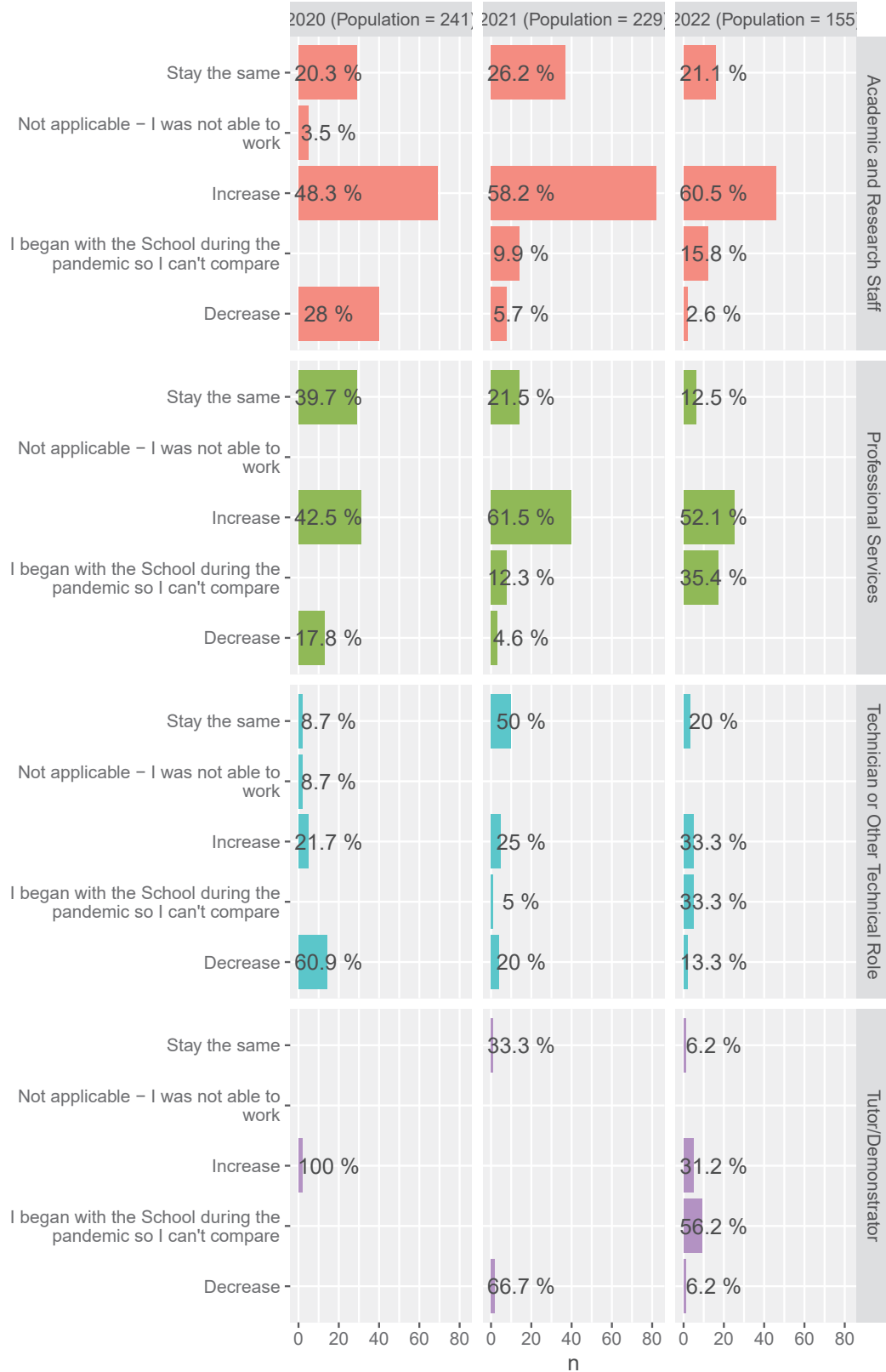


Workload By gender

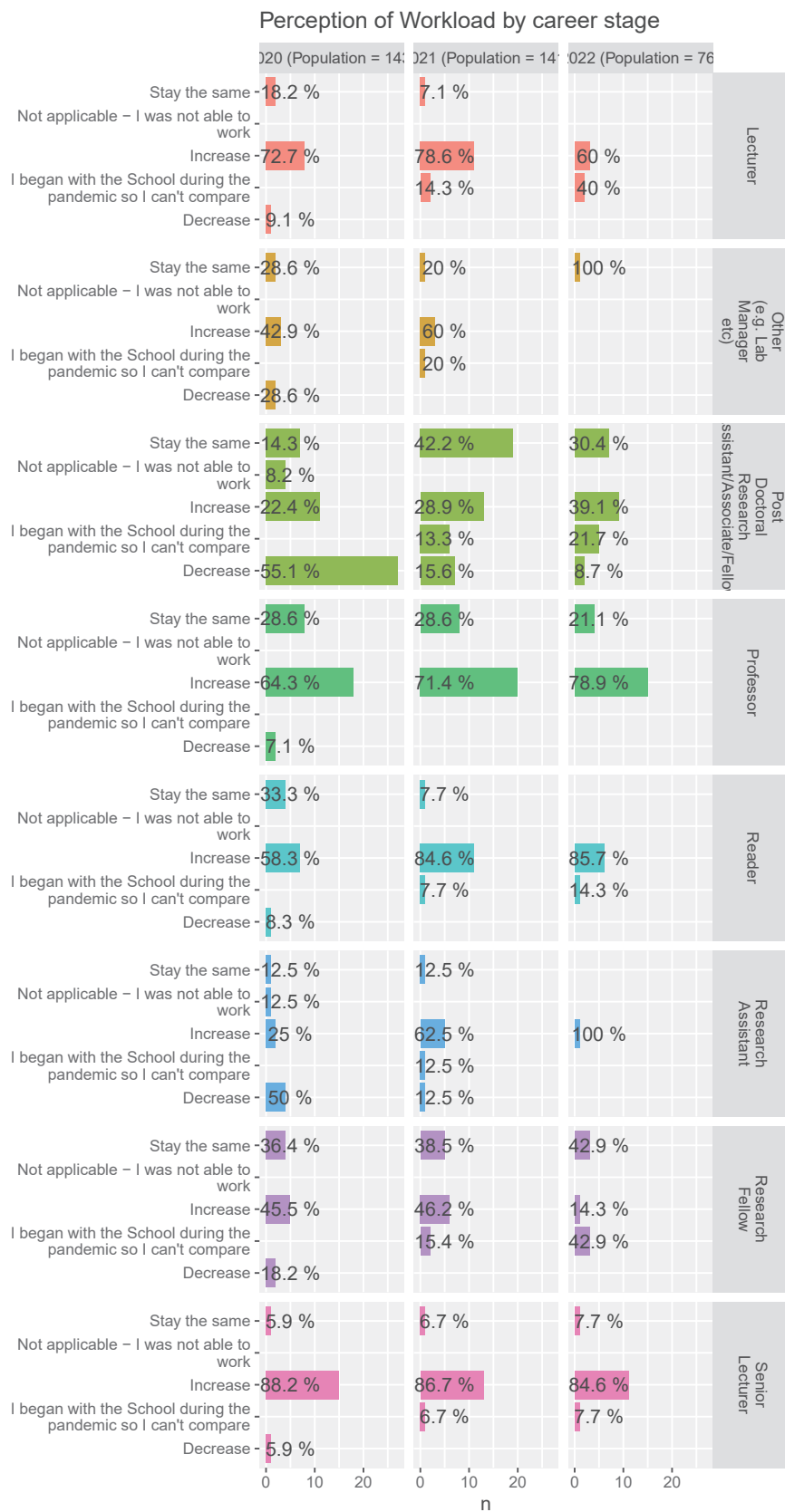


Workload By Staff Grouping

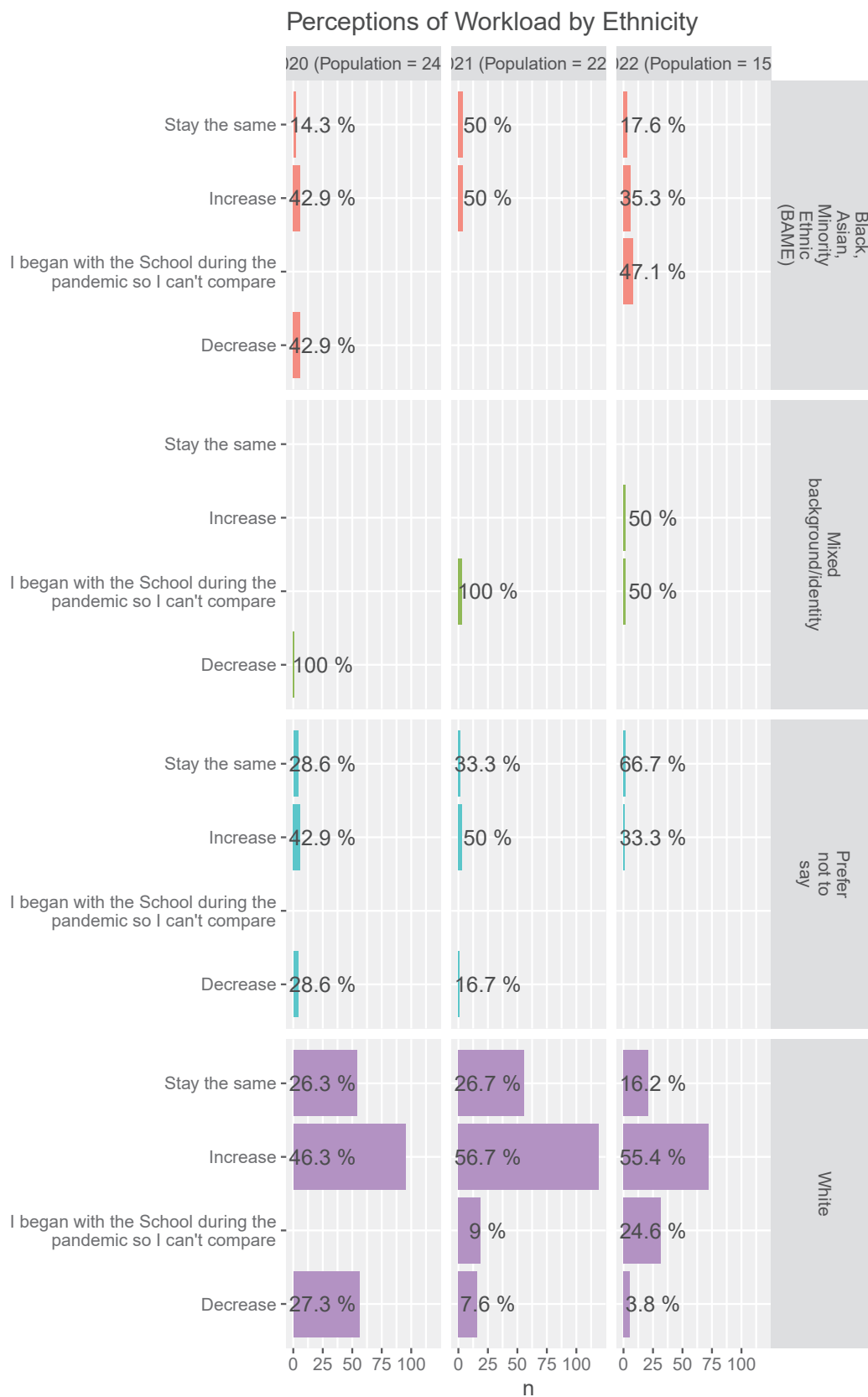
Perception of Workload by staff grouping



