

School of Biological Sciences - Covid-19 Survey

Academic and Research Staff - Outputs

143 people selected Academic and Research Staff at question 10, which routed them towards a further 6 questions related to their role, management responsibilities and outputs.

Table 1. Academic and Research respondents by gender

Q 10.	Women	Men	Prefer Not To Say/Identify Another Way	Total
Percentage of Respondents (Numbers)	48% (68)	45% (65)	7% (10)	143

Q 11. Which role type best describes your role?

Table 2. Academic and Research respondents by gender and role

Role Name	All Respondents: Academic and Research roles	Women (W)	Men (M)	Prefer Not To Say/Identify Another Way	Gender Balance by Role
Research Assistant	5% (8)	7% (5)	5% (3)	0% (0)	63%W/ 37%M
Postdoctoral Research Assistant	34% (49)	47% (32)	25% (16)	10% (1)	65%W/ 33%M/ 2%
Fellow	8% (11)	6% (4)	11% (7)	0% (0)	66%W/ 34%M
Lecturer	8% (11)	6% (4)	9% (6)	10% (1)	36%W/ 55%M/ 9%
Reader	8% (12)	8% (5)	9% (6)	10% (1)	42%W/ 50%M/ 8%
Senior Lecturer	12% (17)	10% (7)	15% (10)	0% (0)	41%W/ 59%M
Professor	20% (28)	12% (8)	23% (15)	50% (5)	28%W/ 54%M/ 18%
11a Other (Lab Manager etc.)	5% (7)	4% (3)	3% (2)	20% (2)	42%W/ 29%M/ 29%
Column Totals	100% (143)	100% (68)	100% (65)	100% (10)	

*11b How many research staff and PhD students do you manage/supervise?' has been left out as a stand-alone question, but may be referred to in reference to other questions.

12. Have you received any Covid-19 related funding?

N/A

82% of respondents either skipped the question, or selected 'Not applicable/Did not want to apply for funding' (117 people). This group was roughly gender balanced.



10% of respondents selected they would have 'liked to apply for Covid-19 related funding but did not have the time or resources to do so' (14 people). **This is just over half the people that indicated they were eligible/wanted to apply/applied (14 out of 26).**

This group was roughly gender balanced.

Just over a third of these suspected they had contracted Covid-19.

7 had caring responsibilities (5 men and 2 women): 6 for children that normally lived with them and 1 for an adult living separately from them as a result of the Covid-19 lockdown.



1% of respondents (2 men) had applied for Covid-19 related funding and were awaiting an outcome at the time of this survey (July 2020).



7% of respondents were awarded Covid-19 related funding (10 people).

Just over half had received their funding, with the others waiting at the time of this survey (July 2020). This group was roughly gender balanced.

Table 3. Academic and Research respondents by gender and response to Question 12

	Total Respondents	Women	Men	Prefer Not To Say/Identify Another Way
Blank (Did not answer)	2	0	2	0
Not Applicable/ Did not want to apply for funding	115	56	51	8
I would have like to apply for Covid-19 related funding by did not have the time/resources to do so	14	7	6	1
I have applied and am waiting for the outcome	2	0	2	0
Yes, the grant/s were successful and I am awaiting the funds	4	2	2	0
Yes, the funds have been granted	6	3	2	1

Paired Questions – This year (Covid-19 lockdown) versus a normal year

13. On average, how many research articles would you normally submit per year as first or senior author?

14. Thinking about the period beginning with the Covid-19 lockdown, and continuing until May 2021, how many research articles do you think you will submit?



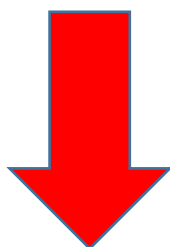
68% of respondents selected the same number of articles this year as in a normal year (98 out of 143). Of those 98 people:

- 47% were women, 47% were men and 6% identified another way or preferred not to select a binary gender.



