

# THE ISSUE: Time-consuming and taxing caregiving

Our COVID-19 impact report found that the pandemic demanded faculty caregiving in countless arenas. Caregiving included overseeing a year of schoolwork for children, caring for children whose daycares/schools repeatedly close, having adult children move back home, caring for family and friends who become ill or have medical conditions, and providing necessities to loved ones who feel unsafe visiting public spaces. In Spring 2022:

**78%**

of faculty with kids under 18 said they spent more time on parenting responsibilities (vs. pre-pandemic)

**76%**

of faculty with kids under 18 said they adopted more parenting responsibilities

**66%**

of all faculty said they spent more time caregiving for family or friends



### Notable findings in the survey:

Assistant and associate professors had greater increases in childcare than full/distinguished professors. On average, men reported that their female partners took on more childcare responsibilities than them. Underrepresented minority faculty experienced greater increases in adult caregiving (e.g., close friends/neighbors) than non-URM faculty.



### What faculty said:

“COVID conditions absolutely made familiar responsibilities—child and eldercare—extremely challenging. It is elder care that was completely overlooked and the responsibilities associated with this type of care. This tends to be hidden from view, as opposed to childcare, and this type of care fell disproportionately on women, given the societal and generational expectations. Also, faculty were poor at recognizing these burdens on our staff, who tend to have more family in town.”



### Based on the findings, Advance at UNM recommends:

- Promoting best practices for efficient and productive meetings that consider childcare and healthcare barriers.
- Providing teaching releases for faculty with substantial caretaking responsibilities from Spring 2020-Spring 2022.
- Minimizing mandatory events held on evenings and weekends.