

Psychology survey of Coronavirus impact on academic staff – July 2020

Sample: 91% of PSS staff

Caring responsibilities: 60% (50% parents 10% children/grandchildren)

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



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

Lack of community due to lockdown measures still in place

General uncertainty

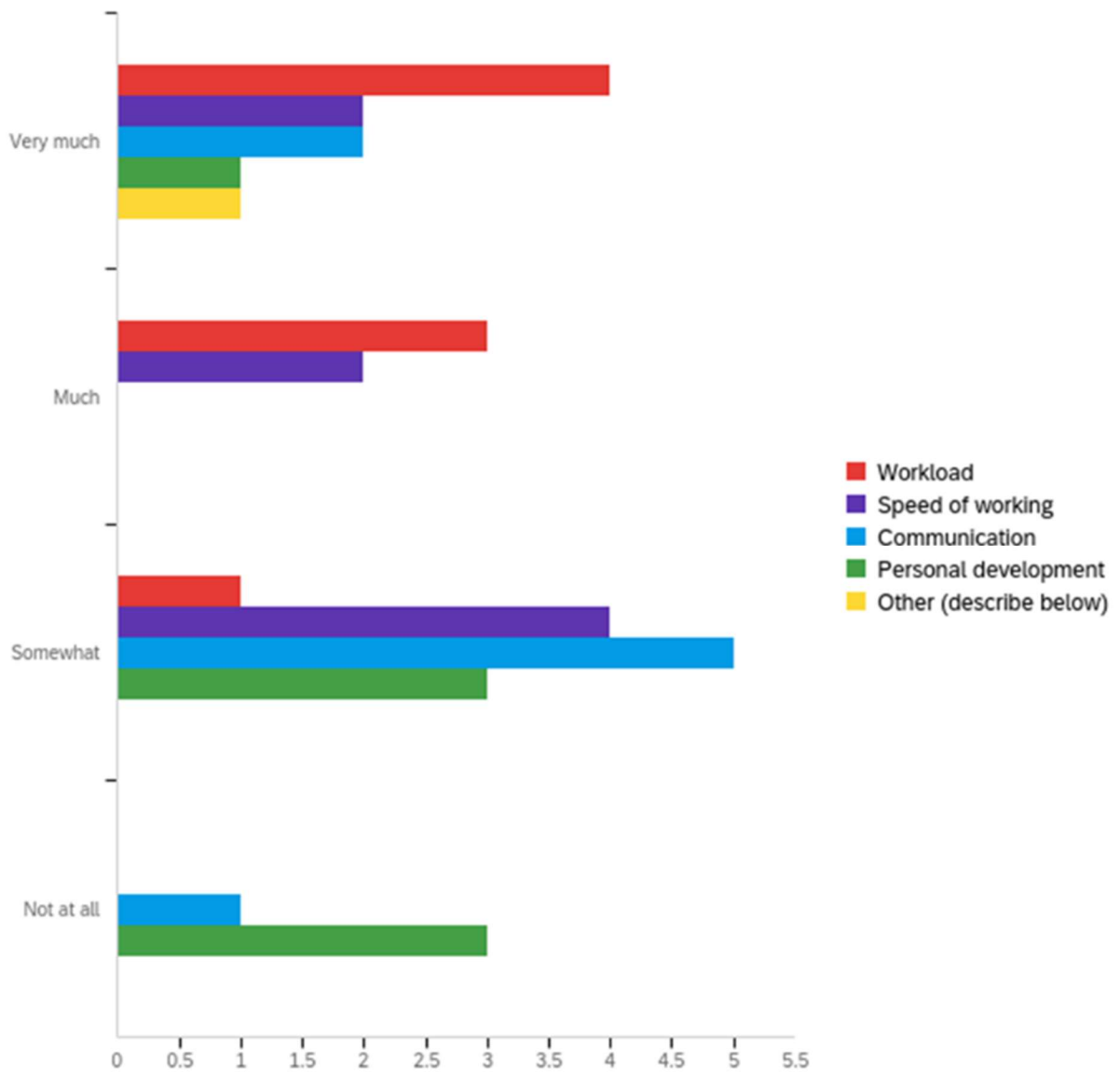
Suggestions

Ensure all staff feel involved in process of getting back to campus – good communication.