Workload by Academic Career Stage

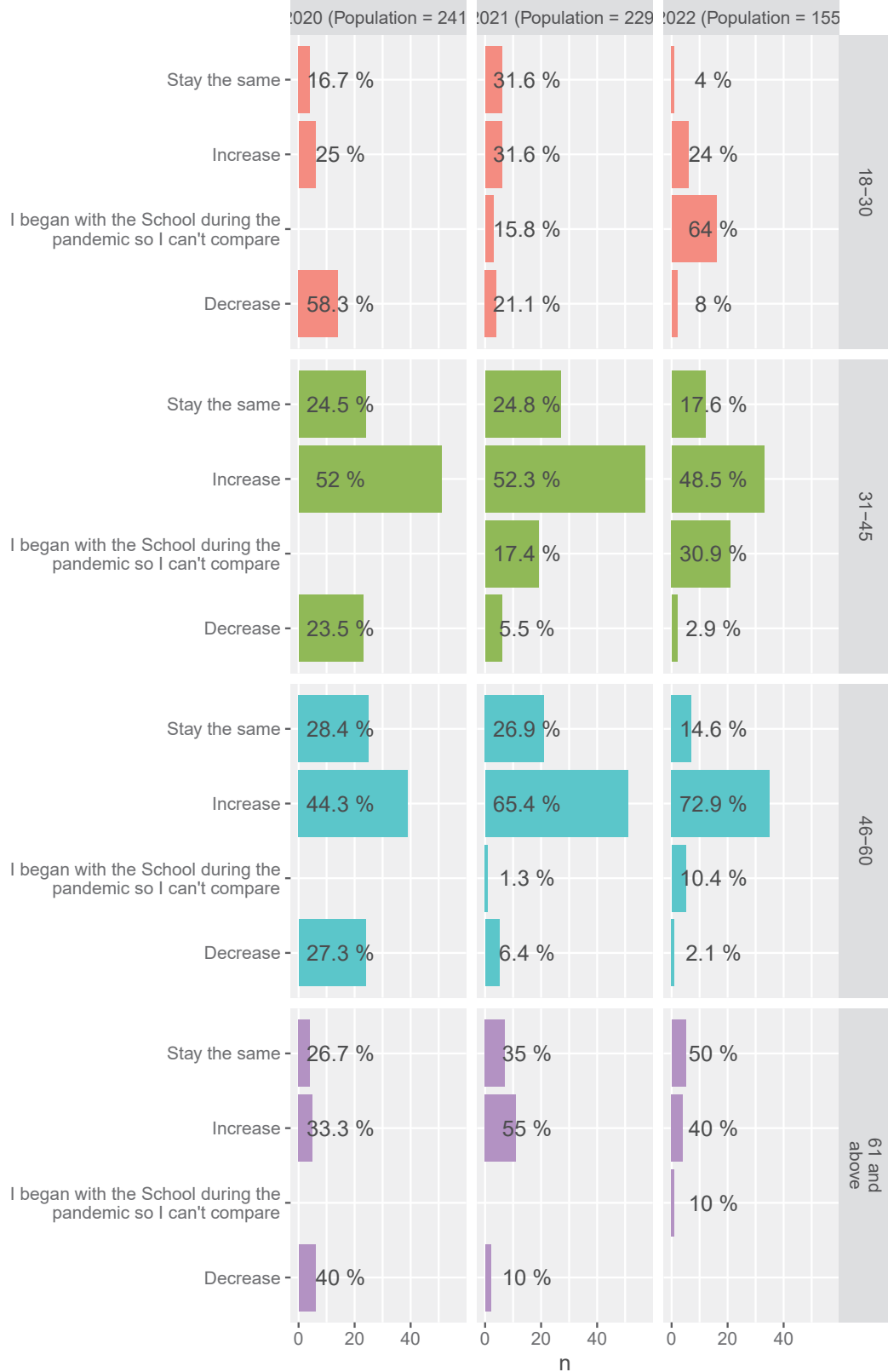


Workload by Ethnicity



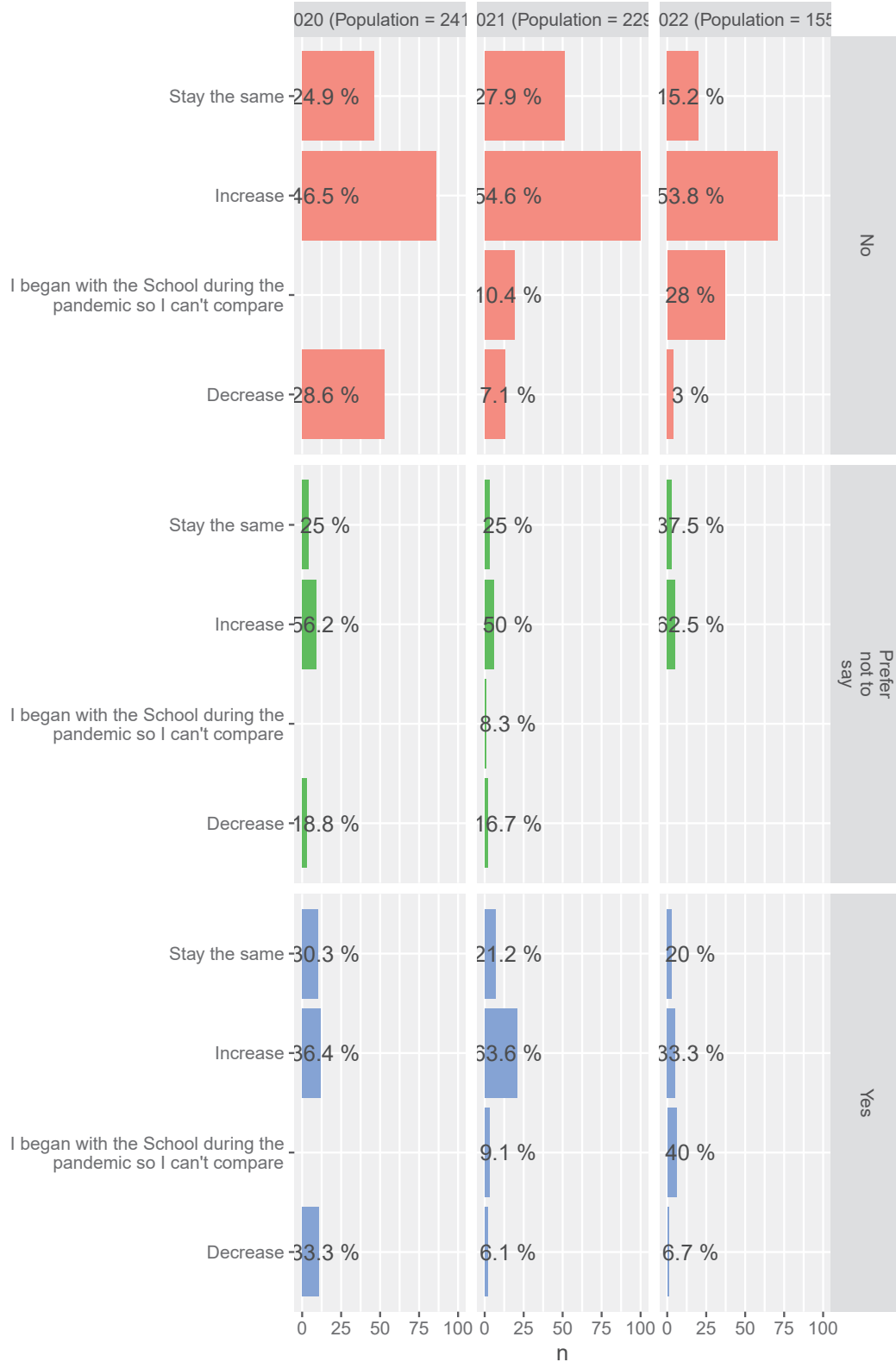
Workload by Age

Perceptions of Workload by Age Group

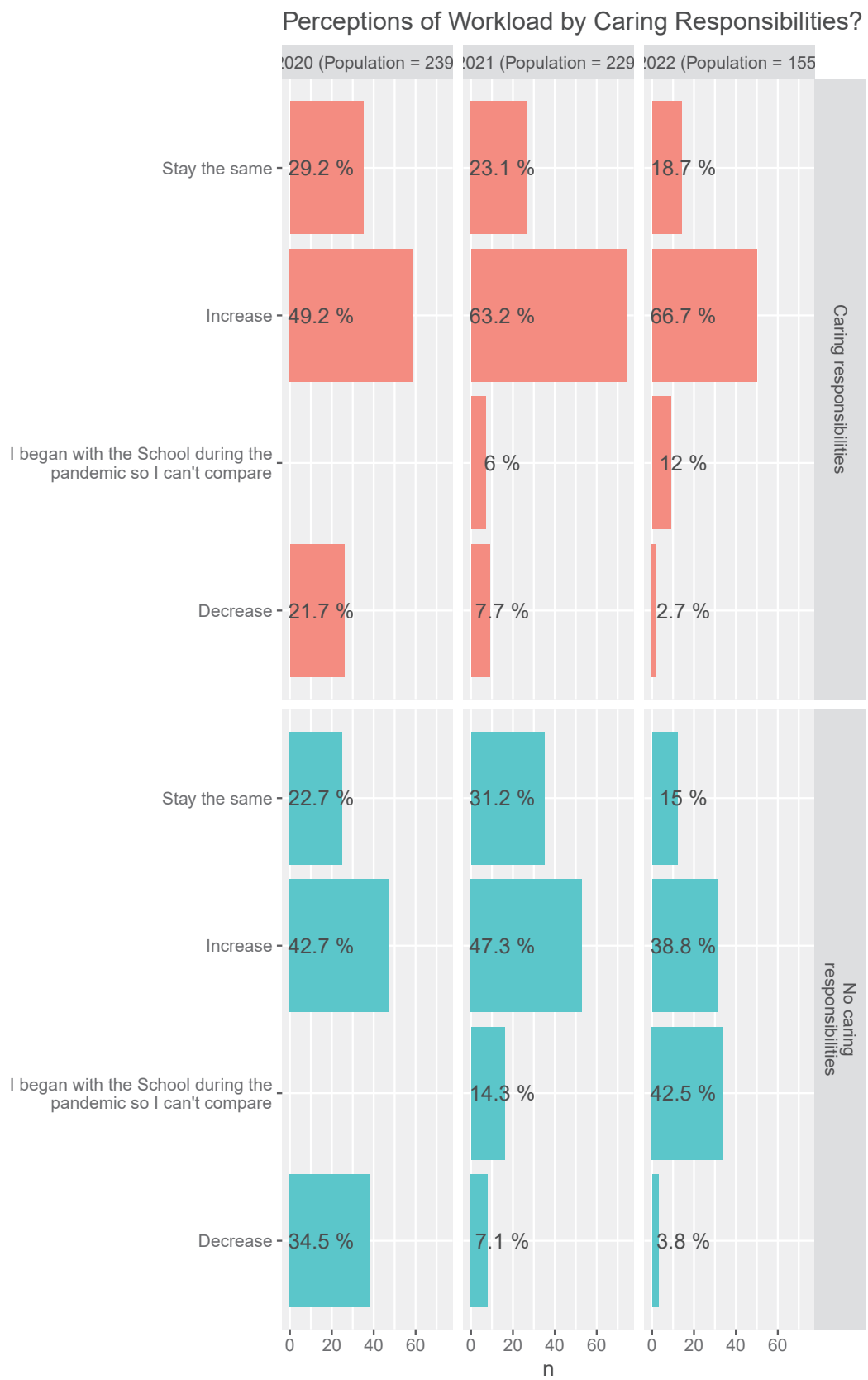


Workload by disability

Perceptions of workload by long-standing physical or health condition, illness, impairment or disability



Workload by Caring responsibility



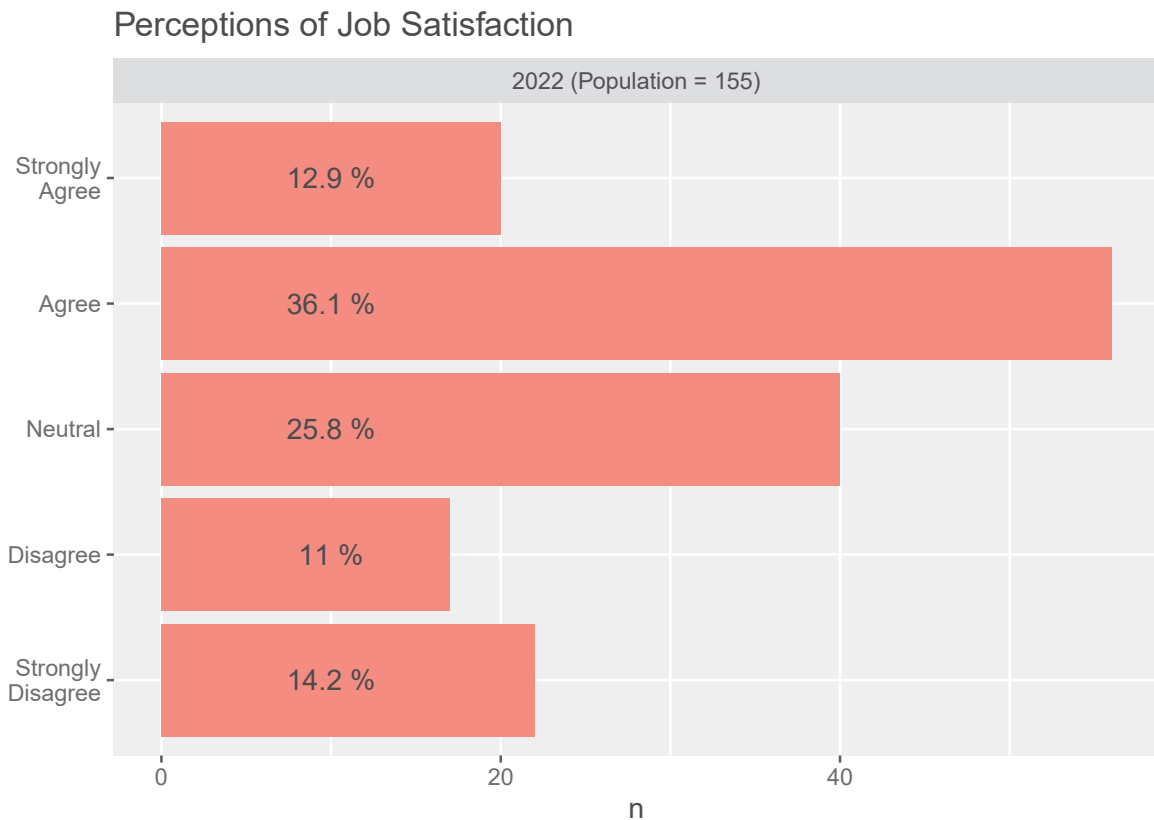
Job Satisfaction

What are the impacts more than two years on from initial pandemic related changes?

