

Psychology survey of Coronavirus impact on academic staff

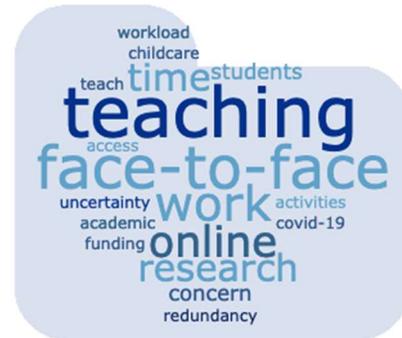
Sample: 46 members of teaching and/or research staff

3=Grade 5, 6=Grade 6, 11=Grade 7, 6=Grade 8, 7=Grade 9, 7 prefer not to say, 6 no data

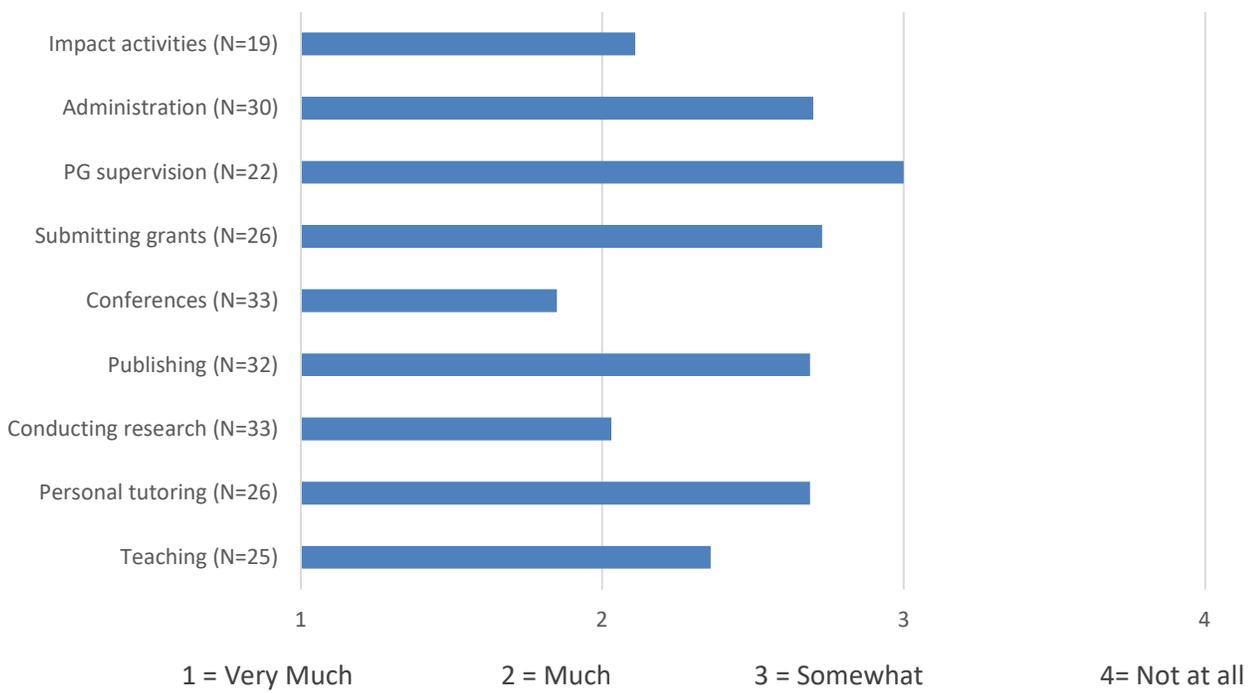
19 with caring responsibilities (children, parents, partner, other), 19 without caring responsibilities (2 prefer not to say; 6 no data) across all teaching and research roles.

