Pandemic Workplace Disruptions

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New Vocabulary

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

Salary Differences

- Person A
- Person B
By the Numbers

• Ending Salary Differential = $25,000

• Career Salary Differential = $343,000
Elsiver Study

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


Column 1 = Medicine
Column 2 = Life Sciences
Column 3 = Physics and Engineering
Column 4 = Social Sciences
What Individuals Can Do

• Acknowledge the Inequities

• Commit to Maintaining Current Pay Equity Gains

• Think Strategically about Faculty Support