Summary of findings:

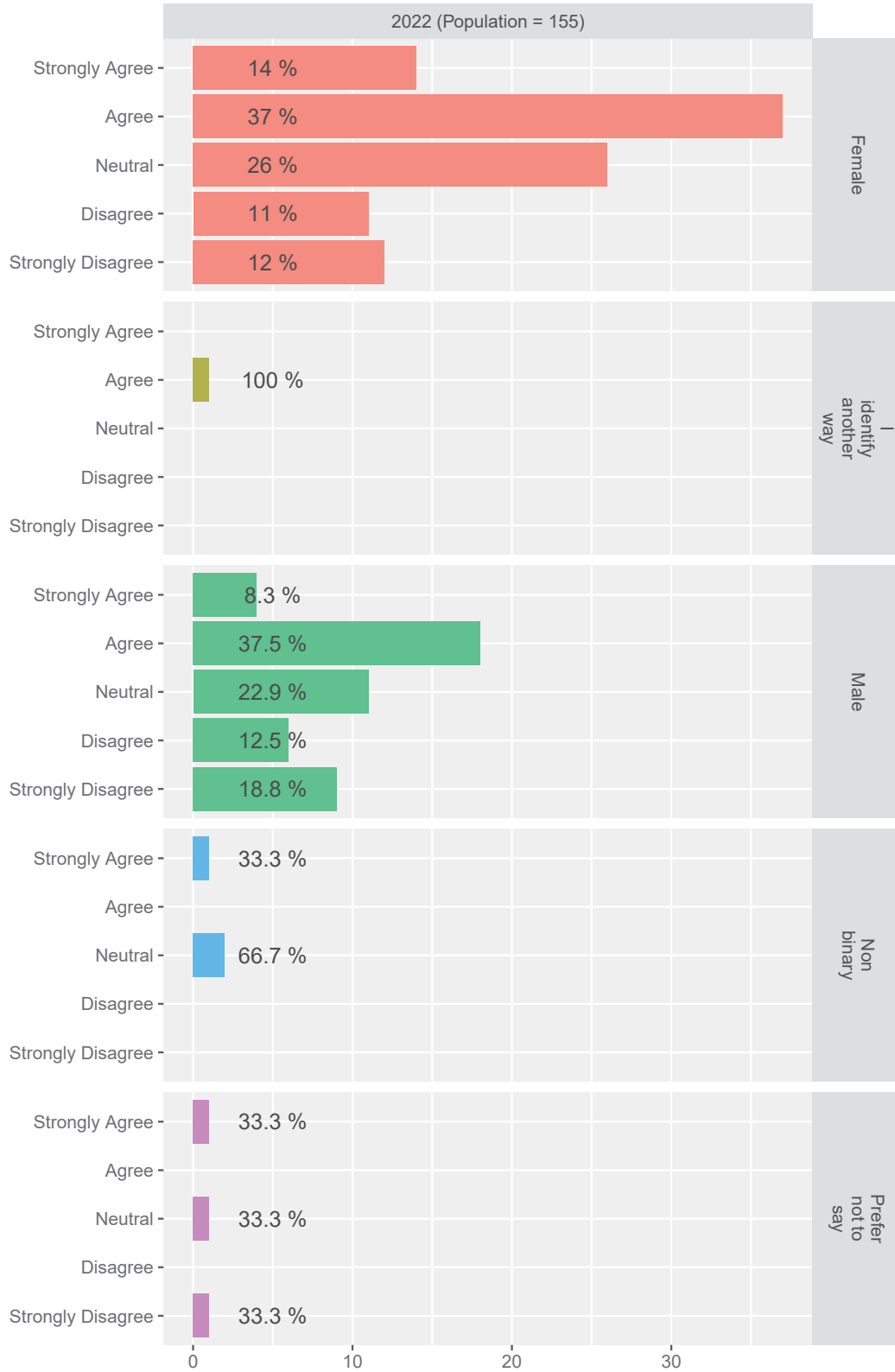
- Majority of respondents either “**Strongly Agree**” (12.9%) or “**Agree**” (36.1%) with the statement “*I have felt satisfied in my job*”.
- Of the remainder, 11% of participants chose “**Disagree**”, and 14.2% selected “**Strongly Disagree**”.
- Perceptions of job satisfaction appears to be reasonably balanced across Genders.
- *Readers* (42.9% of respective population), *Lecturers* (40% of respective population), *Senior Lecturers* (30.8% of respective population), *Postdocs* (21.7% of respective population) and *Professors* (10.5% of respective population) reported that they “**Strongly Disagree**” with the statement “*I have felt satisfied in my job*”.
- There was a notable difference in job satisfaction between those *with caring responsibilities* (41.3% of population chose either “**Strongly Agree**” or “**Agree**”) and those *without caring responsibilities* (56.3% of population chose either “**Strongly Agree**” or “**Agree**”).

