

# Experiences of Academic Appointees During Covid-19: Preliminary Evidence from the Academics@UCSD Survey

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UC San Diego is invested in the **well-being** and **success** of its **academic appointees**. In 2020, the Office for Equity, Diversity, and Inclusion (EDI) and Center for Faculty Diversity & Inclusion (FDI) launched the first inaugural Academics@UCSD Survey. This survey measures the **perceptions of campus and departmental climate and institutional policies and practices**. Given the overlapping timeline of the survey launch and the Covid-19 crisis, a series of 6 questions —5 quantitative and one open-ended—were included at the end of the survey. This briefing shares the **preliminary findings from the Academics@UCSD supplemental Covid-19 questionnaire**.

## Overall, academic appointees are satisfied with how UC San Diego responded to the Covid-19 crisis.

- 66% reported that they are satisfied with how UC San Diego is managing the Covid-19 crisis.
- 72% reported that they are satisfied with UC San Diego's level of communication about the Covid-19 crisis.
- 68% reported feeling that UC San Diego cares about their well-being.
- 65% reported that they have the tools needed to continue to perform their job duties remotely.

## Academics@UCSD Survey: Quick Stats

**44%** response rate

**818** responses

**90%** answered supplemental questions related to Covid-19

### RESPONDENTS

**9%** URM (AI/AN/Black/Latinx)

**12%** Asian

**56%** White

**34%** Women

**49%** Men

**1%** Non-binary

## Despite overall satisfaction with UC San Diego's response to this unexpected crisis, academic appointees report experiencing negative repercussions from Covid-19.

- 72% reported that the Covid-19 crisis has interfered with their ability to perform their job duties.
- Preliminary analyses suggest that caregivers, and especially those with children 5 or younger, are more likely to feel that Covid-19 has impacted their ability to perform their job. On average, women caregivers feel less institutionally supported than men caregivers.

## Academic appointees shared suggestions regarding how UC San Diego can support them:

1. Help them reduce and/or manage their workloads
2. Develop policies/practices to limit the impact of the Covid-19 crisis on tenure, raises, and promotion
3. Provide more tools and resources to work from home comfortably and effectively, and enable access to campus resources as needed
4. Support online teaching through increased resources, training, and support
5. Provide increased online support for students (e.g., mental health counseling services)
6. Maintain strong and open lines of communication about current and future plans and seek input on matters that impact teaching, learning, and research