25 female, 13 male, 2 prefer not to say, 6 no data

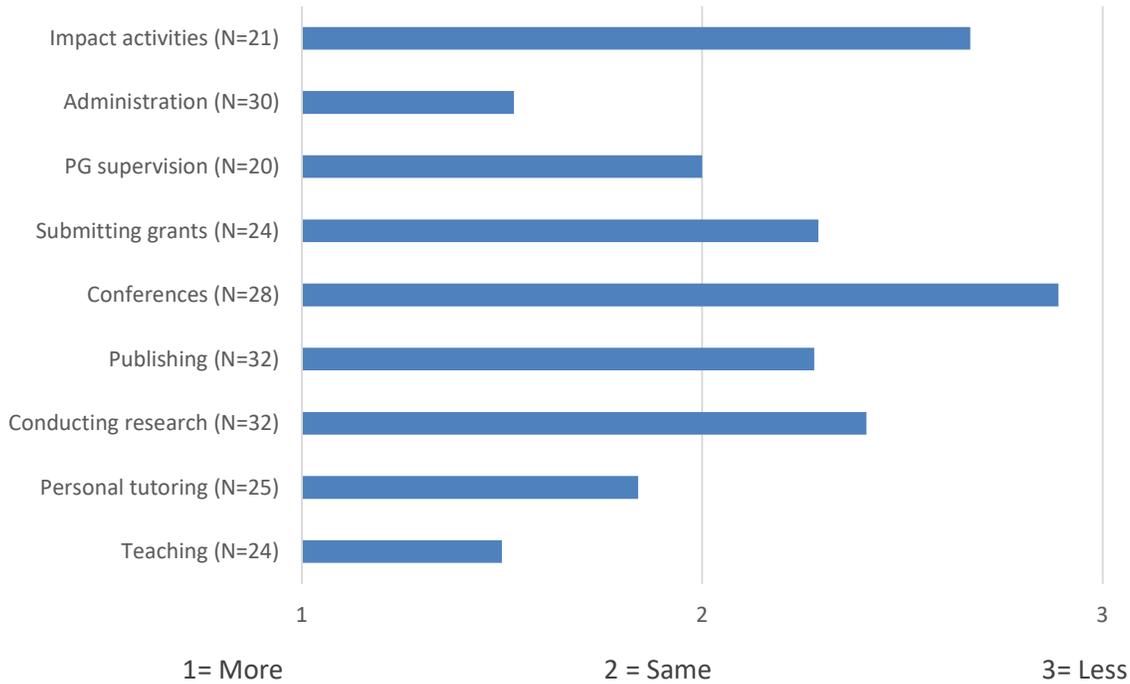
Biggest work-related concerns (word cloud based on people's free text responses):



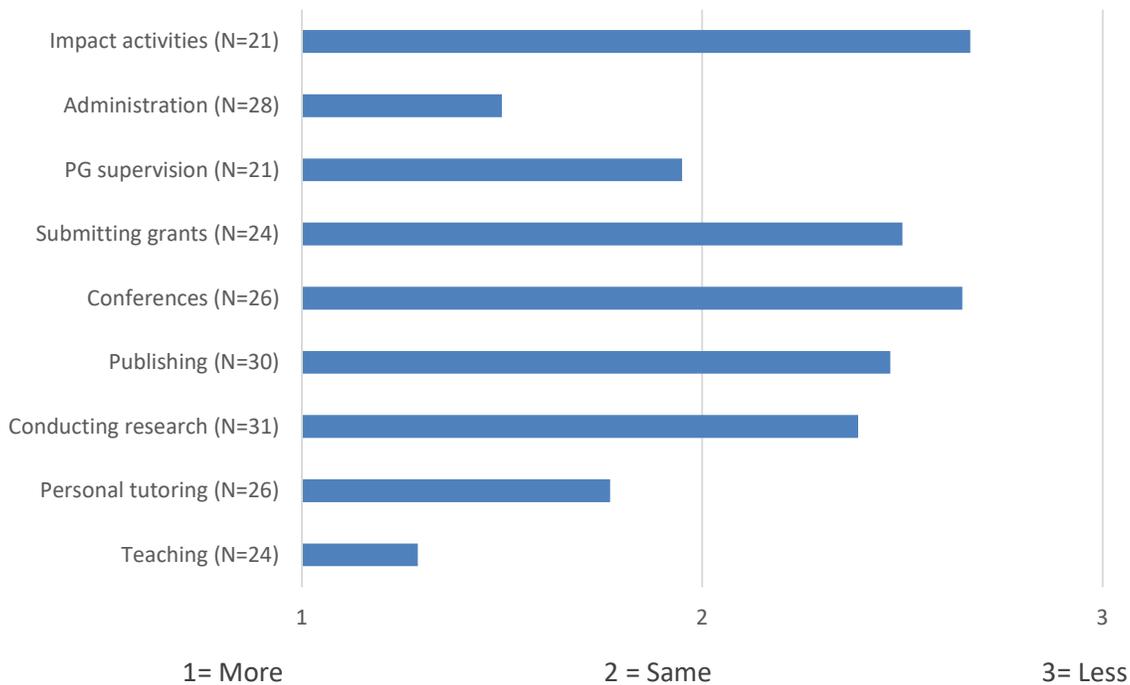
To what extent has each of the following aspects of your role been affected by the lockdown SO FAR? (Mean rating across all respondents)