12% of respondents (17 out of 143) selected a higher number of articles this year (question 14) than in a normal year (question 13). Of those 17 people:

- 59% were women and 41% were men.



20% of respondents (28 out of 143) selected a lower number of articles this year (question 14) than in a normal year (question 13). Of those 28 people:

- 43% were women, 43% were men, and 14% identified another way or preferred not to select a binary gender.

Table 4. Academic and Research respondents by gender and response to Questions 13 and 14

	Q13. Normal year	Q14. This year	Q13. Normal year	Q14. This year	Q13. Normal year	Q14. This year
	0 articles as senior author		1-4 articles as senior author		5-10 articles as senior author	
All	31	29	95	109	17	5
Women	20	17	43	51	5	0
Men	9	9	47	51	9	5
Identifies another way	2	3	5	7	3	0

Lowest estimated outputs:

20% of respondents anticipated they would submit no articles as senior author this year (29 people).



This year, **2% more people estimated they would submit no research articles as senior author than in a normal year** (22% this year versus 20% in a normal year).

45% (13 out of 29) of the respondents that estimated they would submit no research articles this year, estimated they would submit 1-4 articles in a normal year.

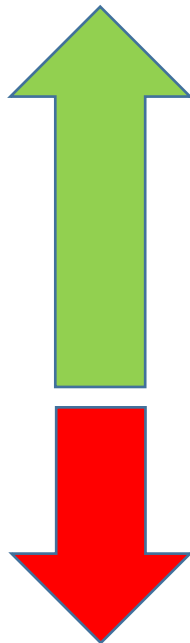
- The group was roughly gender balanced (7 women, 5 men, 1 identified another way).

- All were in either the 18-30 or 31-45 age brackets. 77% were PDRAs/research assistants, 15% were Fellows/lecturers and 8% (1 person) was a senior lecturer.

Medium estimated outputs:

76% of respondents anticipated they would submit 1-4 articles as senior author this year (109 people).

Of those respondents:



The percentage of people that estimated they would submit 1-4 articles as senior author this year was 10% fewer than in a normal year (66% - 96 out of 143 - in a normal year versus 76% - 109 out of 143 - this year).

- **13% of those that estimated they would submit 1-4 articles this year, estimated they would submit no research articles as senior author in a normal year (14 out of 109 people).** 86% were PDRAs/research assistants (12 people). Some of the PDRAs may be in the first year of their PDRA contract. 14% were senior lecturers/professors (2 people).
- **14% of those that estimated they would submit 1-4 articles this year, estimated they would submit 5-10 research articles as senior author in a normal year (15 people).** 5 were women, 7 were men and 3 identified another way. 2 were lecturers/senior lecturers. 3 were readers. 10 were professors (4 women, 3 men, 3 that identified another way)

Highest estimated outputs:

Of those that anticipated they would submit 5-10 research articles as senior author this year (5 individuals), **all were male.**



- **40% (caution: small numbers)** estimated their average research article productivity as 5-10 in a normal year (2 people).
- **60% (caution: small numbers)** selected a lower estimation for the number of research articles they would submit in a normal year, indicating **they expected to produce more research articles as a senior author this year (3 people).** They were two senior lecturers and a professor. All had caring responsibilities for either children or adults prior to the Covid19 lockdown, and one acquired additional new caring responsibilities during the Covid-19 lockdown. All were 46-60 years old.

Q 15. On average, how many grant applications would you normally submit per year as lead or co-Investigator?

Q 16. Thinking about the period beginning with Covid-19 lockdown, and continuing until May 2021, how many grants do you think you will submit as lead or co-Investigator?



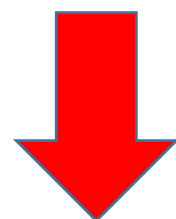
57% of respondents selected the same number of grants this year as in a normal year (81 out of 143). Of those 81 people:

- 48% were women, 46% were men and 6% identified another way or preferred not to select a binary gender.