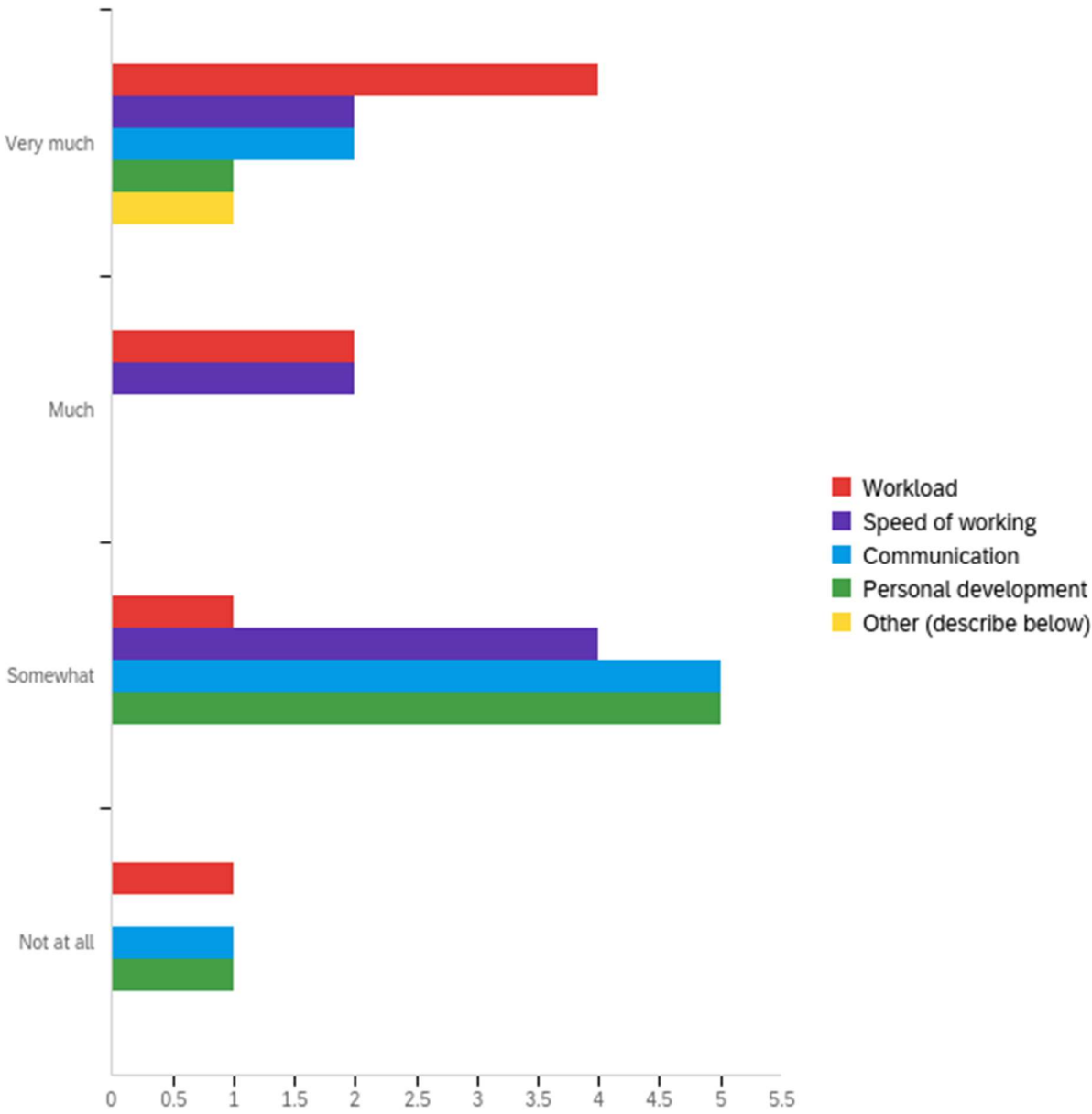
Commitment to staff and student well-being

Acknowledging how difficult the situation is for individuals

To what extent has each of the following aspects of your role been affected by the lockdown SO FAR?



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



Response to survey (by key themes)

You said	We did
<p><i>Caring responsibilities</i> You were concerned about balancing work with home schooling and working while caring at home.</p>	<ul style="list-style-type: none"> • The reopening of schools should help with childcare difficulties. • The return to campus should ease the conflict between work and home duties when remote working
<p><i>Working relations:</i> You found it difficult to stay in touch with colleagues and get responses.</p>	<ul style="list-style-type: none"> • We will hold more regular team meetings as work pressures allows. • The return to campus should enable more ad hoc communication.
<p><i>Workload:</i> Some colleagues had serious workload issues coping with implementing and responding to all the new changes required.</p>	<ul style="list-style-type: none"> • Good team working and flexibility about duties will help share the load during unprecedented times.
<p><i>Homeworking/IT:</i> You were concerned about the quality of IT equipment/internet connections to work effectively at home.</p>	<ul style="list-style-type: none"> • In the current financial climate there is no extra resource for new equipment, but IT Services offer a number of solutions including a soon to be launched workspace.warwick.ac.uk which will enable safe and effective working on unmanaged machines.
<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: EAP and white wall • Please participate in 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 😊
<p><i>Communication concerns:</i> You were concerned about finding out about the latest developments</p>	<ul style="list-style-type: none"> • The department is trying to reduce the amount of emails being sent so that only important communications are sent round • TEAMS meetings will be organised to share key changes

If you have any individual concerns, do please talk to your line manager.