note - no data was collected on job satisfaction prior to the 2022 survey

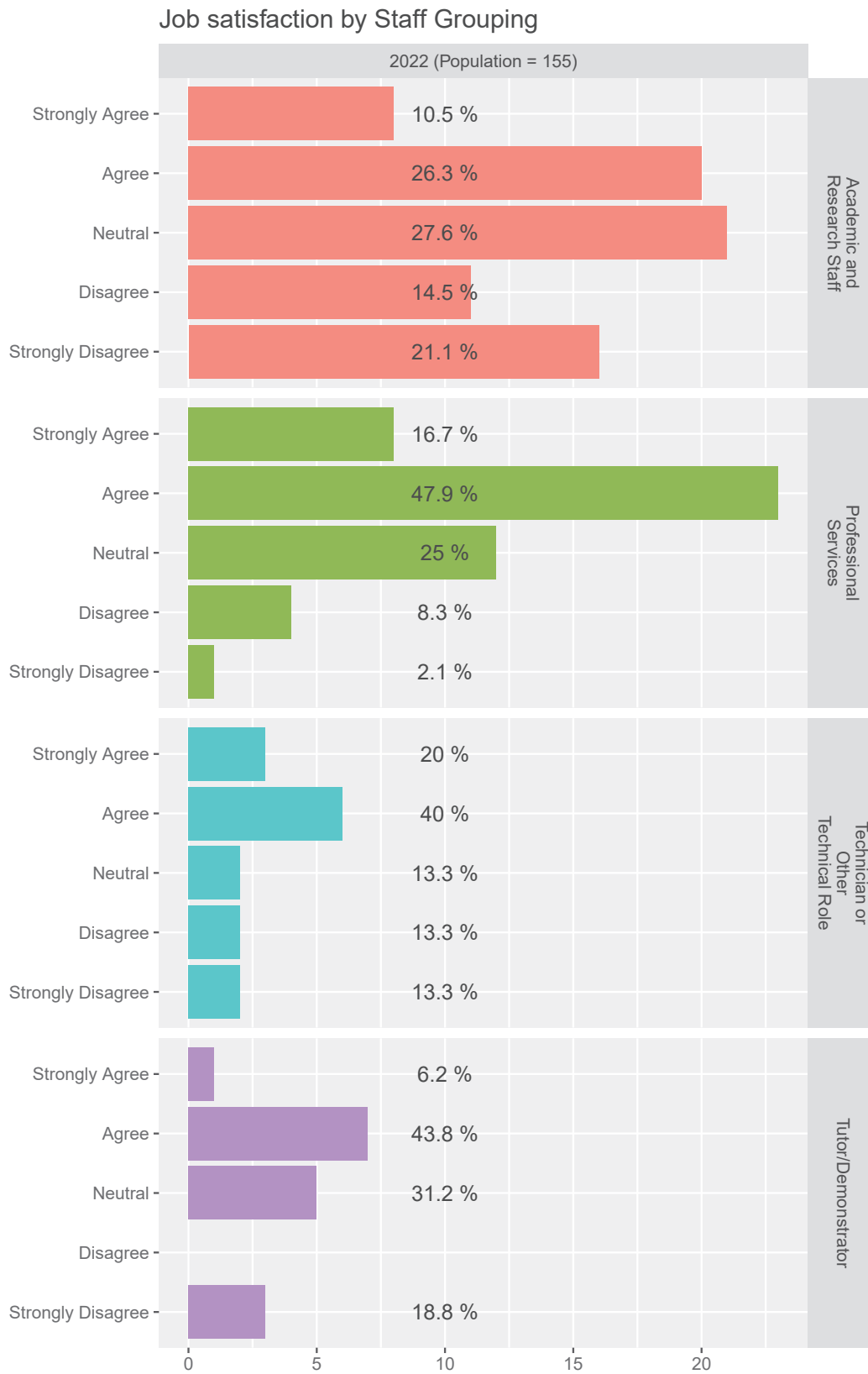


Job Satisfaction By Gender

Perception of Job Satisfaction by Gender

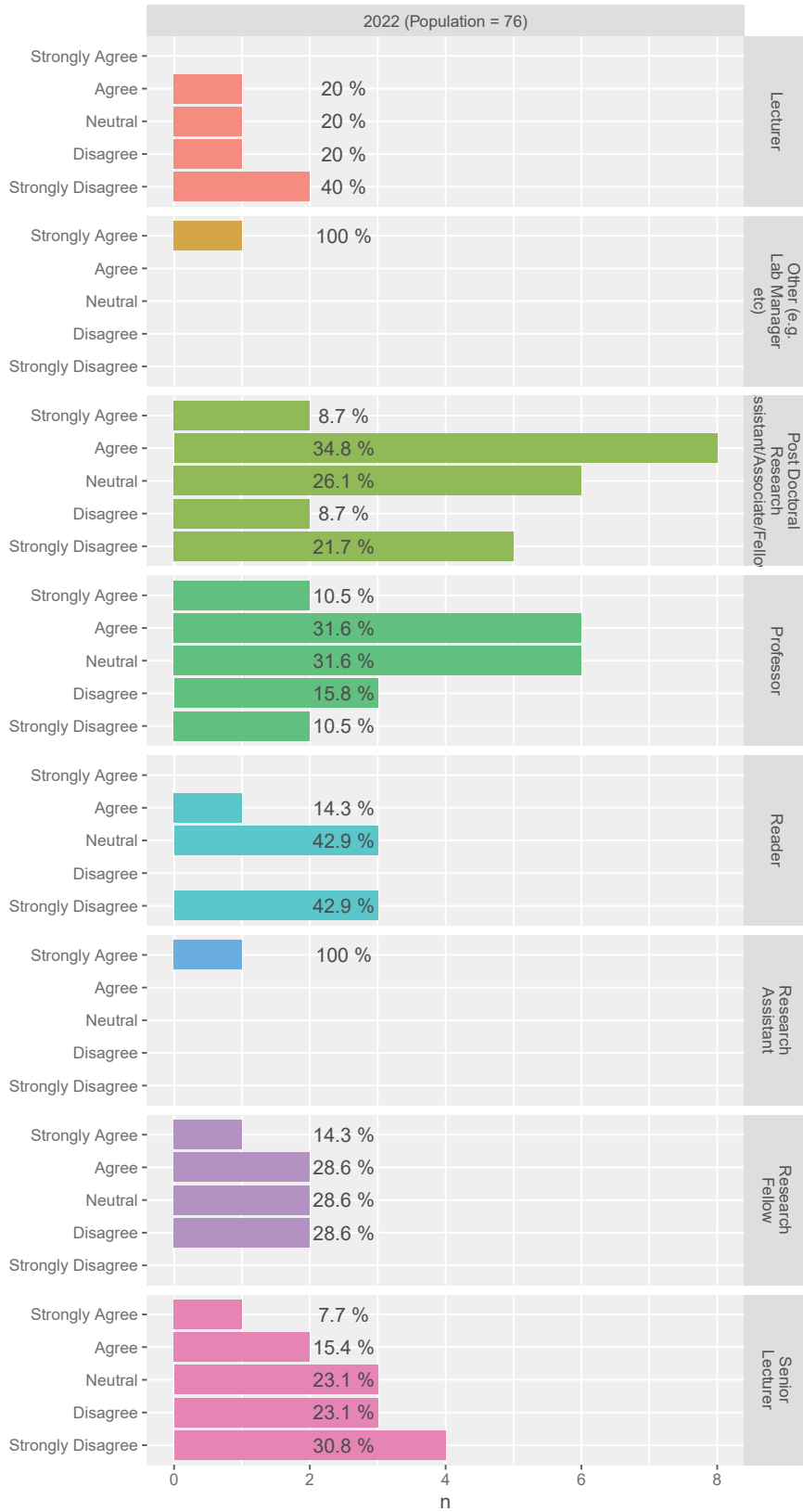


Job Satisfaction by Staff Grouping

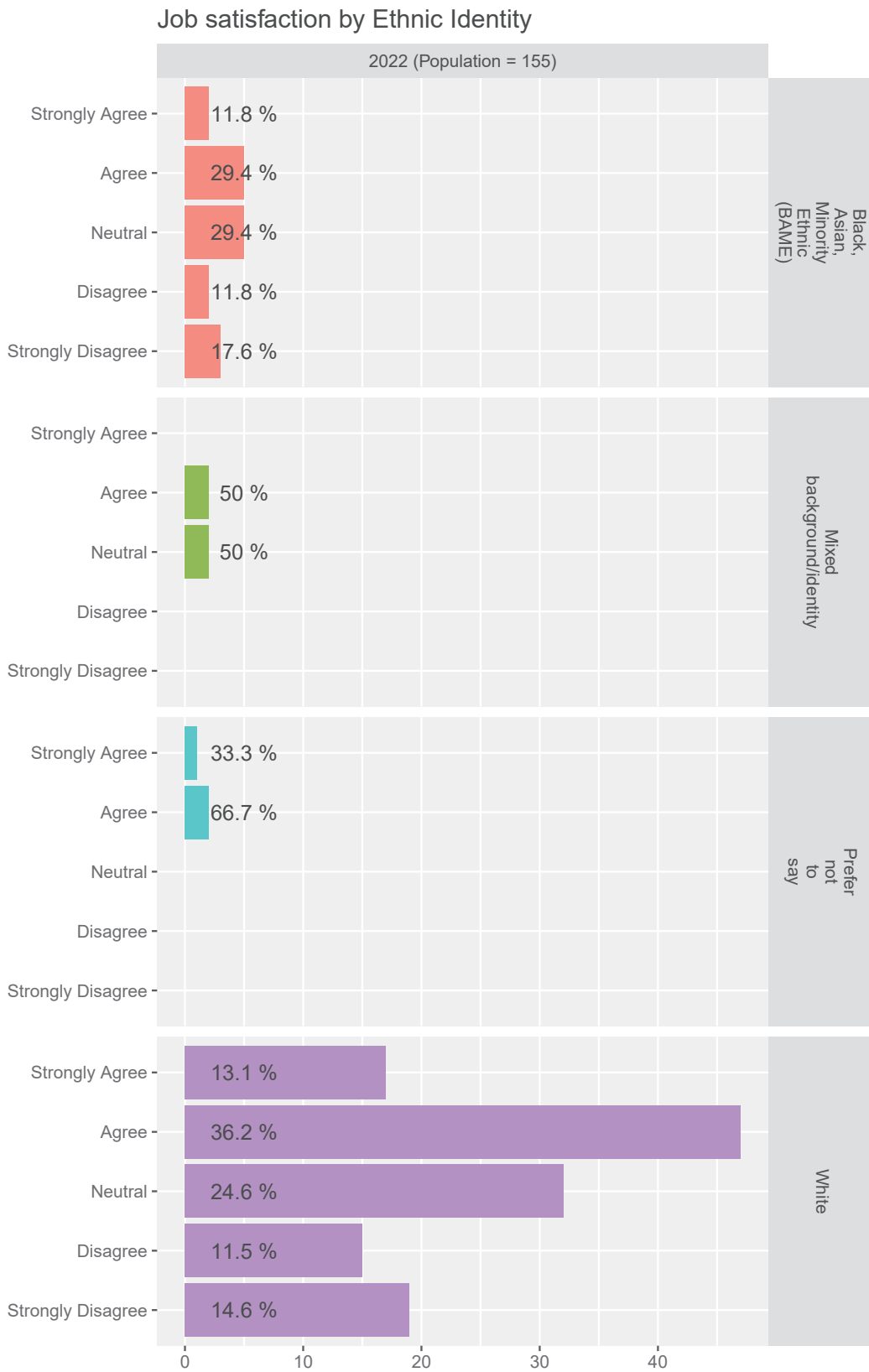


Job Satisfaction by Academic Career Stage

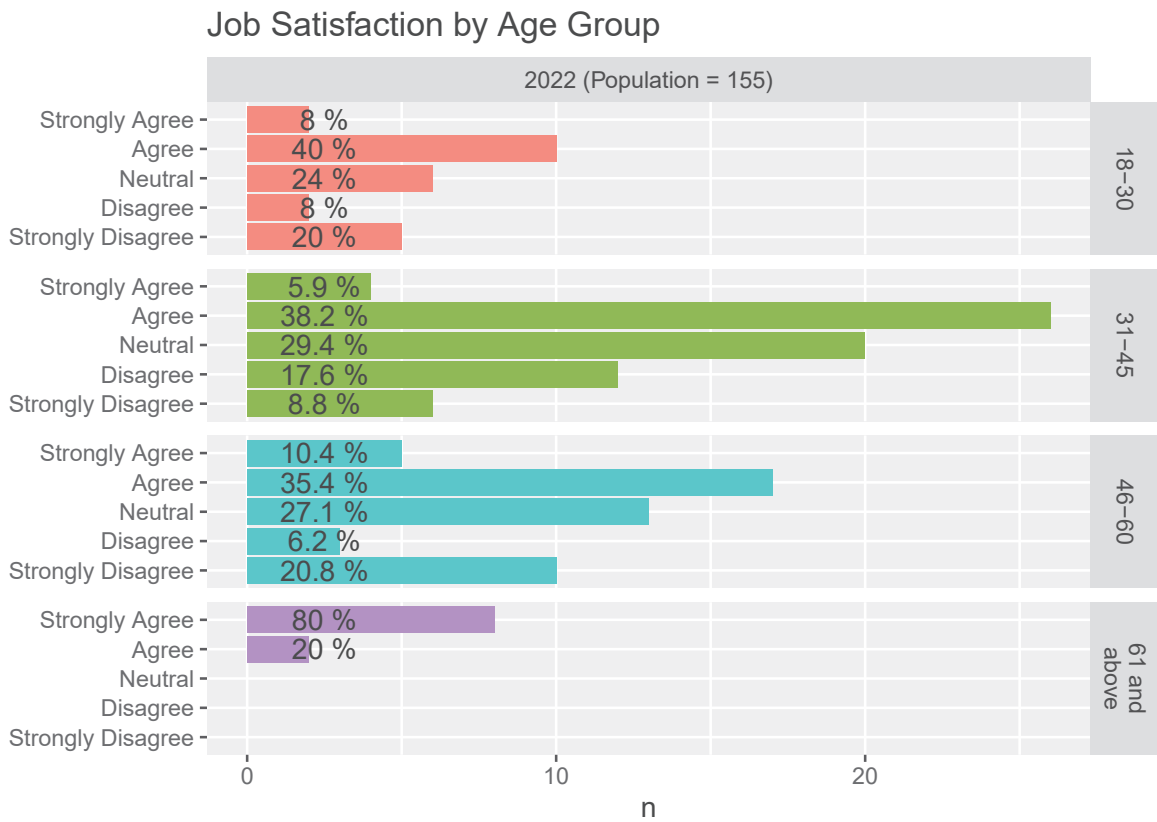
Job satisfaction by Career Stage



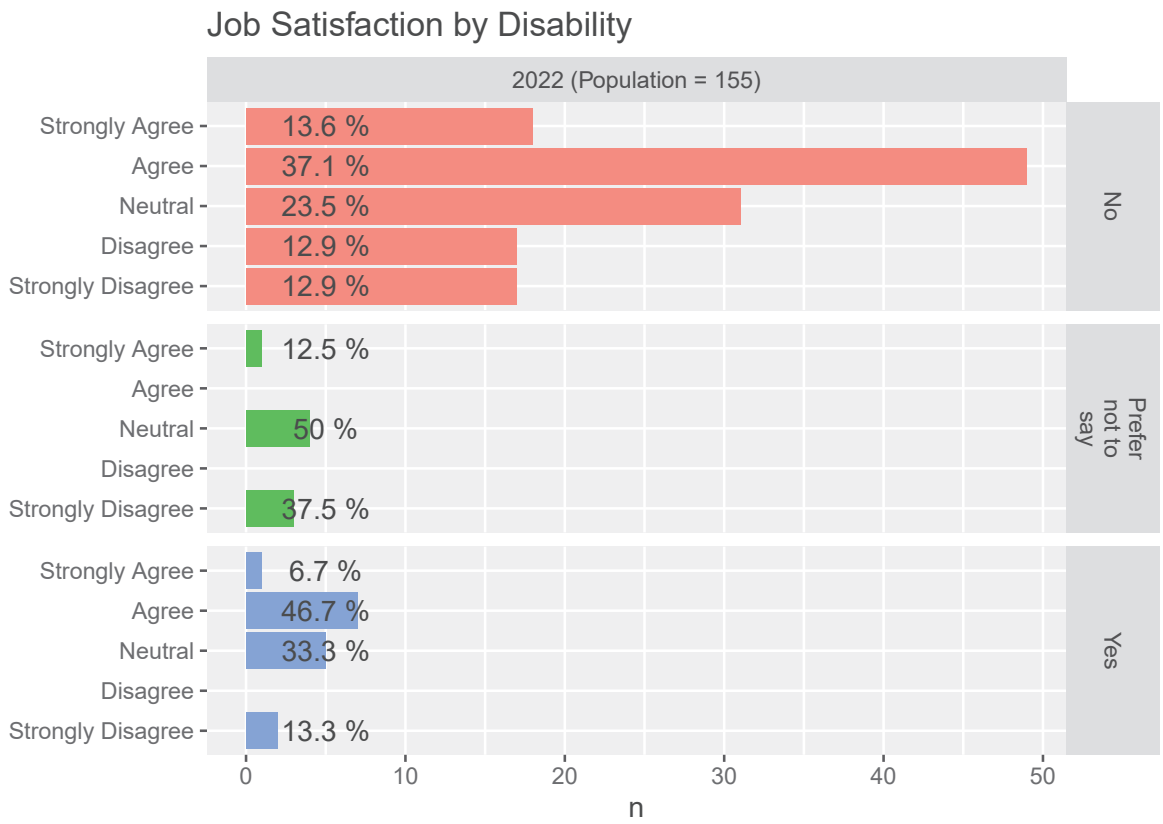
Job Satisfaction By Ethnicity



Job Satisfaction by Age Group



Job Satisfaction by Disability



Job Satisfaction by Caring responsibility



Academic productivity

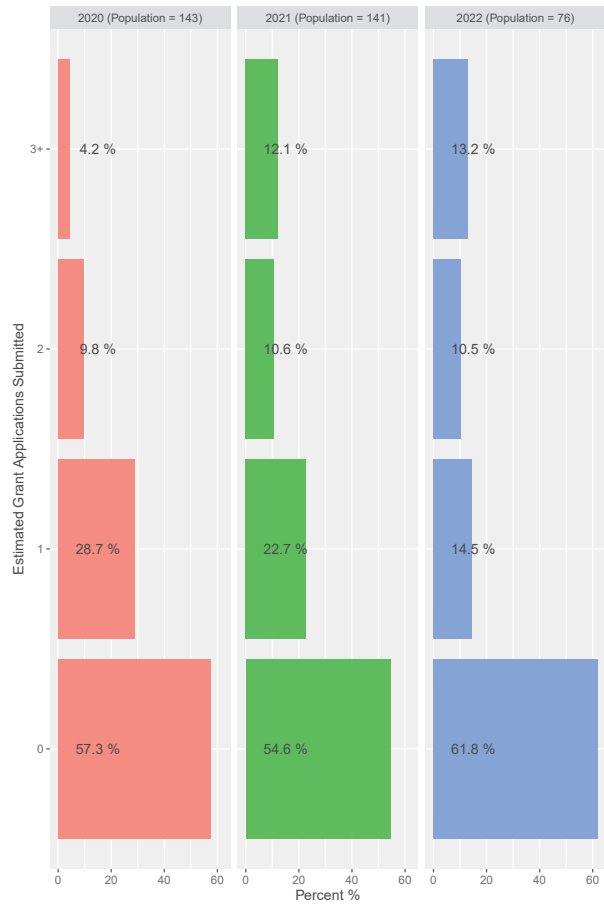
Summary on Articles and Grants:

- Proportion of academic staff expecting **not** to submit articles have increased every year (2020 = **20.3%**, 2021 = **39%**, 2022 = **42.1%**).
- Proportion of academic staff expecting **not** to submit grant applications have increased between 2020 (**57.3%**) and 2022 (**61.8%**).
- The proportion of females expecting to have **0** articles published (**56.8%** in 2022) is significantly higher than the proportion of men expecting to have **0** articles published (**23.3%** in 2022).
- There appears to be a fairly equal distribution of Grant application expectations between genders.
- **Professors** and **Readers** are the only academics expecting to submit **5-10** articles in **2022**. In **2021** and **2020**, **Lecturers** and **Senior Lecturers** had also expected to submit **5-10** articles.
- The proportion of academic staff expecting to submit **0** articles is higher across all age groups in **2022** in comparison to **2020**.
- The proportion of academic staff expecting to submit **0** grant applications within a year, has increased across all **age groups** in 2022.
- Academic staff **with caring responsibilities** reported a proportional increase in expectations of **0** article submissions (**46.8%** in 2022, in comparison to **12.8%** in 2020) and grant application submissions (**66%** in 2022, in comparison to **48.7%** in 2020).
- Academic staff with **no caring responsibilities** reported a proportional increase in expectations of **0** article submissions (**34.5%** in 2022, in comparison to **30.2%** in 2020), but a decrease in expectations of **0** grant application submissions (**55.2%** in 2022, in comparison to **68.3%** in 2020).

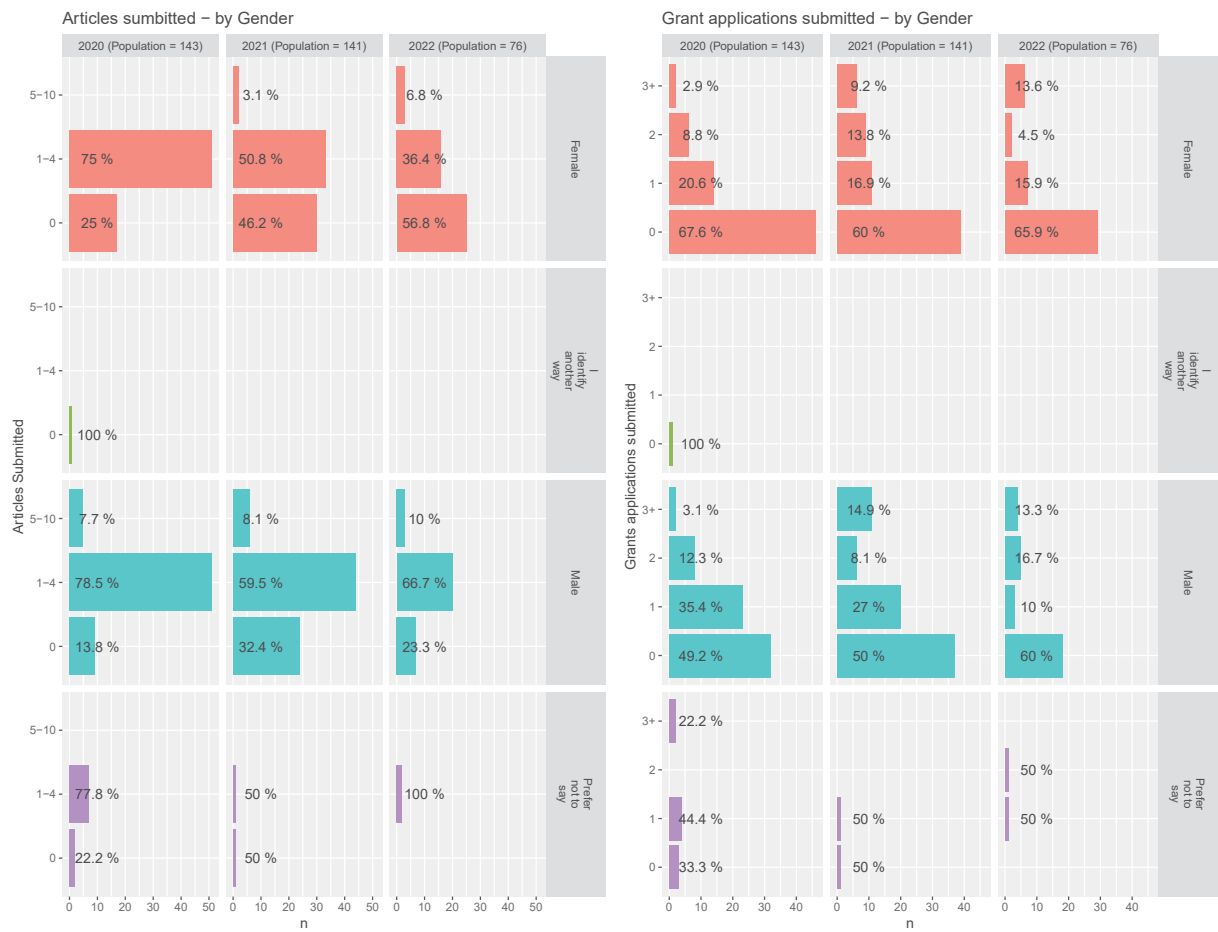
Estimated articles submitted in the last year



