INTRODUCTION

- Work-Life Balance (WLB) seems to be difficult to achieve in academia, but is also highly coveted and seen as an important factor for retention (Lindfelt et al. 2018).
- The ability to obtain WLB appears to vary by gender, caregiving status, and cultural inequities (Hurtado et al., 2012; Philipsen, 2008; Philipsen & Bostic, 2010; Hermann et al. 2014).
- This project examines the impacts of COVID-19 on individual scholars at Texas A&M University, while recognizing that the pandemic will have differential impacts that are likely to widen existing gaps along the basis of gender, race, ethnicity, caregiver status, discipline, and appointment status.

METHOD AND ANALYSIS

- This qualitative research project includes 101 participants representing 5 different categories of scholars:
  - 26 PhD Students
  - 14 Post-Doctoral Fellows
  - 19 APT Faculty
  - 20 Tenure-Track Faculty
  - 21 Tenured Faculty
- The sample was intentionally selected to be diverse by:
  - Race/Ethnicity (56.4% White; 43.6% BIPOC)
  - Gender (64.3% Female; 45.6% Male)
  - Type of discipline (63.3% STEMM; 46.7% non-STEMM)
  - Caregiver status: (42.6% with dependents; 57.4% without dependents)
- Each participant will complete two semi-structured interviews via Zoom (one was completed in fall 2020, and one will take place in spring 2021). Each interview is approximately one hour long.
- Qualitative analysis is being conducted with the use of the qualitative software Dedoose, where themes common in the data will be coded. WLB was coded utilizing the following criteria:
  - Features of home-work situation;
  - Types of personal disruption; and
  - Change to work-life balance.

PRELIMINARY RESULTS

- Across scholars at Texas A&M University, WLB appears to have worsened due to the pandemic. Gender, caregiver status, and category of scholar are key to understanding individual experiences.

PROJECT PURPOSE

How has the relationship between work-life balance and work productivity changed for scholars due to recent transformations to the organizational context of work?