13% of respondents (18 out of 143) selected a higher number of grants this year than in a normal year. Of those 18 people:

- 39% were women, 39% were men and 22% identified another way or preferred not to select a binary gender



31% of respondents (44 out of 143) selected a lower number of grants this year than in a normal year. Of those 44 people.

- 50% were women, 48% were men, and 2% identified another way or preferred not to select a binary gender.

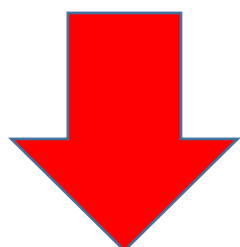
Table 5. Academic and Research respondents by gender and response to Questions 15 and 16

	Q15. Normal year	Q16. This year	Q15. Normal year	Q16. This year	Q15. Normal year	Q16. This year	Q15. Normal year	Q16. This year
	0 grant		1 grant		2 grants		3+ grants	
All	67	82	49	41	14	14	13	6
Women	35	46	24	14	3	6	6	2
Men	26	32	23	23	10	8	6	2
Identifies another way	6	4	2	4	1	0	1	2

Lowest estimated outputs (0 or 1 grant):

57% of respondents anticipated they would submit no grants as co-investigator this year (82 out of 143 people).

29% of respondents anticipated they would submit 1 grant as co-investigator this year (41 out of 143 people).



This year, **10% more respondents estimated that they would not submit any grants as lead co-investigator** (57% - 82 out of 143 - this year versus 47% - 67 out of 143 - in a normal year). Of those 82 people:

- 4% more women estimated they would submit no grants as lead co-investigator (56% in comparison to 52% in a normal year).

- Men represented 39% of those that estimated they would not submit any grants as lead co-investigator in a normal year and this year.

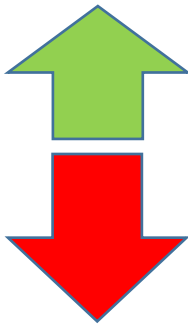
This year, **5% fewer respondents estimated that they would submit 1 grant as lead co-investigator** (29% this year versus 34% in a normal year).

- In a normal year, those estimating they would produce 1 grant application as lead co-investigator was gender balanced (49% women, 47% men, 4% identified another way).
- **This year, the numbers of women estimating they would produce 1 grant fell by 15%, whilst men rose by 9%** (34% women, 56% men, 10% identified another way).

Medium estimated outputs (2 grants):

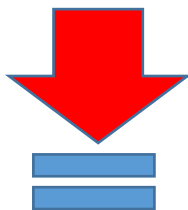


10% of respondents anticipated they would submit 2 grants applications as lead co-investigator this year (14 people out of 143). **This is the same percent of people that estimated they would submit 2 grant applications in a normal year.**



- This year, **the percentage of women that estimated they would produce 2 grants as lead-co-investigator increased by 22%** (21% in a normal year versus 43% this year).
- This year, **the percentage of men that estimated they would produce 2 grants as lead co-investigator dropped 14% in comparison with normal year estimates** (normal year estimation was 71%, this year 57%).

Highest estimated outputs (3+ grants):



- This year, **the overall number of people estimating they would submit 3+ grants as lead co-investigator more than halved** (4% of total respondents (6 people), down from 9% (13 people) in a normal year).
- This group were gender balanced this year and in a normal year.

Successfully received Covid-19 funding: Relationship with estimated numbers of grant submissions

10 people were successfully awarded Covid-19 related funding. Of this 10:

- 2 people selected a higher number of grant submissions this year than in a normal year.
- 4 people selected the same number of grant submissions this year as in a normal year.
- 4 people selected fewer grant submissions this year as in a normal year.

Output Productivity and Wellbeing

Of the 143 respondents that selected Academic and Research staff, 4 skipped Question 43

'I have felt able to manage my mental health'.

Of the 139 that answered the question:



56% (78 people) either agreed or strongly agreed that they felt able to manage their mental health.