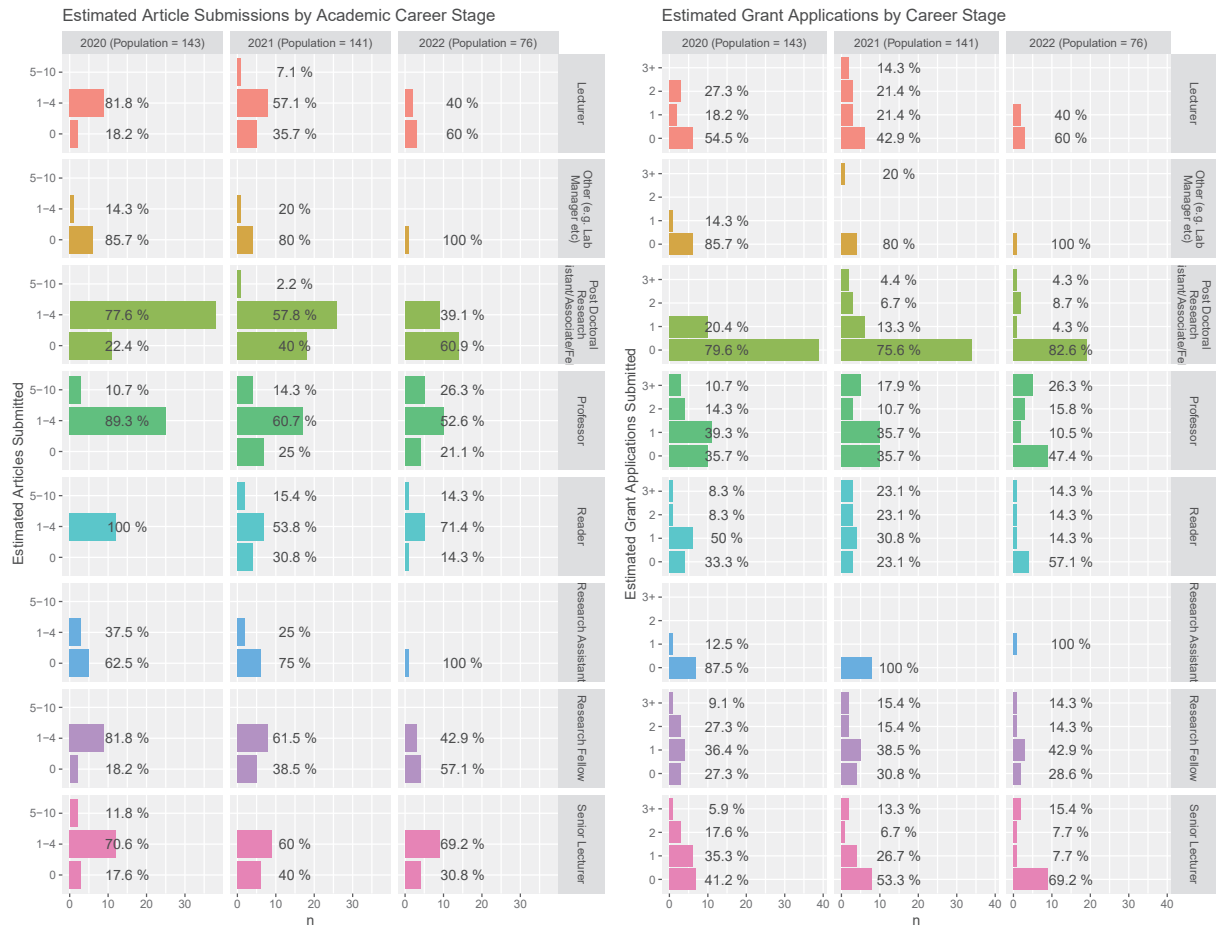
Estimated Grant application submitted in the last year



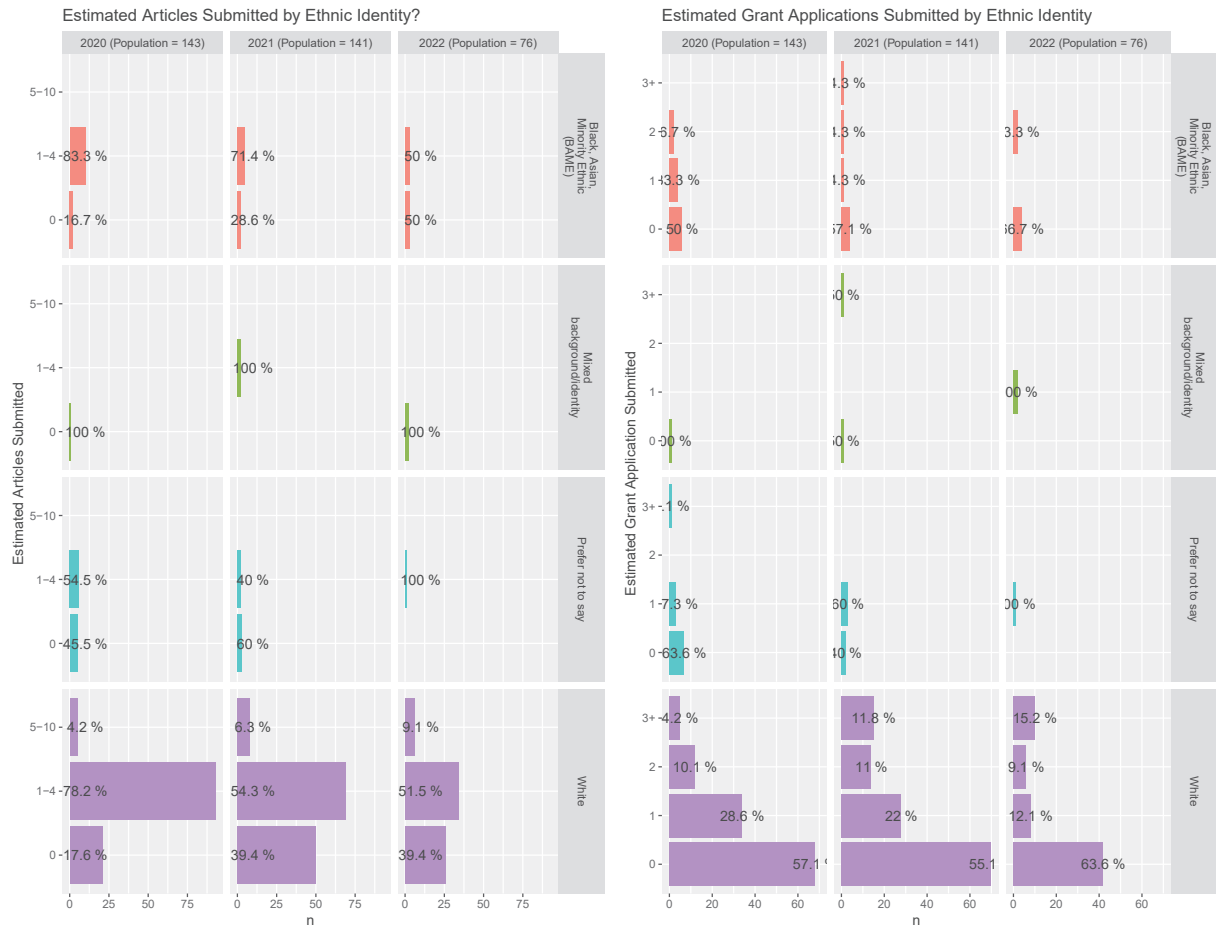
Academic output by Gender



Academic output by career stage



Academic Output By Ethnicity



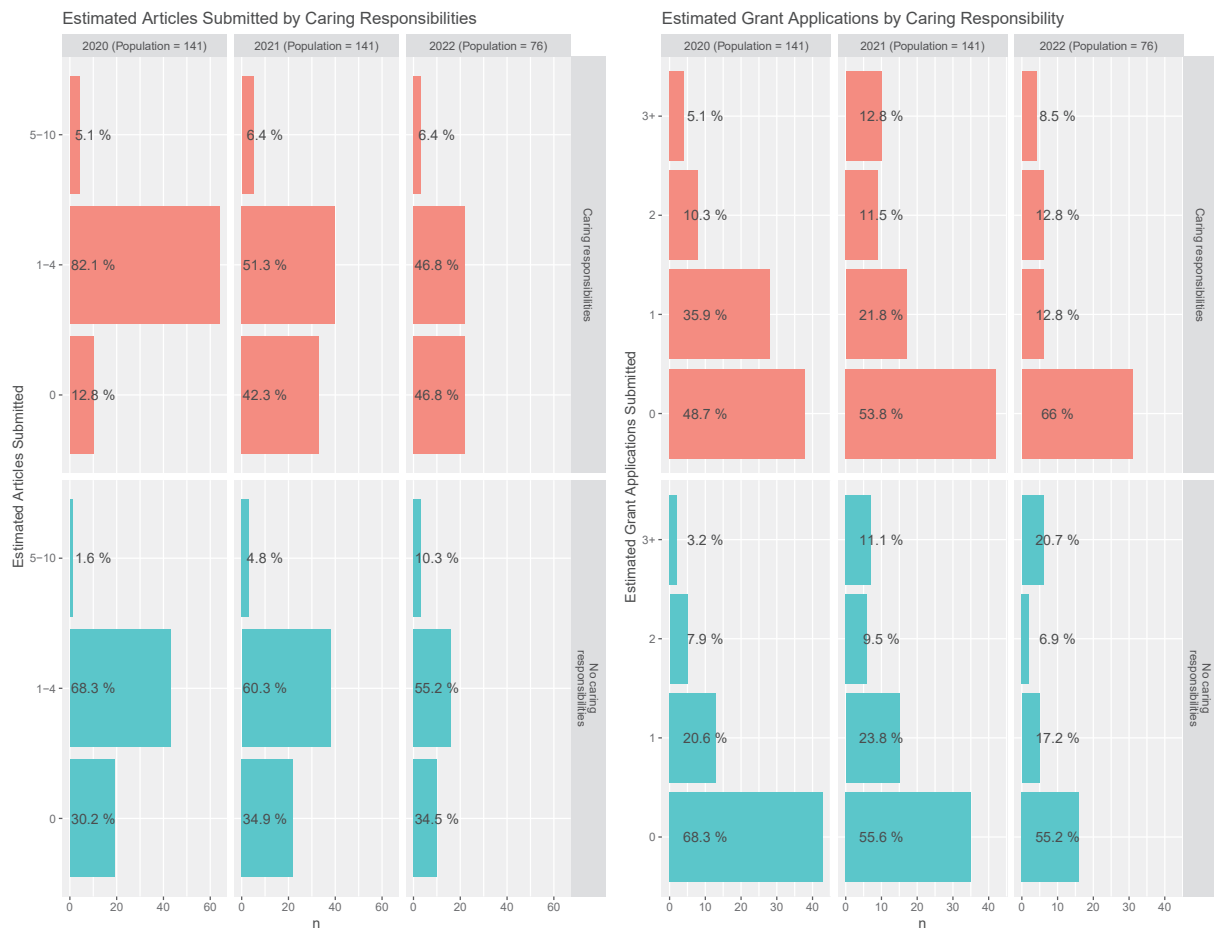
Academic Output by Age



Academic Ouput by Disability



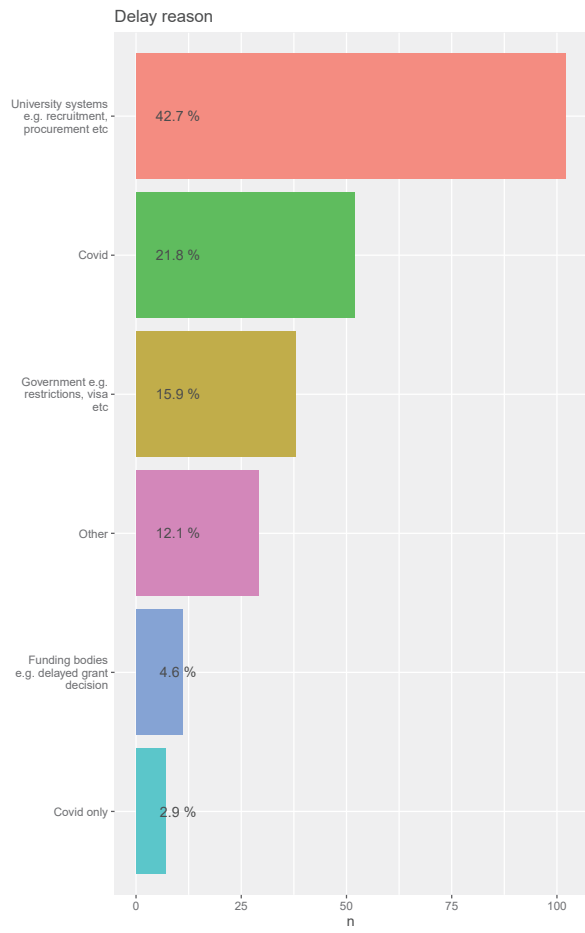
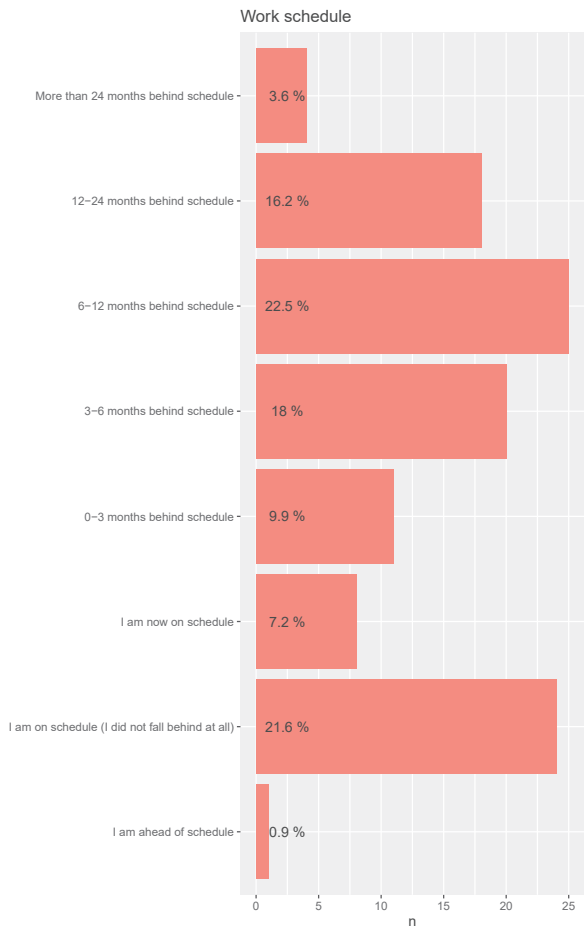
Academic Output by Caring Responsibility