During lockdown, have you been working more or less on each aspect of your role?
(Mean rating across all respondents)



Next year, are you expecting to be able to work more or less on each aspect of your role?
(Mean rating across all respondents)



Major work-related challenges/concerns and suggestions for actions:

Work-related challenges/concerns
Coordinating caring/family responsibilities with increased workload
Difficulties of homeworking, due to space, other family members at home, feeling socially isolated from colleagues.
Administrative duties take longer online
Low morale of PG students, planned studies had to be cancelled/postponed
Workload concerning online teaching or preparing for both f2f and online versions of teaching
increased small-group teaching, staff absences
Resources (physical labs, financial, access to study populations) available to conduct research
Physical access to labs, library, office
Increased workload associated with teaching and admin might affect time to conduct research, publish, write grant proposals
Appropriate safety measures in place to conduct f2f teaching
Financial situation of the university affecting job security, promotions, discretionary funds
Lack of community due to lockdown measures still in place
Redundancy, availability of research jobs for those on the job market
Overly bureaucratic guidelines from university
No time to rest and reflect over the summer due to increased work load
General uncertainty
Impossible work-life balance
Fear of a second wave
Worry for family members, especially those overseas

Suggestions
Consistent, clear and timely communication about department's approach to teaching next year; maybe provide a weekly briefing?
Providing training for online teaching and online data collection
Keeping meetings, teaching, seminars online as a safety precaution
Be flexible and adapt to different staff circumstances (e.g., timing of teaching should not clash with childcare responsibilities)
Regular updates on the use of labs and what precautions can be taken to get f2f testing back
Acknowledge that the lockdown and increased workload will have effects on research, publications and grant submissions down the line.
Continue to allow home working as much as possible
Better and clearer communication about changes and policies (but acknowledgement that much of this comes from the university). For example, this could be done by summarizing long policy documents
Commitment to staff and student well-being
Acknowledging how difficult the situation is for individuals
Dedicated research or grant writing days with no admin expectations and communicate this to students
Overall, department is seen as very supportive - several responses on how helpful the department has been during lockdown

Response to survey (by key themes)