- 42 people agree that they could manage their mental health (4 on a scale of 1-5)
- 36 strongly agreed that they could manage their mental health (5 on a scale of 1-5)

39 were women (50%), 35 were men (45%), 4 (5%) identified another way or preferred not to select a binary gender.



23% (32 people) selected the middle option between agree and disagree in relation to managing their mental health.

12 were women (38%), 18 (56%) were men, 2 (6%) identified another way or preferred not to select a binary gender.



21% (29 people) strongly disagreed or disagreed that they felt able to manage their mental health

- 10 people strongly disagreed that they had felt able to manage their mental health (1 on a scale of 1-5)
- 19 people disagreed that they had felt able to manage their mental health (2 on a scale of 1-5)

15 (52%) were women, 11 (38%) were men, 3 (10%) identified another way or preferred not to select a binary gender.

Comparing Questions

- **Question 13 'On average, how many research articles would you normally submit per year as first or senior author?'**
- **Question 14 'Thinking about the period beginning with the Covid-19 lockdown, and continuing until May 2021, how many research articles do you think you will submit?'**
- **Question 43 'I have felt able to manage my mental health' (On a scale of 1 – 5, one being strongly disagree, 5 being strongly agree).**

64% of respondents estimated they would maintain research article productivity.

*Those estimating 0 articles in both a normal year and this year have been excluded from this section. The remaining respondents are 127 people.

82 people estimated they would produce the same number of research articles this year as in a normal year: either 1-4 research articles as senior author (80 people) or 5-10 as senior author (2 people).

Of this group (81 people, one person skipped the question):



59% either agreed or strongly agreed that they felt able to manage their mental health.

- 27 people agree that they could manage their mental health (4 on a scale of 1-5)
- 21 people strongly agreed that they could manage their mental health (5 on a scale of 1-5)



25% (20 people) selected the middle option between agree and disagree in relation to managing their mental health.



16% strongly disagreed or disagreed that they felt able to manage their mental health

- 4 people strongly disagreed that they had felt able to manage their mental health (1 on a scale of 1-5)
- 9 people disagreed that they had felt able to manage their mental health (2 on a scale of 1-5)

13% of respondents estimated that they would increase their research article productivity. 17 people estimated they would produce more research articles this year than in a normal year: either 0 to 1-4 or 5-10 research articles as senior author (15 people) or 1-4 to 5-10 articles as senior author (2 people).

Of this group of 17:



65% either agreed or strongly agreed that they felt able to manage their mental health.

- 5 people agreed that they could manage their mental health (4 on a scale of 1-5)
- 6 people strongly agreed that they could manage their mental health (5 on a scale of 1-5)



17% (3 people) selected the middle option between agree and disagree in relation to managing their mental health.



18% (3 people) strongly disagreed or disagreed that they felt able to manage their mental health

- 1 person strongly disagreed that they had felt able to manage their mental health (1 on a scale of 1-5)
- 2 people disagreed that they had felt able to manage their mental health (2 on a scale of 1-5)

22% of respondents estimated they would decrease their research article productivity

28 people estimated they would produce fewer research articles this year than in a normal year: either 1-4 to 0 research articles as senior author (13 people) or 5-10 to 1-4 (15 people).

Of this group of 25 (3 people skipped this question):



52% (13 people) either agreed or strongly agreed that they felt able to manage their mental health.

- 9 people agreed that they could manage their mental health (4 on a scale of 1-5)
- 4 strongly agreed that they could manage their mental health (5 on a scale of 1-5)



20% (5 people) selected the middle option between agree and disagree in relation to managing their mental health.



28% (7 people) strongly disagreed or disagreed that they felt able to manage their mental health

- 2 people strongly disagreed that they had felt able to manage their mental health (1 on a scale of 1-5)
- 5 people disagreed that they had felt able to manage their mental health (2 on a scale of 1-5)