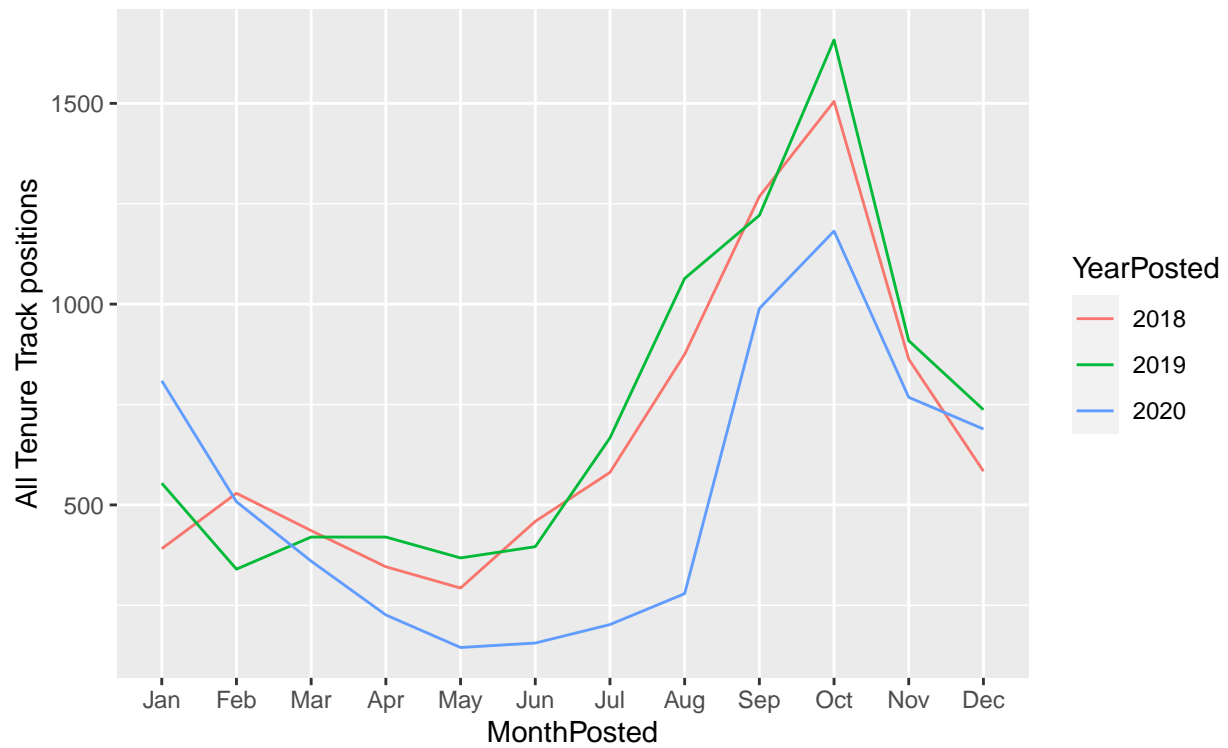


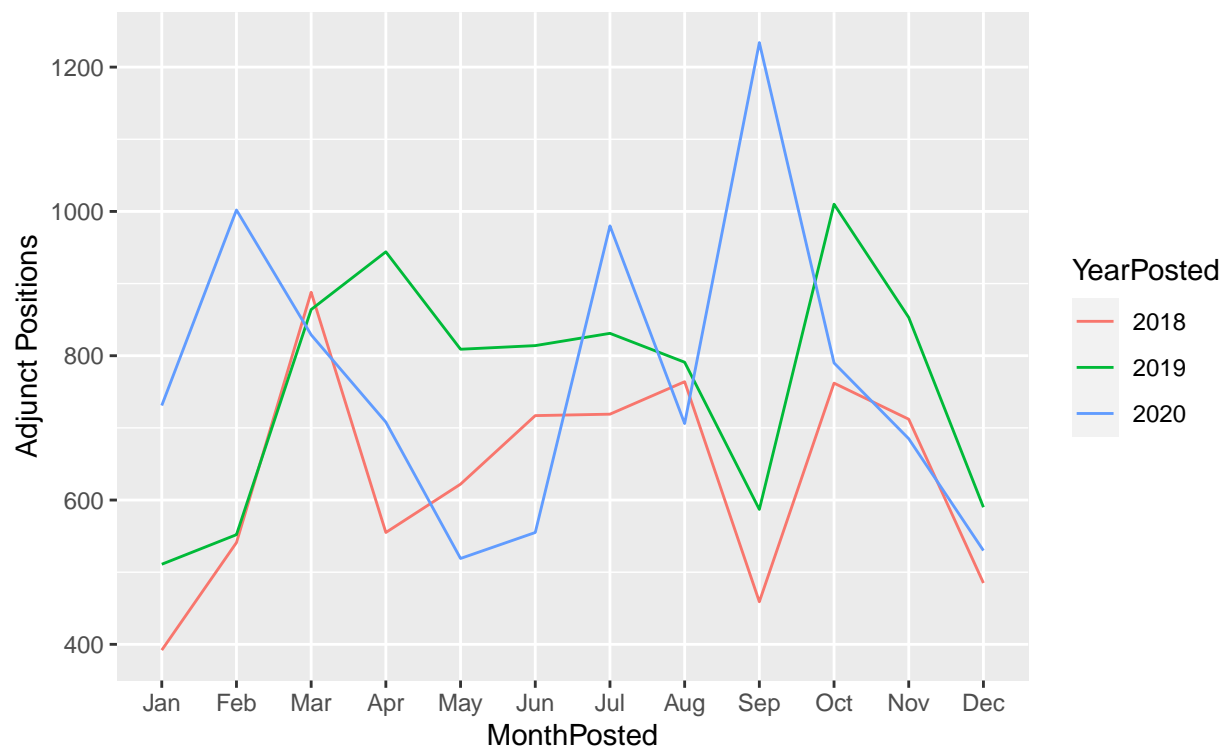
