



COVID Career Impact Assessment Faculty Committee Guidance

Faculty promotion committees are asked to consider the information provided in COVID impact statements along with all other information that is normally part of the review process and determine whether any adjustment in terms of the quantity of activity undertaken should be made. The information in the COVID-19 Impact Statement should not negatively affect the assessment but may positively impact the consideration of an application.

While the COVID-19 pandemic has had a serious negative impact on all academic staff, it is likely that it has had a disproportionate impact on those in the early stages of their academic career. For example, they may be building their research infrastructure and/or securing grant funding without the benefit of established research and publications. COVID-19 has disrupted these activities and applicants may have had to take on additional administrative or teaching responsibilities.

In addition, many academic staff may have caregiving responsibilities for children or other dependants. The impact of these responsibilities on their productivity has been disproportionately felt by women.

A recent analysis of preprints published in Nature^[1] indicated that the COVID-19 pandemic has had a disproportionately negative impact on women who are early career researchers, with female first authors having submitted fewer preprints in March and April 2020 compared to a year earlier.

A McKinsey study^[2] released in July 2020 found that women scientists and those with young children had experienced a substantial decrease in the time that was available to devote to research during the pandemic. There is therefore a risk that gains with regard to gender parity in promotion could be negatively impacted in the absence of timely actions to mitigate the impacts of COVID-19 on professional advancement. It is expected that the cumulative impacts of COVID-19 for academic careers may continue to be relevant for several years.

Please refer to the COVID Impact Assessment guidance for Institutions [here](#).

^[1] Philippe Vincent-Lamarre, Cassidy R. Sugimoto, Vincent Larivière. The decline of women's research production during the coronavirus pandemic. Nature Index. May 19, 2020. <https://www.natureindex.com/news-blog/declinewomen-scientist-research-publishing-production-coronavirus-pandemic> .

^[2] Anu Madgavkar, Olivia White, Mekala Krishnan, Deepa Mahajan, Xavier Azcue. Covid-19 and gender equality: countering the regressive effects. McKinsey Global Institute. July 2020.