You said	We did
<p><i>Teaching concerns:</i> You were concerned about the switch to online teaching, training for online teaching, and the workload associated with it</p>	<ul style="list-style-type: none"> • Over the summer, the university and psychology have provided information about teaching arrangements for 20/21 • A wide range of centrally provided courses are available to help with preparing online teaching • The Psychology Teaching Community Forum on MS contains useful information and discussion about everything teaching-related • We appreciate the additional effort required for conversion to online teaching and are in the process of seeking permission for additional teaching support.
<p><i>Face to face contact:</i> You were concerned about how face to face contact would be handled and what safety measures would be implemented.</p>	<ul style="list-style-type: none"> • A recent department communication (16th Sept) provided more details on what to expect next year in terms of teaching but we are awaiting University approval for our plans. • Teaching activities and rooms have been risk assessed and standard operating procedures have been developed for local and centrally timetabled teaching spaces. There will be more information on these documents shortly as part of a returning to campus briefing package and meeting. • It is now campus policy for people to wear masks inside buildings when working around others: https://warwick.ac.uk/coronavirus/safety/oncampus/face-coverings • Additional hand sanitizer stations will be available on campus and within our building. • The university has established their own test and trace system: https://warwick.ac.uk/coronavirus/testandtrace/ • You should only be present on campus for business-critical activities; the department will continue to encourage home-working unless there is a specific need for campus access. • Room, building and campus capacity has been reduced and COVID safety signage has been placed in the building.

<p><i>Childcare concerns:</i> You were concerned on how to balance (child) care and home schooling with your work responsibilities</p>	<ul style="list-style-type: none"> • Hopefully, the opening of schools has alleviated some of the childcare difficulties • Plans for asynchronous teaching means that teaching can be prepared and delivered more flexibly. • The department will continue to encourage home-working for staff unless there is a specific need to be on campus. • If future lockdowns occur, or if you have any concerns about this aspect please speak to your line manager directly about how this may affect your work.
<p><i>Financial concerns:</i> You were concerned about how the pandemic and lockdown affected the university's and department's financial standing.</p>	<ul style="list-style-type: none"> • It is difficult to say much about this given the constantly changing situation. However, as previously noted, our recruitment this year was excellent (we overshot a little) which is very positive. • If you have any specific concerns about job security, please contact your line manager for an individual discussion.
<p><i>Research concerns:</i> You were concerned how the closure of labs will affect planned research projects, especially those by PG students and those funded externally.</p>	<ul style="list-style-type: none"> • The department has increased the credit-card limit for payments • Pavlovia has been purchased for running online experiments • As people gain experience with Pavlovia we will set up a Teams user group for sharing ideas and solutions • If at all possible, the grant writing days will be continued in 20/21 and we will communicate to all staff and students that these days will be protected for academic staff. • ASWG will be setting up a Research Staff Training Teams with links and information on suitable training available. • Labs remain closed at the moment but risk assessments will be developed over the next few months with the aim to start lab-based research when it is safe to do so. • Research seminars will continue online in 20/21. Please email Catherine for speaker suggestions.
<p><i>Promotion concerns:</i> You were concerned how the lockdown and associated increased workload</p>	<ul style="list-style-type: none"> • The new promotion criteria place more emphasis on teaching and administrative contributions in addition to research

<p>and caring responsibilities would affect promotions.</p>	<ul style="list-style-type: none"> • The ASWG has planned a number of actions on promotions. These will be shared on a Promotions Teams with links to university information • ASWG is considering running online promotions events/workshops.
<p><i>Mental health and isolation:</i> You were concerned on how lockdown and isolation would affect your mental health</p>	<ul style="list-style-type: none"> • People’s wellbeing is of paramount importance to the department – we recognize that no-one can work effectively if they are not physically and mentally well. • There is mental health support available for staff: <u>EAP</u> and <u>Togetherall</u> (formerly the Big White Wall). • Please participate in the department’s social events: coffee club or department picnics to meet up! There is a Psych staff social forum on Teams for sharing non-work-related material 😊 • Please join the various seminar series once they start happening again • If you have any ideas for what would help please let us know!
<p><i>Communication concerns:</i> You were concerned about finding out about the latest developments</p>	<ul style="list-style-type: none"> • The University has been sending regular updates about the current situation. • A number of Departmental processes and proposals have required University approval and many iterations which has, unfortunately, often delayed updates. • The department is trying to reduce the amount of emails being sent so that only important communications are sent round – but the frequency of these will increase as we get closer to the start of term. • Information is mainly shared through the various team sites. We will create additional team sites to respond to the concerns you raised in this survey • If there are any particular issues or concerns that you’d like raise please contact: Derrick, Fiona or Steve.