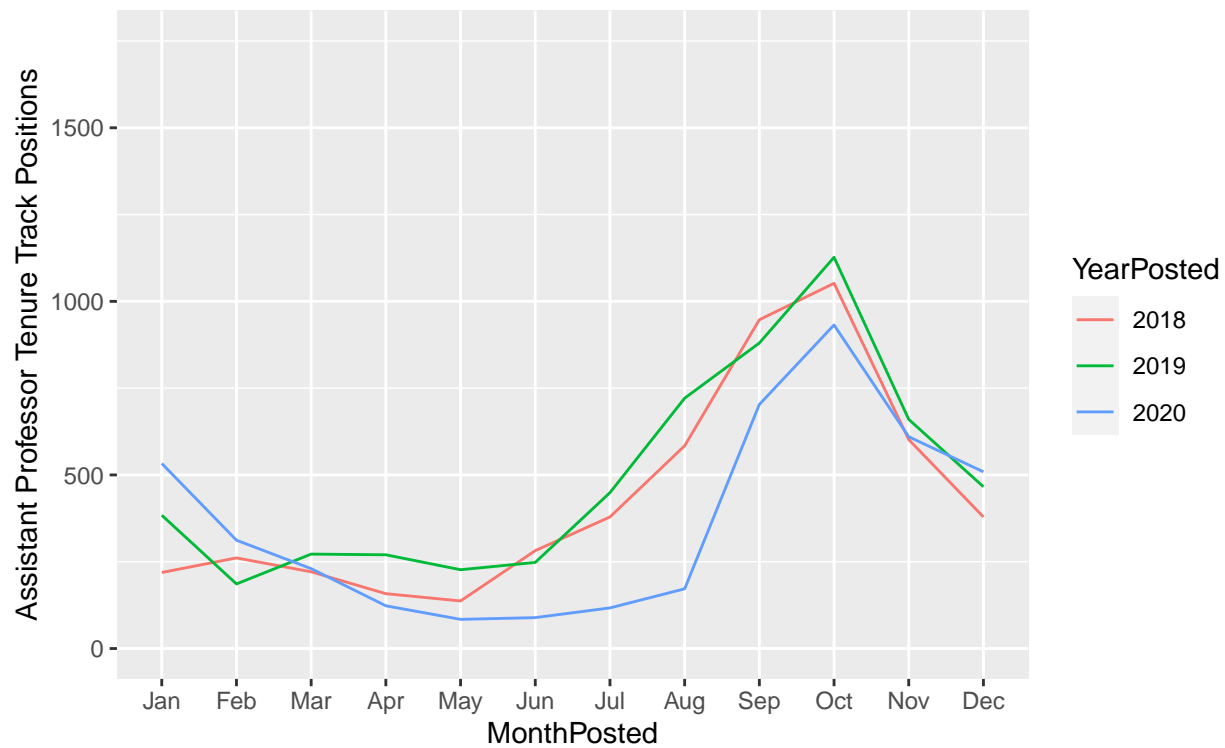
COVID Paper Data Dump

