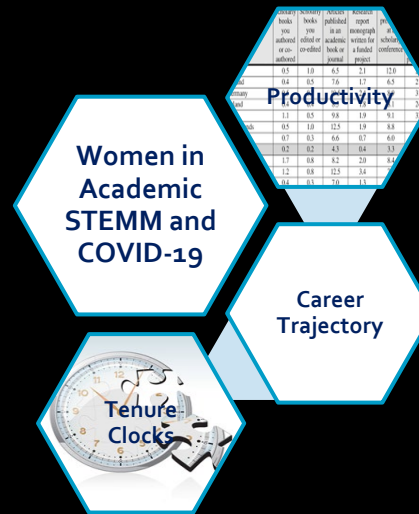


The Impact of COVID-19 on Tenure Clocks, the Evaluation of Productivity, and Academic STEMM Career Trajectories for Women in STEMM



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Impact of COVID-19 on Productivity and Service for Women in Academic STEMM

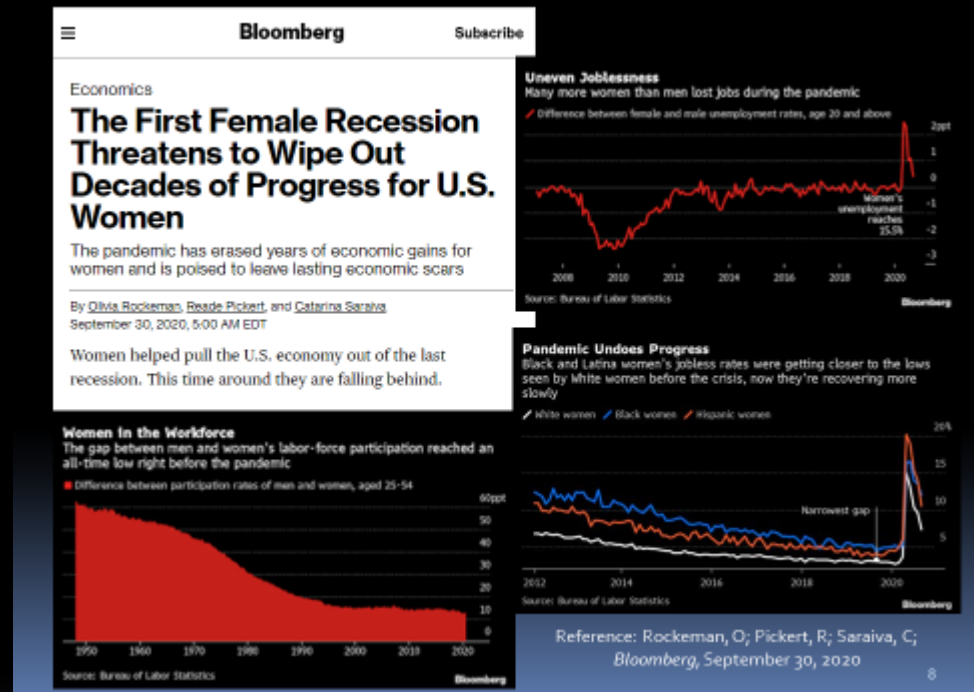
Productivity during COVID-19

Reduction in productivity - enough to coin “first female recession”

Women in Academic STEMM during COVID-19

Female STEMM Academics:

- 1) Experience more child rearing and household duties,
- 2) Complete more service duties, and
- 3) Are sought to provide more personal consultations and academic concessions



Implications for the Future

Focus on service – Shift in contractual obligations
Incorporation of work life balance policies at academic institutions.

Impact of COVID-19 on Productivity and Service for Women and BIPOC People in Academic STEMM

Research suggests that this reduction in productivity is due to increased service by Women in Academic STEMM during COVID-19

During this pandemic: Our research shows that there is a significantly greater burden experienced by black American faculty at HBCUs who, in addition to contracted faculty duties of teaching, research, and service, are managing a significantly higher student mental health burden due to the increased number of black American students' family members dying or becoming ill during this pandemic.

Why black American faculty?

- These are the faculty members that students on HBCU campuses (qualitative analysis) are seeking out for support (both academically and personally)
- A similar pattern is being reported in our study for black American faculty at PWIs and R1 institutions.
- Preliminary data suggest black American women faculty are sought out the most