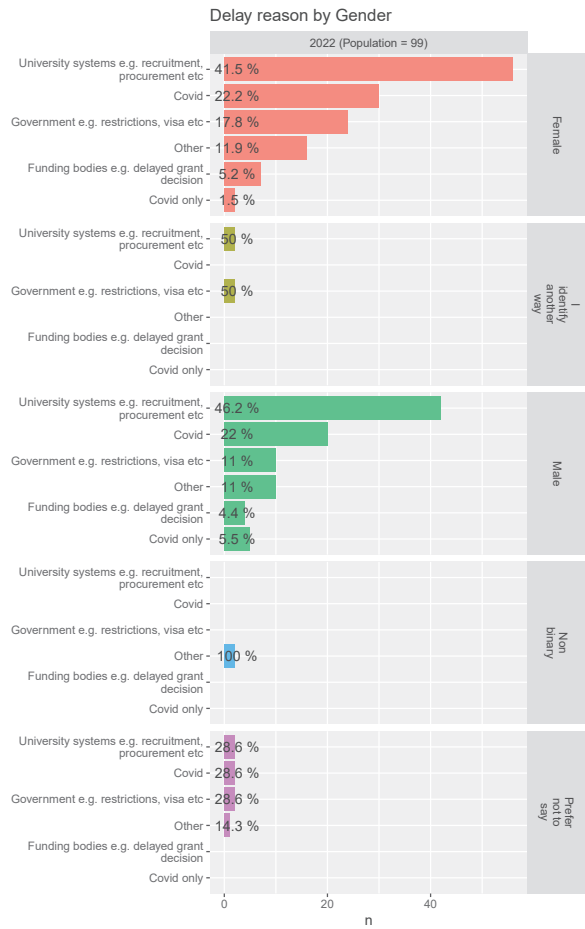
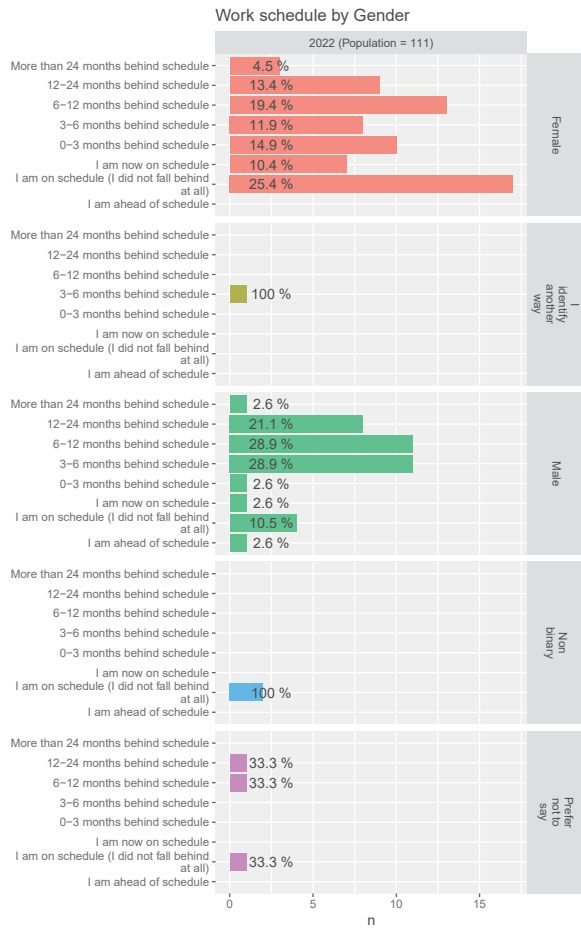
Persisting research delays

What percentage are still substantially behind? What are the demographics of these people?

- The majority of staff feel they are at least 0-3 months behind schedule (**70.3%**)
- The **Top 3** causes of delay were **Covid (21.8%)**, **University Systems (21.3%)**, and **Procurement etc (21.3%)**
- Females had a higher proportion of respondents who felt they were on schedule (**25.4%**) in comparison to males (**10.5%**). Comparisons with other gender options is difficult due to low responses for them.
- For those **with caring responsibilities**, **11.7%** felt they were on schedule. Meanwhile, for those **without caring responsibilities**, **45%** felt they were on schedule.
- The **Top 3** causes of delay were consistent between all EDI demographics - **Covid**, **University Systems**, **Procurement etc**.



Research delays by Gender



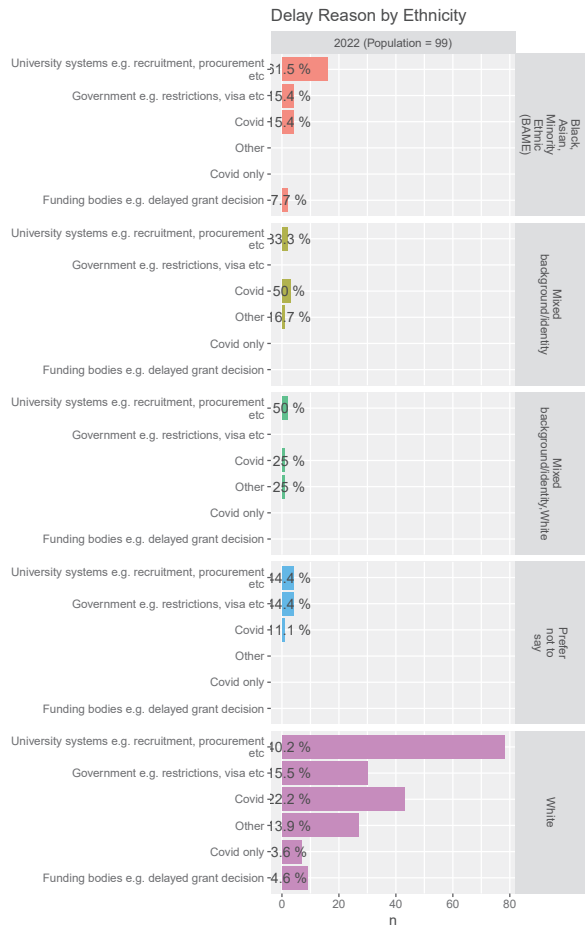
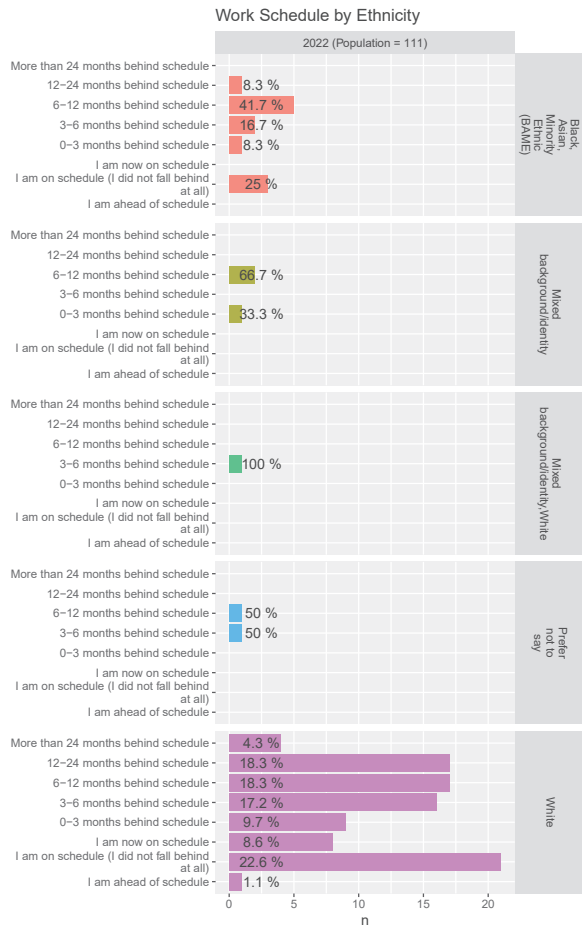
Research Delays by Staff Grouping



Research Delays by Career Stage



Research Delays by Ethnicity



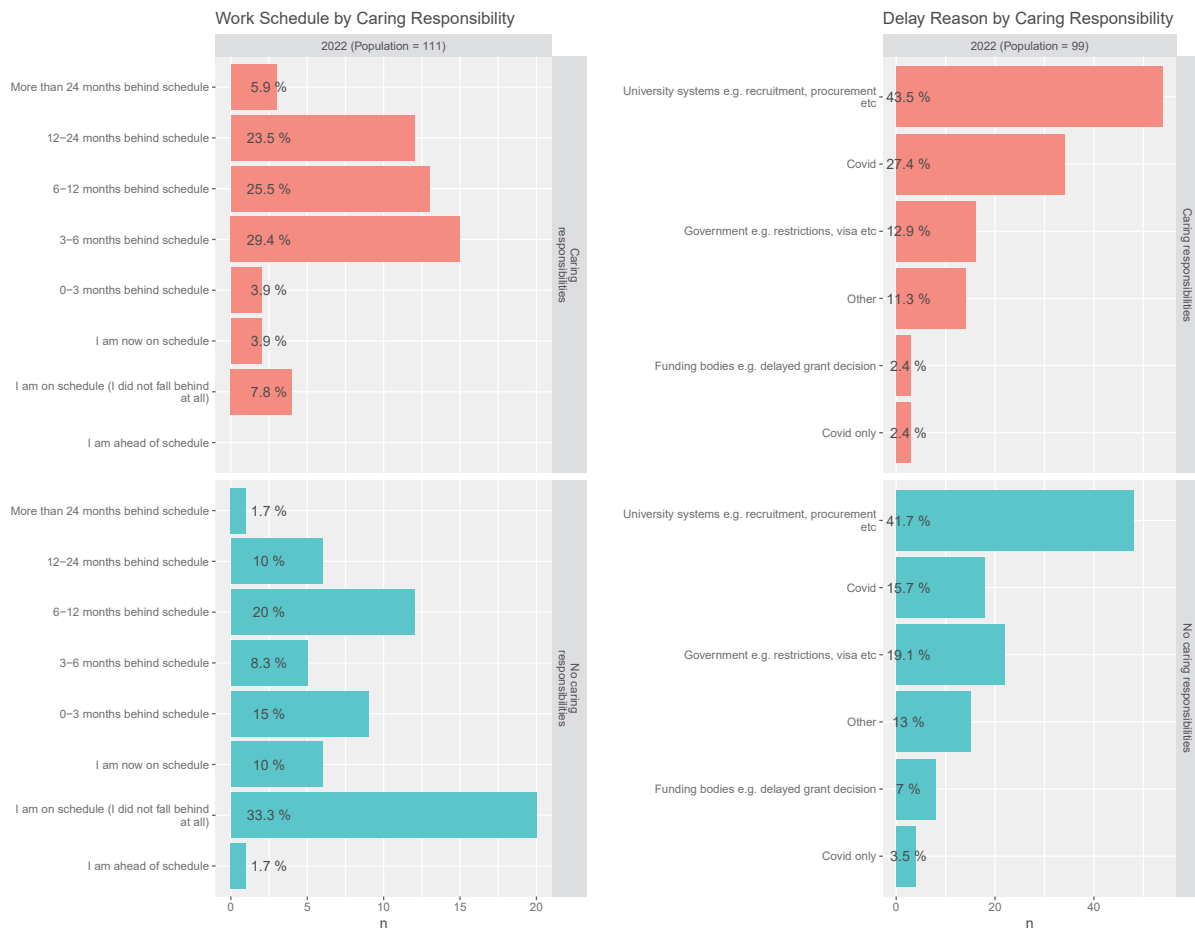
Research Delays by Age



Research Delays by Disability



Research Delays by Caring Responsibility



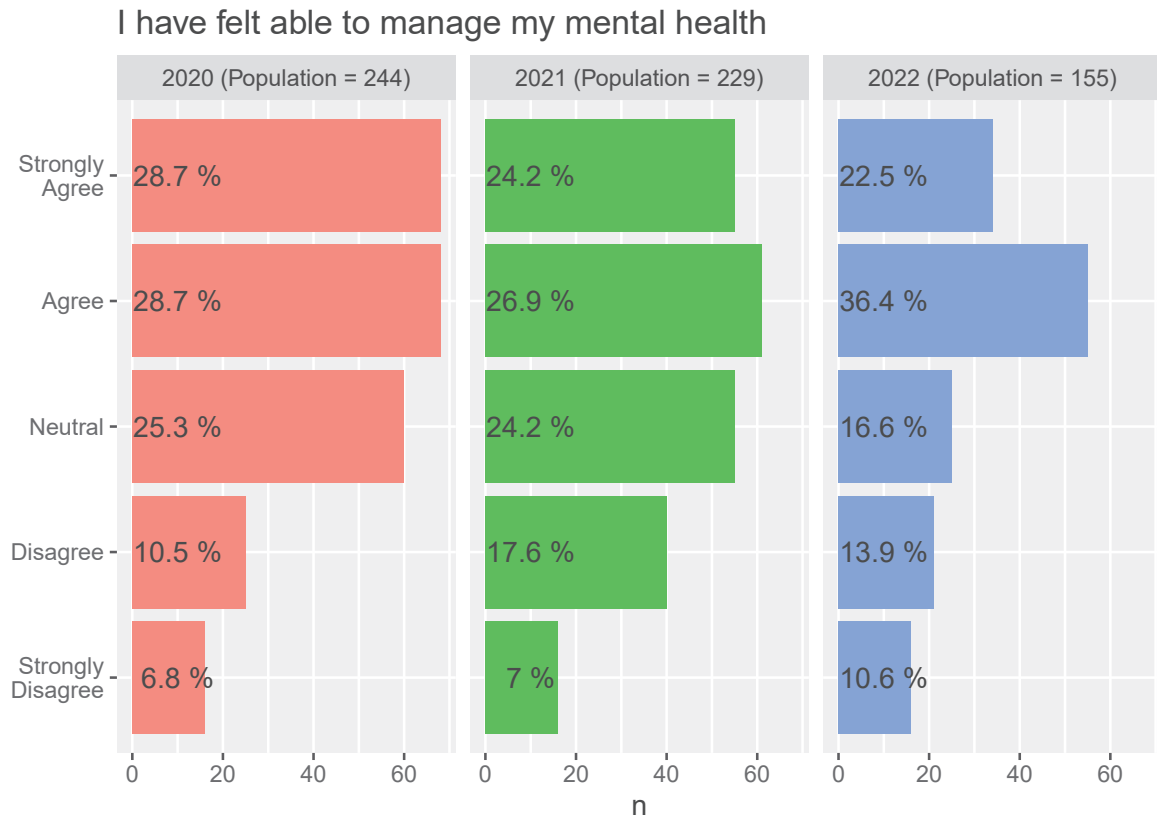
Mental Health

What are the impacts more than two years on from initial pandemic related changes?