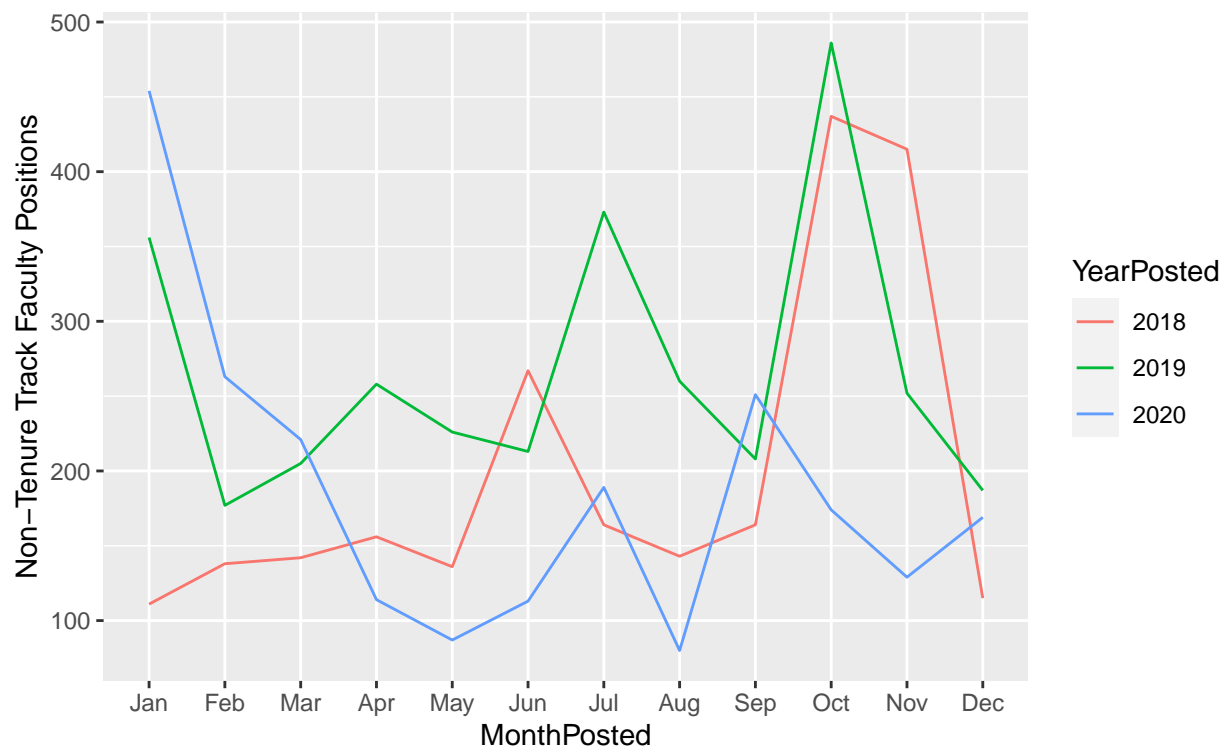
Alliance SciComm & Consulting, LLC

1/25/2021

HERC Job Ad Data





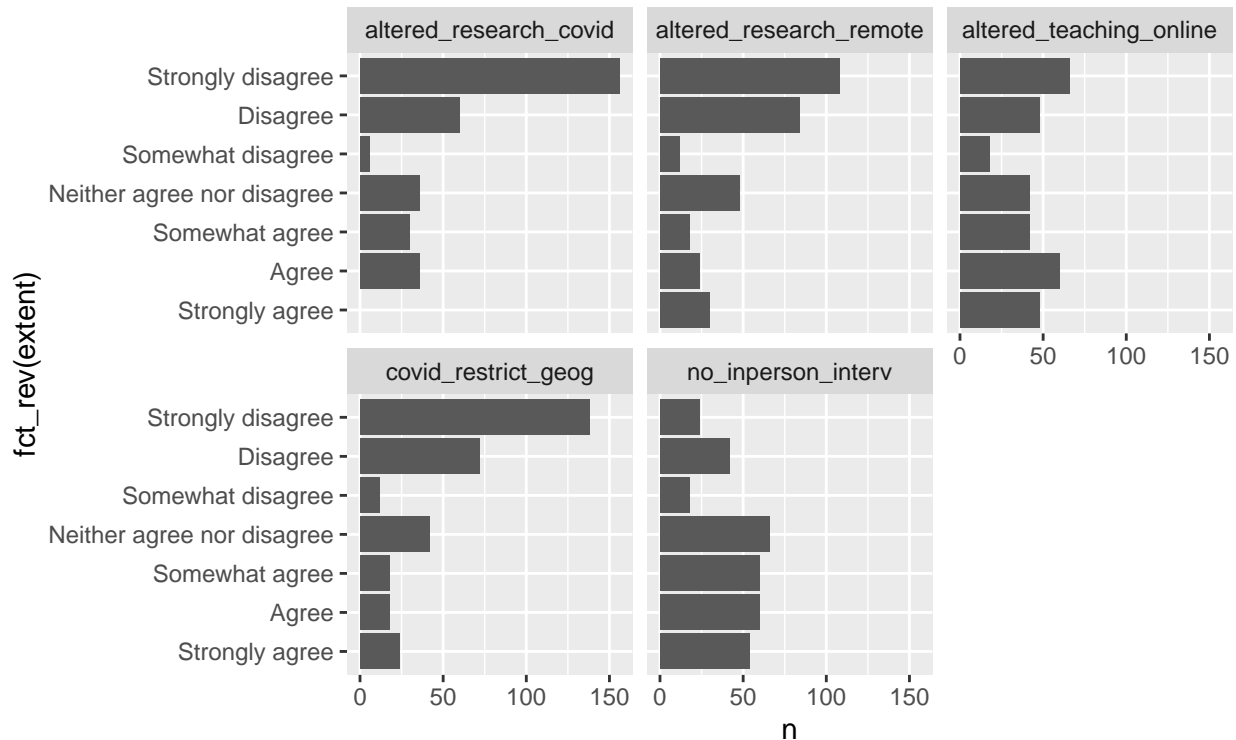


Hiring Survey Results

hiring_q	not_hiring_reasons	n	hiring_ten_track	hiring_non_te
No	We are freezing hiring temporarily because of the Covid-19 pandemic	5	0	
No	We were never planning on filling a position this cycle	2	0	
Yes	NA	10	13	

location	institution_type	in_medical_school	n
Canada	Research Intensive	No	1
Canada	Research Intensive	Yes	1
USA	Primarily Undergraduate Serving	No	2
USA	Research Intensive	No	9
USA	Research Intensive	Yes	4

Altering Search Strategy Results



current_app	current_position	research_category	n
No, I decided to change career paths and look outside of academia	Non-tenure track faculty (research associate, adjunct, etc.)	Biological Sciences	36
No, I decided to change career paths and look outside of academia	Post-Doctoral Fellow	Biological Sciences	180
No, I decided to change career paths and look outside of academia	Post-Doctoral Fellow	Chemistry	72
No, I decided to change career paths and look outside of academia	Post-Doctoral Fellow	Mathematical & Physical Sciences	36
