Impact of Covid-19 on Women in Higher Education
APRU Plus Webinar

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Scene in Hong Kong

- Overall female academics: 40.3%
- Senior female academics: 18.8%
- Slightly less male-dominated in lower ranks
  - Junior female academics: 33.7%
  - Female academic support staff: 50.2%

(Figures for 2017-18, Source: SCMP, 2018)
Scene in CUHK

Female Distribution by Rank

Female Teaching Staff (% of total)

(as of 30 Sep 2020)
## Female Distribution by Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>HK</th>
<th>CUHK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall female academics</td>
<td>40.3%</td>
<td>35.7%</td>
</tr>
<tr>
<td>Junior female academics</td>
<td>33.7%</td>
<td>40.2%  (CUHK Rank – Assoc./Assist. Professors and Lecturers)</td>
</tr>
<tr>
<td>Senior female academics</td>
<td>18.8%</td>
<td>20.1%  (CUHK Rank – Full Professors)</td>
</tr>
</tbody>
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Gender Distribution of Teaching Staff (by Rank)

(as of 30 Sep 2020)

F: 597  
M: 1,073  
Total: 1,670
**Female Distribution by Faculty**

- **Women ratio more balanced:** *Arts* (45.3%) & *Medicine* (44.2%)
- **Women underrepresented:** *Engineering* (10.1%), *Law* (14.6%) & *Science* (17.8%)

### Gender Distribution of Academic and Teaching Staff (by Faculty)

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts</td>
<td>170 (54.7%)</td>
<td>141 (45.3%)</td>
</tr>
<tr>
<td>Business Administration</td>
<td>107 (64.8%)</td>
<td>58 (35.2%)</td>
</tr>
<tr>
<td>Education</td>
<td>53 (60.9%)</td>
<td>34 (39.1%)</td>
</tr>
<tr>
<td>Engineering</td>
<td>134 (89.9%)</td>
<td>15 (10.1%)</td>
</tr>
<tr>
<td>Law</td>
<td>41 (85.4%)</td>
<td>7 (14.6%)</td>
</tr>
<tr>
<td>Medicine</td>
<td>231 (55.8%)</td>
<td>183 (44.2%)</td>
</tr>
<tr>
<td>Science</td>
<td>143 (82.2%)</td>
<td>31 (17.8%)</td>
</tr>
<tr>
<td>Social Science</td>
<td>134 (61.5%)</td>
<td>84 (38.5%)</td>
</tr>
<tr>
<td>Other units</td>
<td>60 (57.7%)</td>
<td>44 (42.3%)</td>
</tr>
</tbody>
</table>

(As of 30 Sep 2020)
CUHK’s Support Measures

Female Academic Staff Support Network

- **Mentorship programme** by Task Force on Women & Family-Friendly Policies
- Assist female faculty to pursue their goals through advice from senior female professors
- Approx. 60 advisors & advisees currently
- Cover work-life integration, career development & soft skills advancement
Deferral of Substantiation Review

- Allow for deferral request for 1 year if candidate’s research is adversely affected by pandemic
- Ease pressure on women academics who shoulder more family responsibilities during Covid-19

Employee Assistance Programme

- Provide professional personal counselling & consultation to staff members
- Women academics can seek professional help if they feel distressed / experience anxiety with Covid-19
Mini survey - Impact of Covid-19 on Female Academics at CUHK

- Distribution: 57 advisors & advisees (all females) of CUHK Female Professorial Staff Support Network
- Response rate: 46%
Impact of Covid-19 on CUHK Female Academics

Research

- Research has negatively affected:
  - Overall productivity of research (68%)
  - Field work / data collection (76%)
  - Preparation of publications & funding proposals (60%)
- Half of respondents: No impact on availability of funding

Note: % in blanket refers to % of respondents who rated very negative & negative for area concerned
International Collaboration

- Adversely affected by pandemic:
  - International collaborations (72%)
  - Ability to join international conferences (92%)
  - Ability to undertake fellowship & visitorship programs (76%)

Note: % in blanket refers to % of respondents who rated very negative & negative for area concerned
Teaching

- Almost all classes conducted online at CUHK, bringing challenges to teachers.

Pandemic impacted:
- Overall progress of teaching (64%)
- Supervision, student assessment & mentoring (72%)

Note: % in blanket refers to % of respondents who rated very negative & negative for area concerned
Personal Well-being

- Not as badly affected as professional career

Pandemic impacted:

- Family commitment (48%)
- Work-life balance (52%)
- Mental health (48%)
- Half of respondents: Pandemic has no effect on these aspects

Note: % in blanket refers to % of respondents who rated very negative & negative for area concerned
• Set up support group for female academics across different faculties
• Adjustment/flexibility to annual review system
• Reach out to funding agencies to secure automatic extension of funding, reports & deadlines
• Provide additional teaching support
• Support to graduate students are equally important
Thank you