Summary of findings:

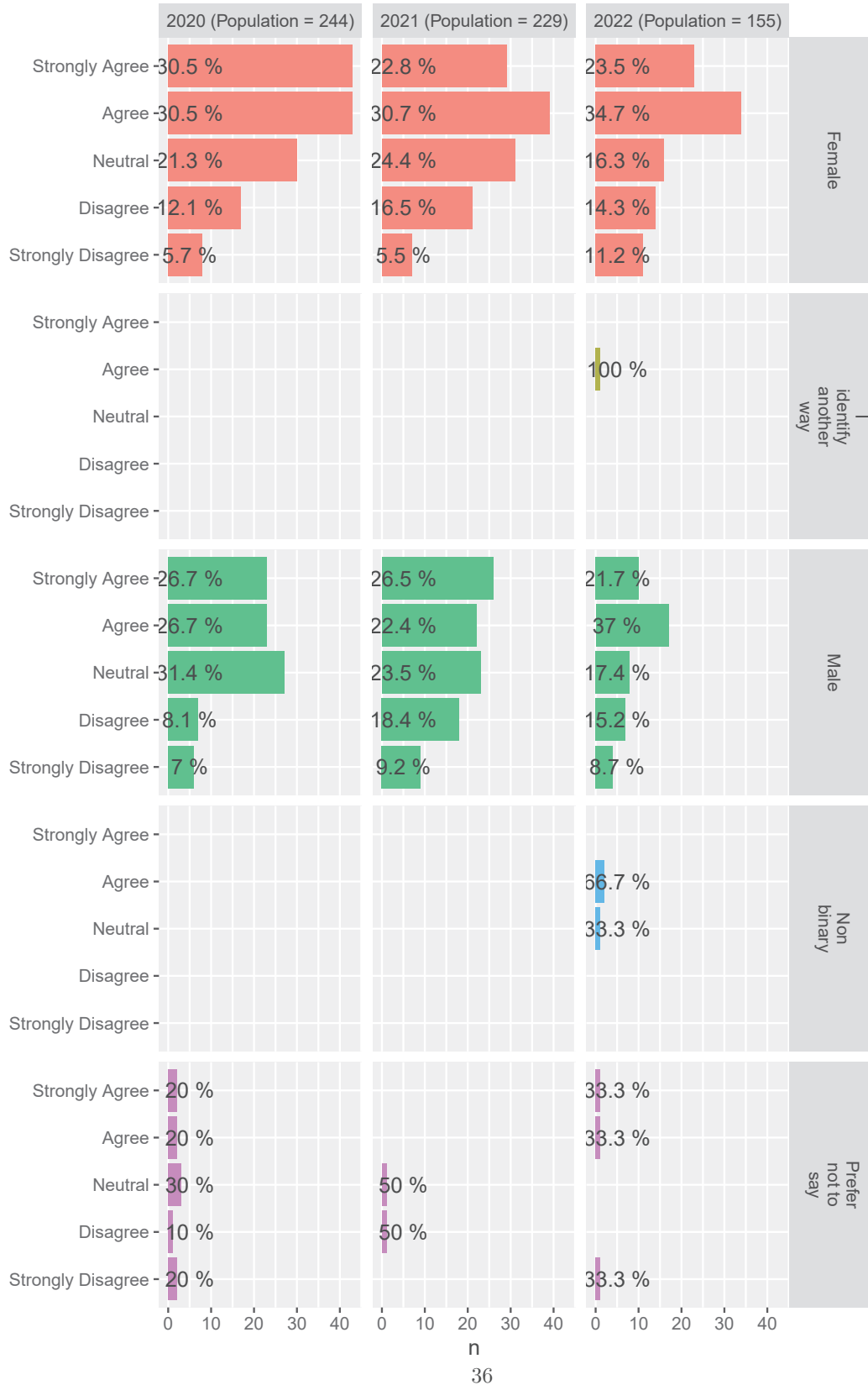
- Management of Mental Health appears to be relatively stable over the years.
- The proportion of **females** who **Strongly Disagree** about being able to manage their mental health has increased from **5.7%** in 2020 to **11.2%** in 2022.
- The proportion of **males** who **Disagree** about being able to manage their mental health has increased from **8.1%** in 2020 to **15.2%** in 2022.
- These changes coincide with an overall decrease in **Strongly Agree** and **Neutral** responses to the “I have felt able to manage my mental health” statement.
- Professors are the only academic career stage group whose mental health management has improved since 2020. The trend for the other groups is a shift towards a feeling of being less able to manage mental health.
- The trend in decreased perception of mental health management from 2020 to 2022 is reflected across ethnicities.
- The **46-60** age group are the only age group not to recover to 2020 levels of mental health management (with notable increase in **Strongly Disagree** from **1.1%** in 2020 to **12.5%** in 2022).

- For those with **caring responsibilities**, there has been an increase from **6.5%** in 2020 to **13.3%** in 2022 in the **Strongly Disagree** selection.