No, I decided to change career paths and look outside of academia	Post-Doctoral Fellow	Social, Behavior, & Economic Sciences	36
No, I decided to wait to a later time	Non-tenure track faculty (research associate, adjunct, etc.)	Biological Sciences	36
No, I decided to wait to a later time	Post-Doctoral Fellow	Biological Sciences	360
No, I decided to wait to a later time	Post-Doctoral Fellow	Geosciences	36
No, I decided to wait to a later time	Post-Doctoral Fellow	Humanities	36
Yes	Non-tenure track faculty (research associate, adjunct, etc.)	Biological Sciences	180
Yes	Non-tenure track faculty (research associate, adjunct, etc.)	Engineering	36
Yes	PhD Student	Social, Behavior, & Economic Sciences	36
Yes	Post-Doctoral Fellow	Biological Sciences	1116
Yes	Post-Doctoral Fellow	Chemistry	72
Yes	Post-Doctoral Fellow	Computer & Information Sciences	36
Yes	Post-Doctoral Fellow	Engineering	144

current_app	current_position	research_category	n
Yes	Post-Doctoral Fellow	Geosciences	36
Yes	Post-Doctoral Fellow	Humanities	36
Yes	Post-Doctoral Fellow	Mathematical & Physical Sciences	36
Yes	Post-Doctoral Fellow	Social, Behavior, & Economic Sciences	216
NA	NA	NA	36

