

Pandemic Workplace Disruptions

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New Vocabulary

- WFH
- RL
- Social Distancing
- Abundance of Caution
- Contactless Delivery



<https://pixabay.com/photos/corona-world-mask-virus-disease-4912807/>

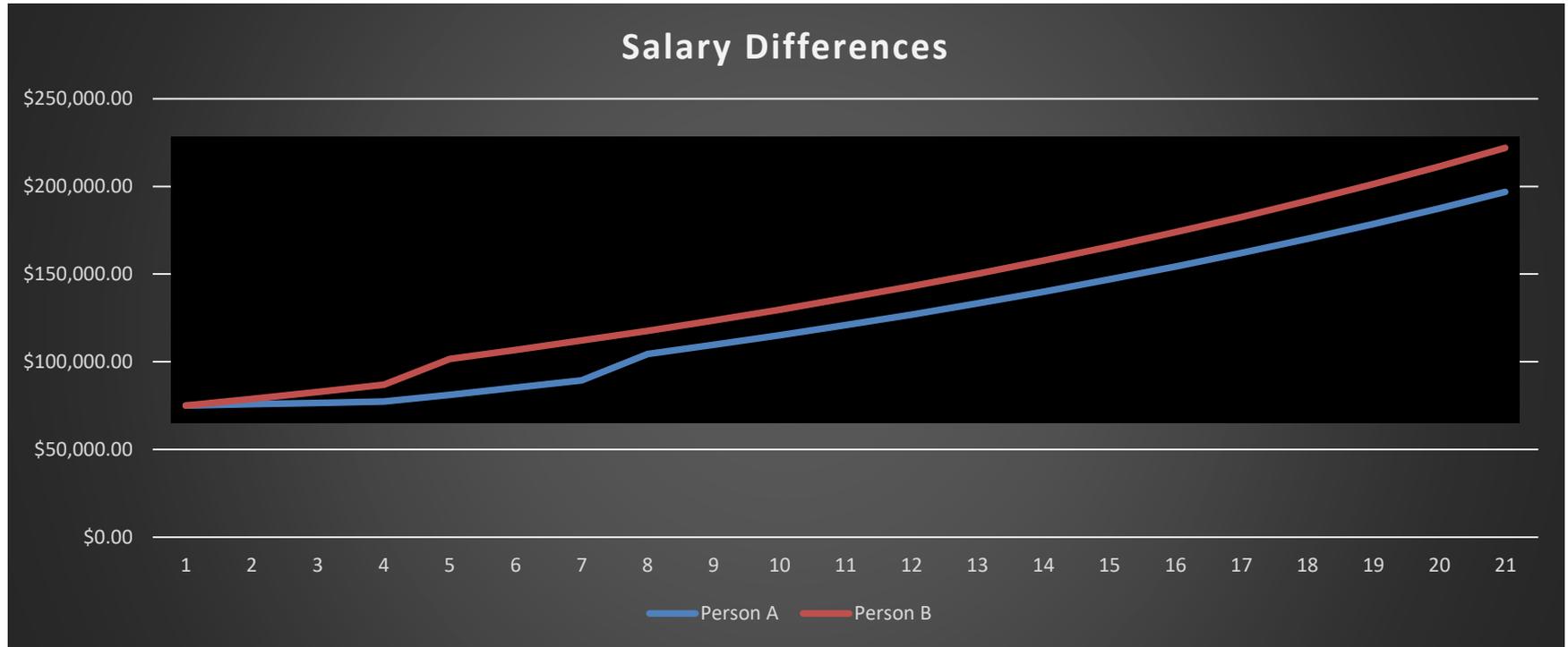
My Study

- Pre-Pandemic Work Lives
- Pivot to Remote Research and Teaching
- Pandemic Research and Teaching
- Post-Pandemic Work Lives

Contributing Factors--Home

- Shared Households
- Children
- Household Responsibilities
- Extended Family

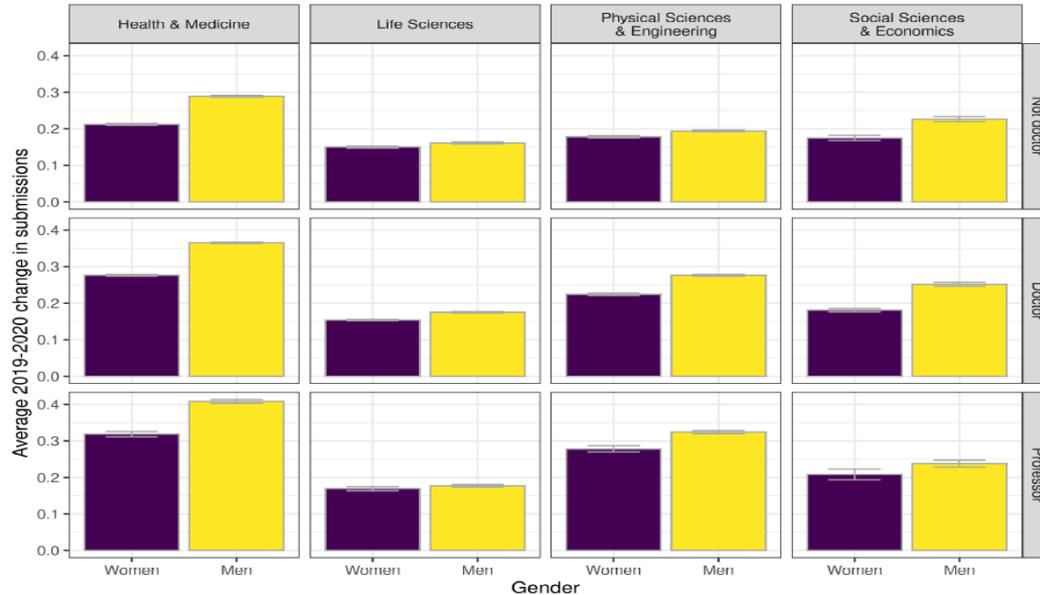
Economic Repercussions



By the Numbers

- Ending Salary Differential = \$25,000
- Career Salary Differential = \$343,000

Elsiver Study



Column 1 = Medicine

Column 2 = Life Sciences

Column 3 = Physics and Engineering

Column 4 = Social Sciences

Figure 2: Average change in submissions by research area and seniority. Bars represent standard errors.

https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3712813

What Individuals Can Do

- Acknowledge the Inequities
- Commit to Maintaining Current Pay Equity Gains
- Think Strategically about Faculty Support