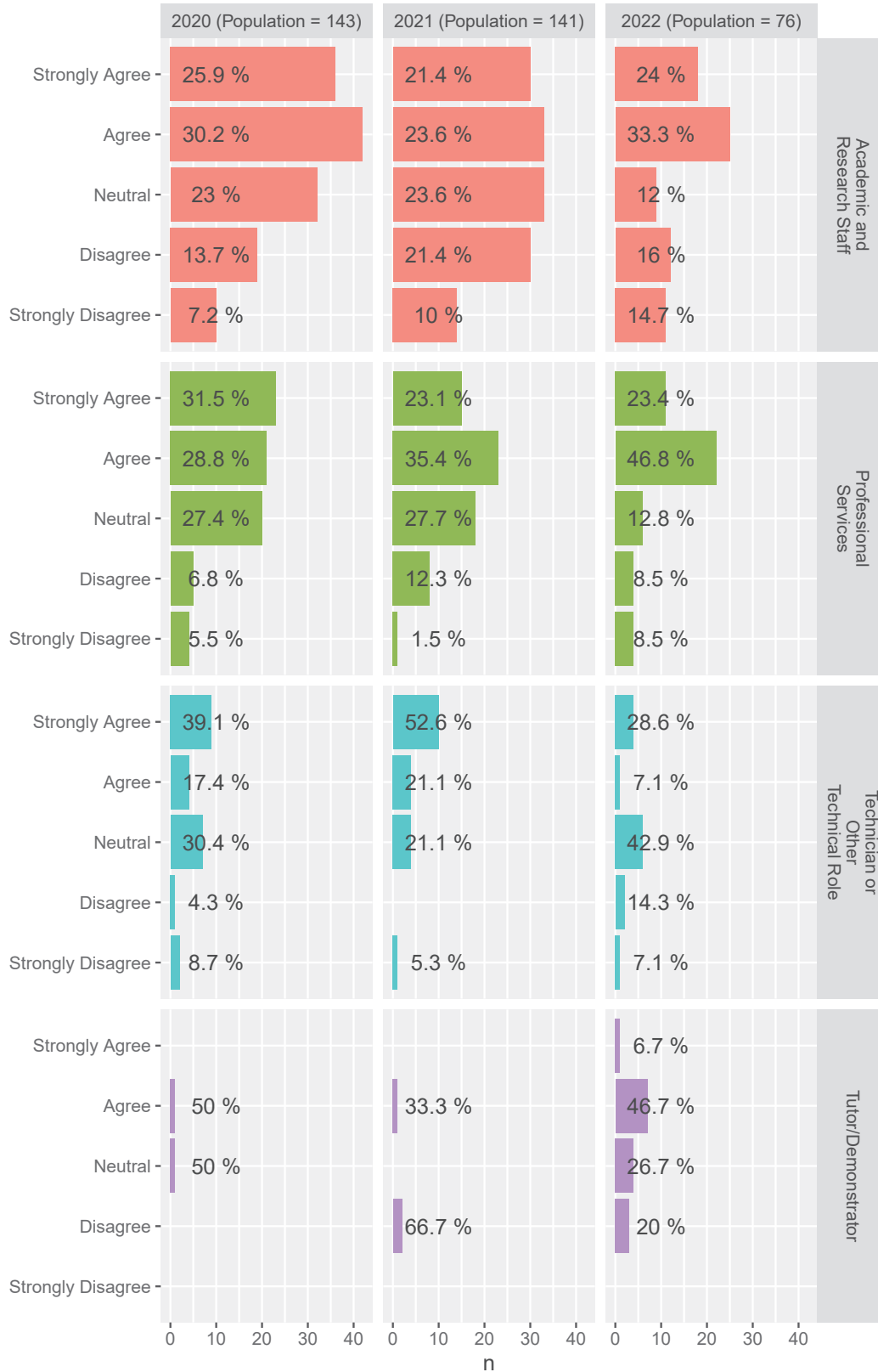
Mental Health by Gender

Perception of Mental Health Management by Gender



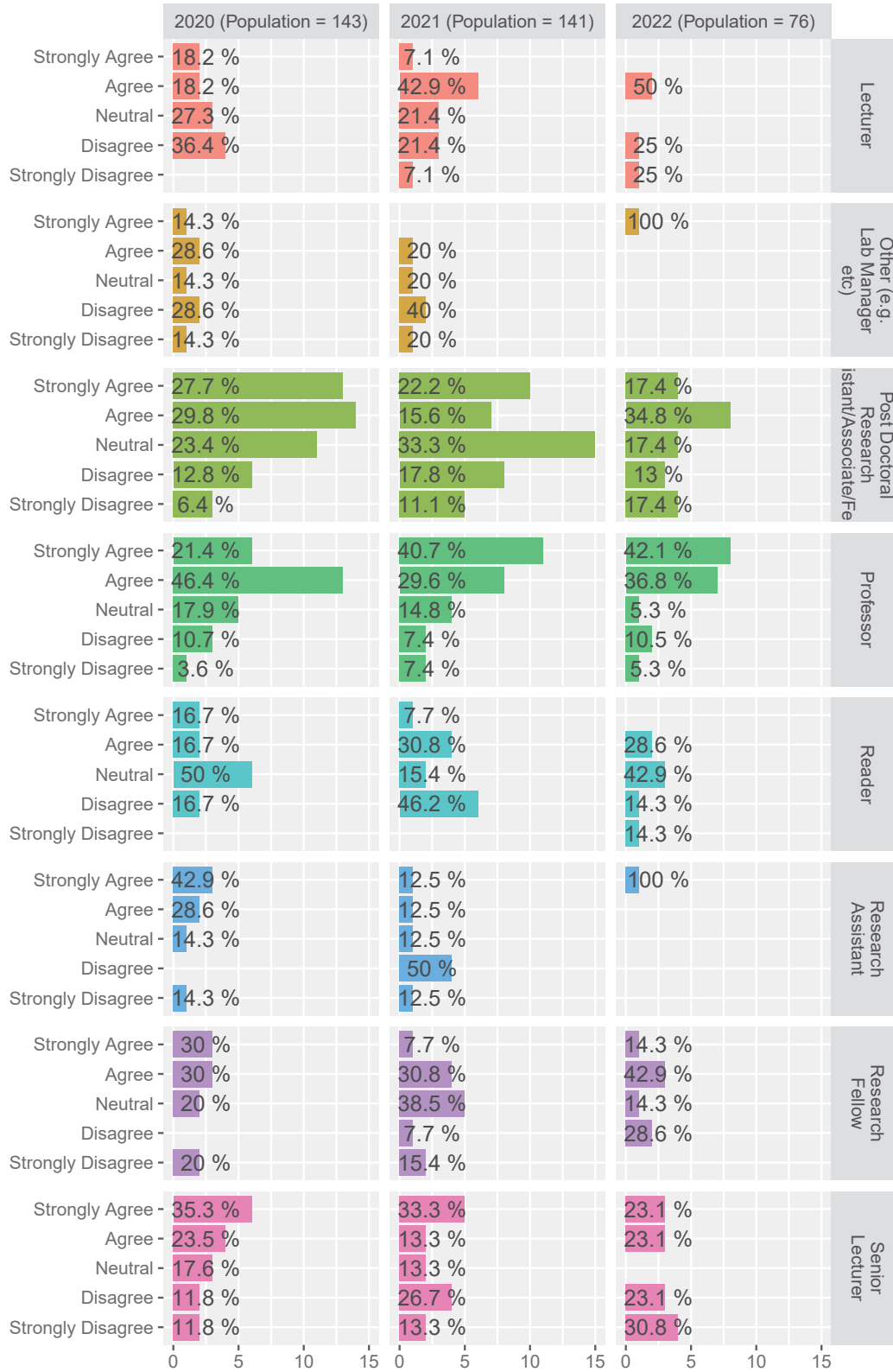
Mental Health by Staff Grouping

Mental Health Management by Staff Grouping



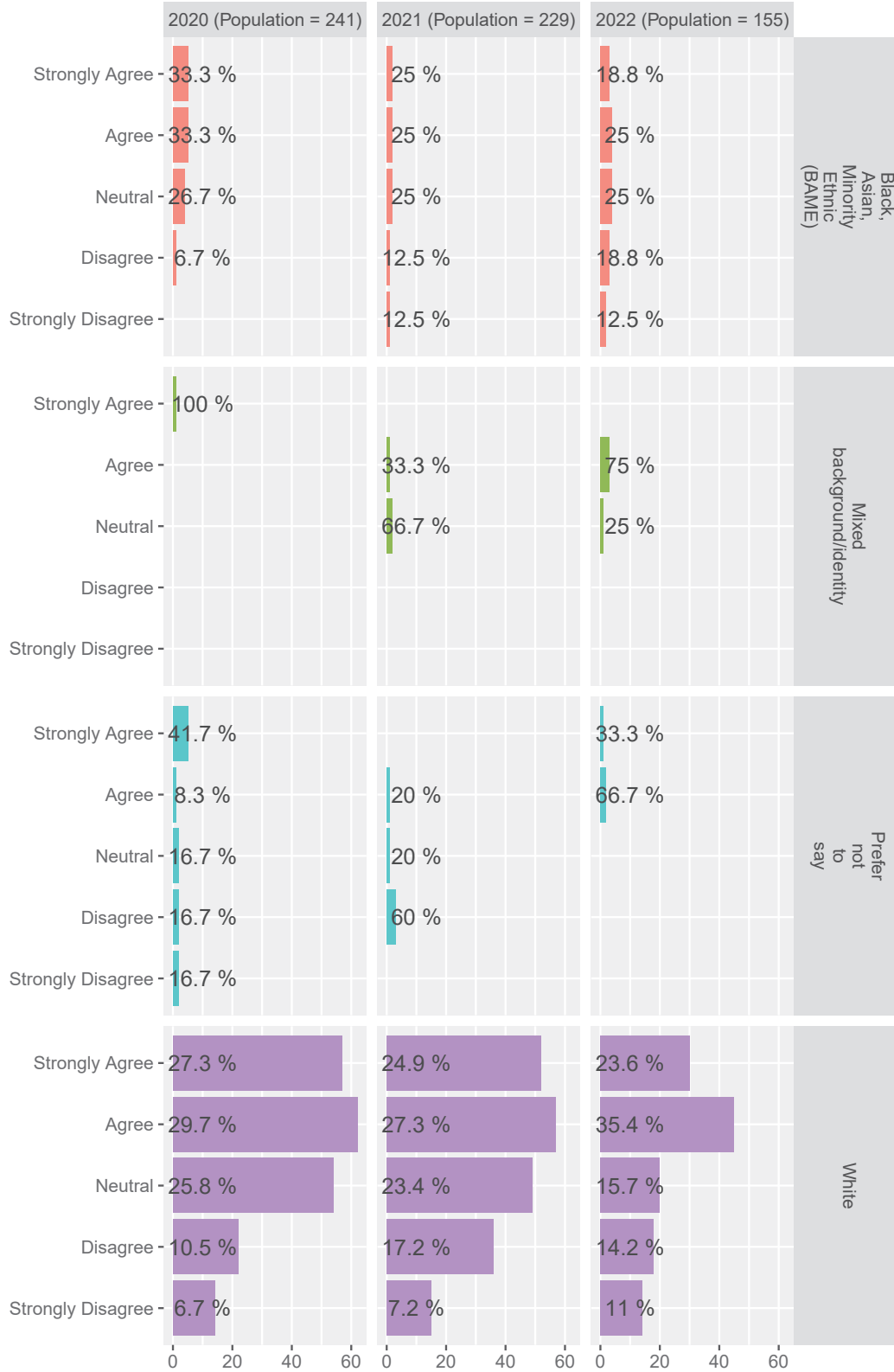
Mental Health by Career Stage

Mental Health Management by Career Stage



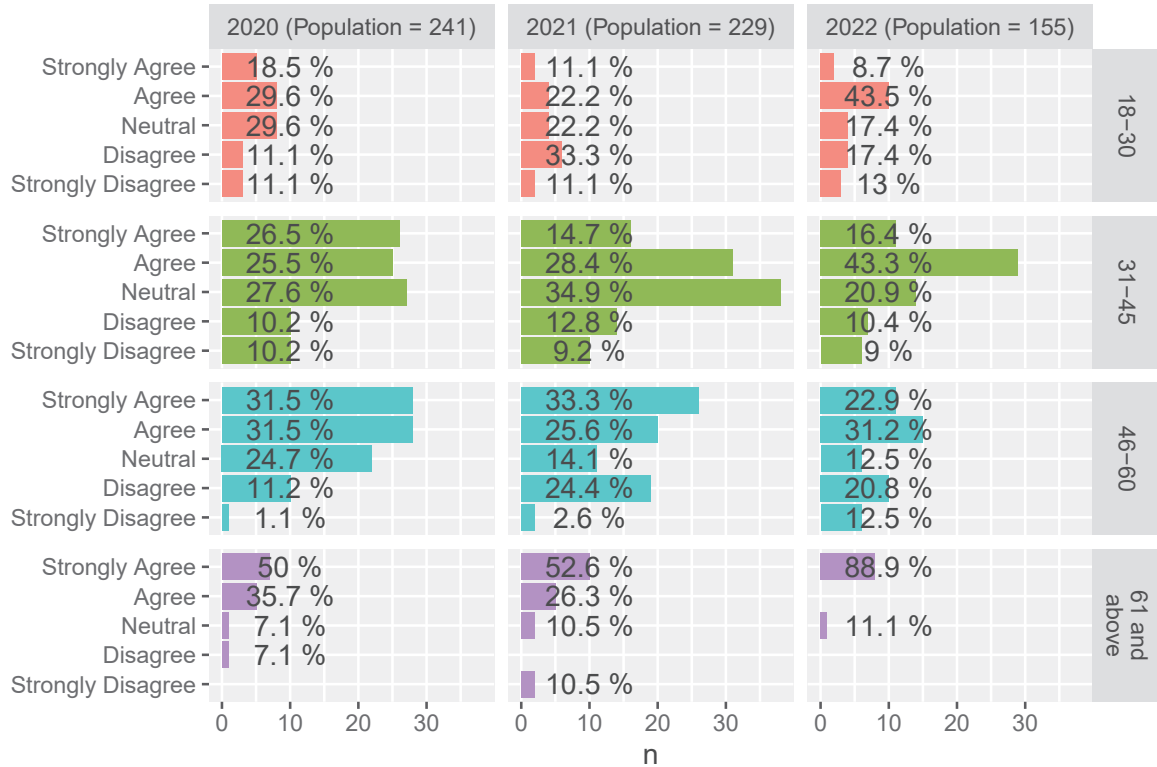
Mental Health by Ethnicity

Mental Health Management by Ethnic Identity



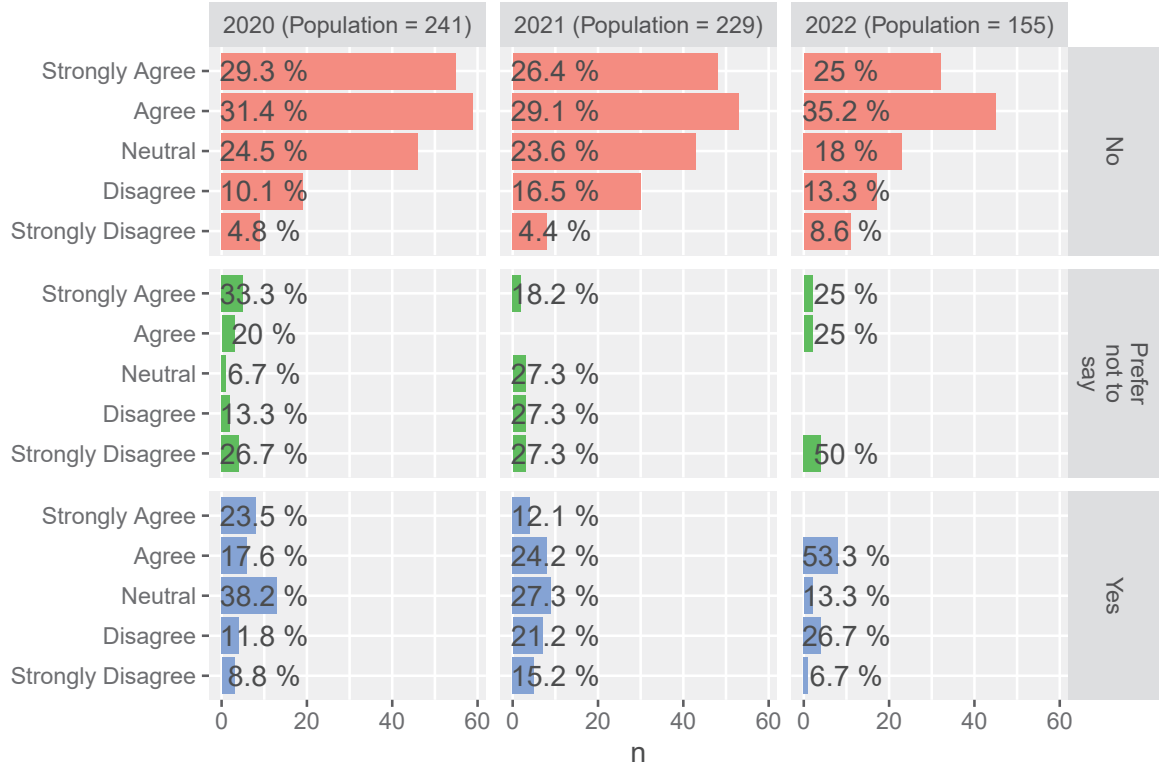
Mental Health by Age Group

Mental Health Management by Age Group

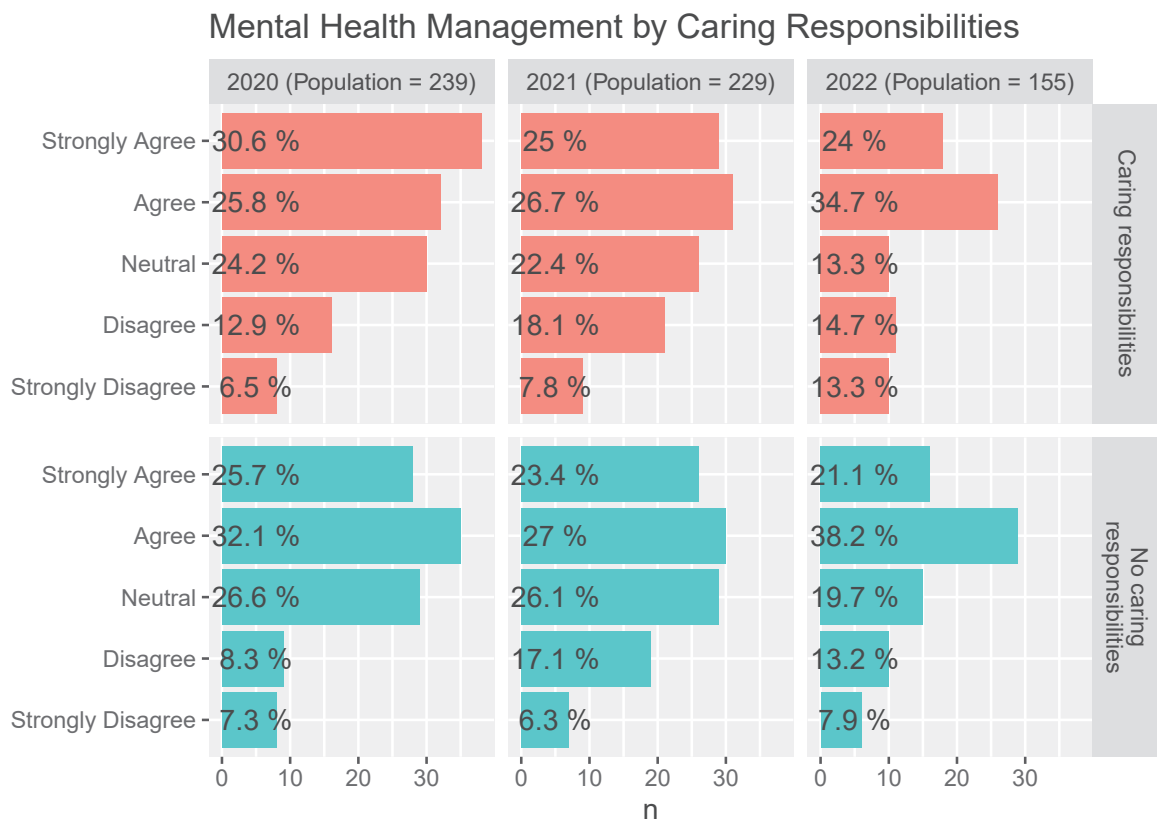


Mental Health by Disability

Mental Health Management by Disability



Mental Health by Caring responsibility



Qualitative Data (wordclouds)

Summary

- Both the **online coffee breaks** and the **in-person coffee mornings** have been appreciated as being an effective way of improving wellbeing during 2021/2022.
- The common theme of to help **improve wellbeing** centers around **Workload**. Survey respondents would report the **need to reduce workload**, **provide time to improve work/life balance**, and introducing **more support staff** to assist with workload.
- Considering **University Systems** are the most frequently attributed cause of **delays** (see persisting delays section), much of the workload could be attributed to inefficiencies within University Systems which attribute to increased workload. This is reflected by **People Money** being the most frequently written factor described in the **Thoughts about experiences during 2021/2022** wordcloud.