current_app	reasons	n
No, I decided to change career paths and look outside of academia	concern over how the institutions were handling COVID-19	18
No, I decided to change career paths and look outside of academia	concerns of increased market competitiveness due to hiring freezes	42
No, I decided to change career paths and look outside of academia	financial considerations for moving during pandemic (housing; partner needs new job; childcare/school; etc.)	24
No, I decided to change career paths and look outside of academia	loss/reduction in household income due to pandemic	6
No, I decided to change career paths and look outside of academia	none provided	192
No, I decided to change career paths and look outside of academia	stunted research/training progress that would negatively impact CV/competitiveness	30
No, I decided to change career paths and look outside of academia	worries about the future of higher education in general	48
No, I decided to wait to a later time	concerns of increased market competitiveness due to hiring freezes	60
No, I decided to wait to a later time	financial considerations for moving during pandemic (housing; partner needs new job; childcare/school; etc.)	12
No, I decided to wait to a later time	none provided	288
No, I decided to wait to a later time	stunted research/training progress that would negatively impact CV/competitiveness	60
No, I decided to wait to a later time	transmission concerns for moving during pandemic (travel; local outbreaks; etc.)	6
No, I decided to wait to a later time	worries about the future of higher education in general	42

concern	extent	n
covid_dep_offer	A little	54
covid_dep_offer	A moderate amount	36
covid_dep_offer	None at all	36
covid_dep_offer	Somewhat consider	96
covid_dep_offer	Strongly consider	90
covid_dep_offer	NA	12

Full Survey COVID-19 Questions

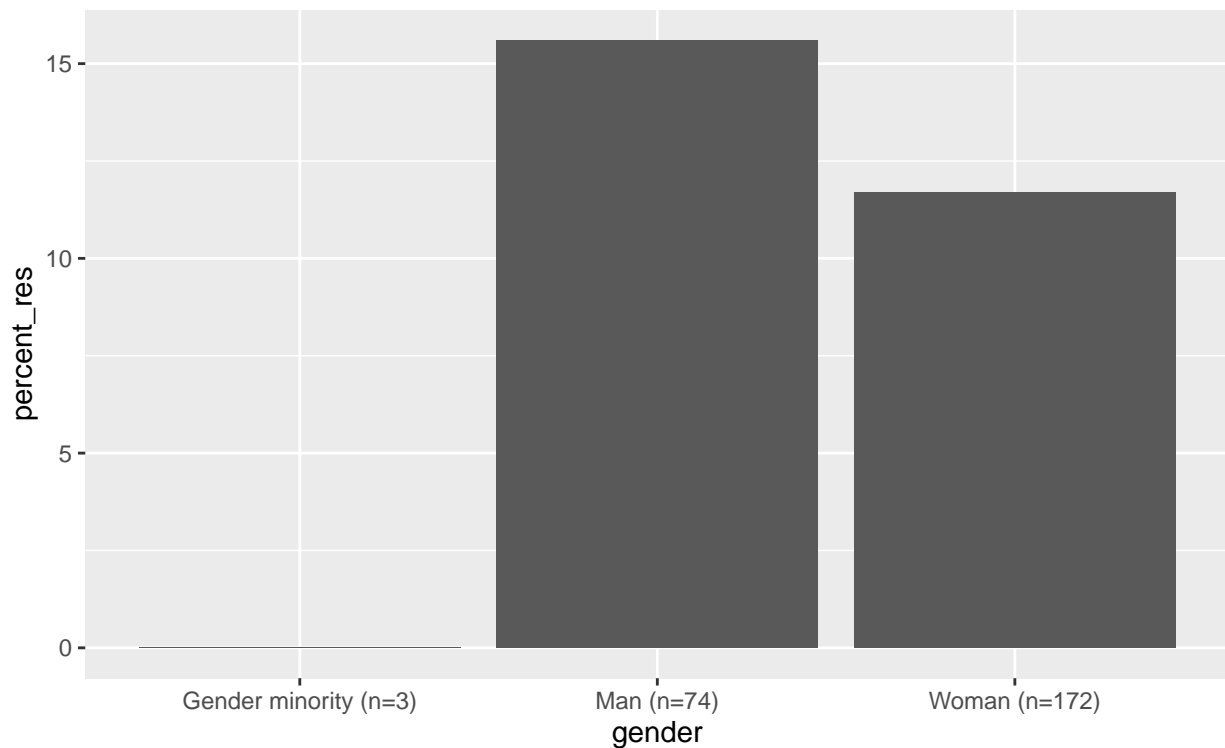
Numbers

1. How many on-site interviews were moved to remote? Q114

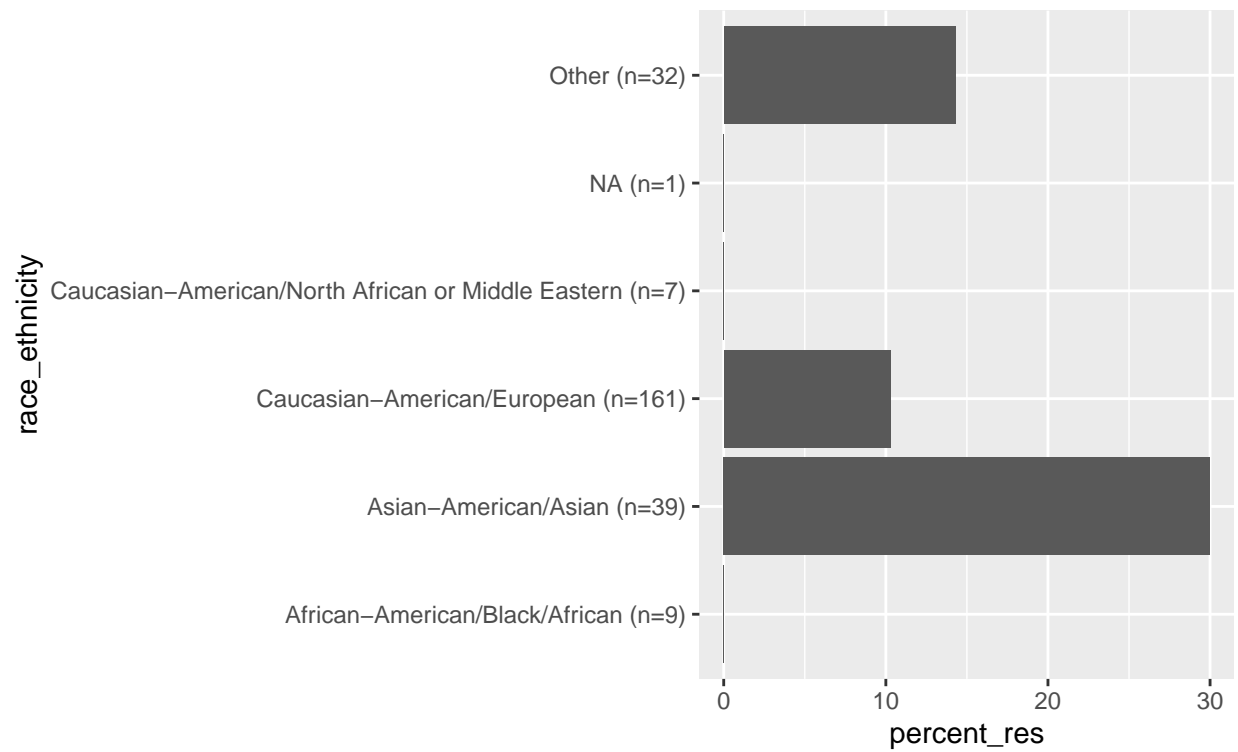
- Overall
 - 194 onsite interviews were moved to remote interviews
 - 16 % of onsite interviews moved to remote
2. How many offers were rescinded due to COVID-19? Q115
- Overall data
 - 57 offers were rescinded, total
 - 12.7516779% of offers made were rescinded
3. Did applicants alter their strategy? Q116 + follow up survey
- Overall
 - 26 respondents reported changing their research strategy to some extent
 - 3.3% of respondents reported changing their research strategy
4. Did applicants reject offers because of COVID-19?
- Overall
 - 10 offers were rejected for COVID-19-related reasons
 - 11.6 percent of all rejected offers were due to COVID-19-related reasons
 - 3 rejected offer(s) because of reduced resources directly related to the economic impact of COVID-19
 - 9 rejected offer(s) because of other reasons pertaining to the impact of COVID-19

Rescinded Offers

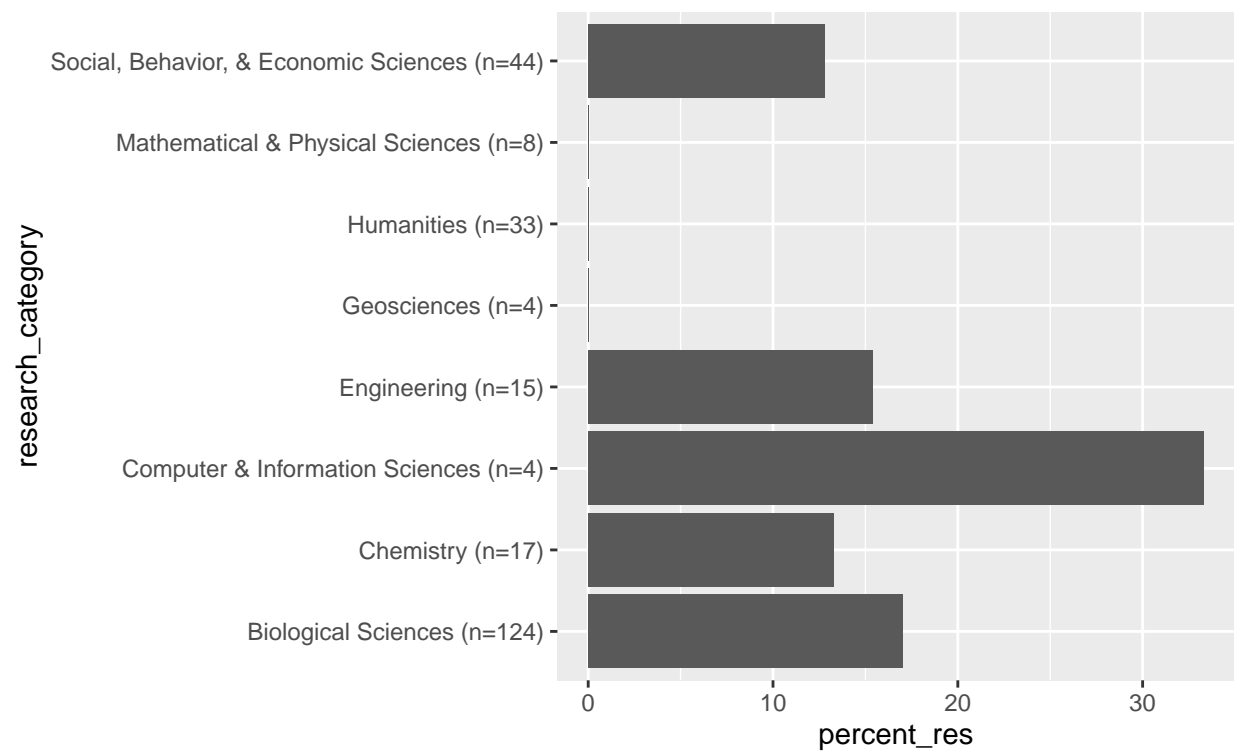
+ Gender



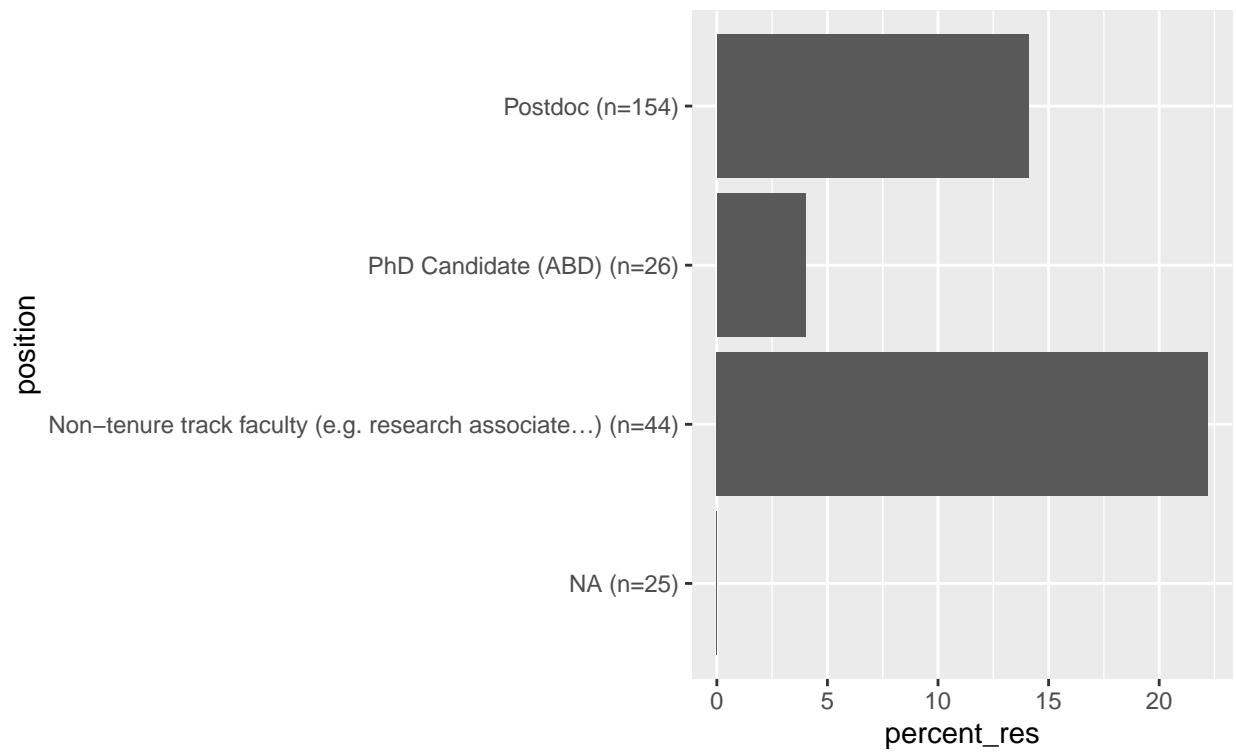
- Racial Minority



- Academic Field

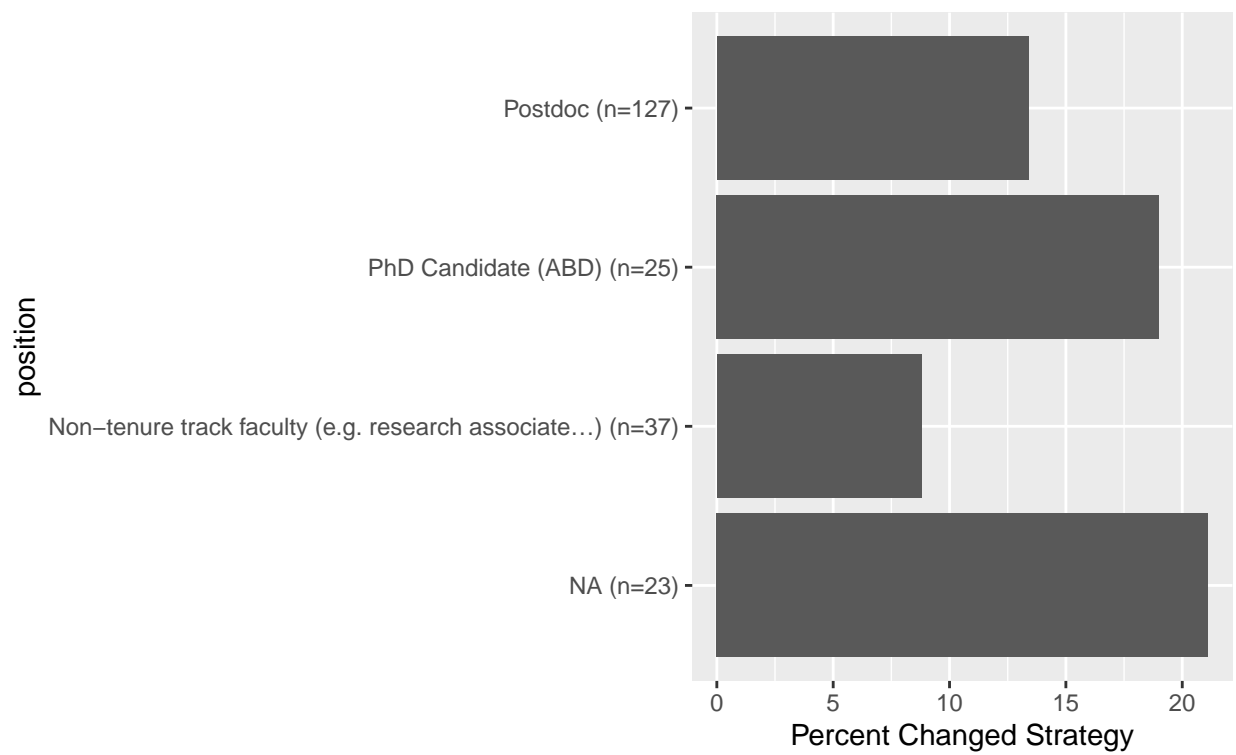


- Position (PhD, postdoc, other)

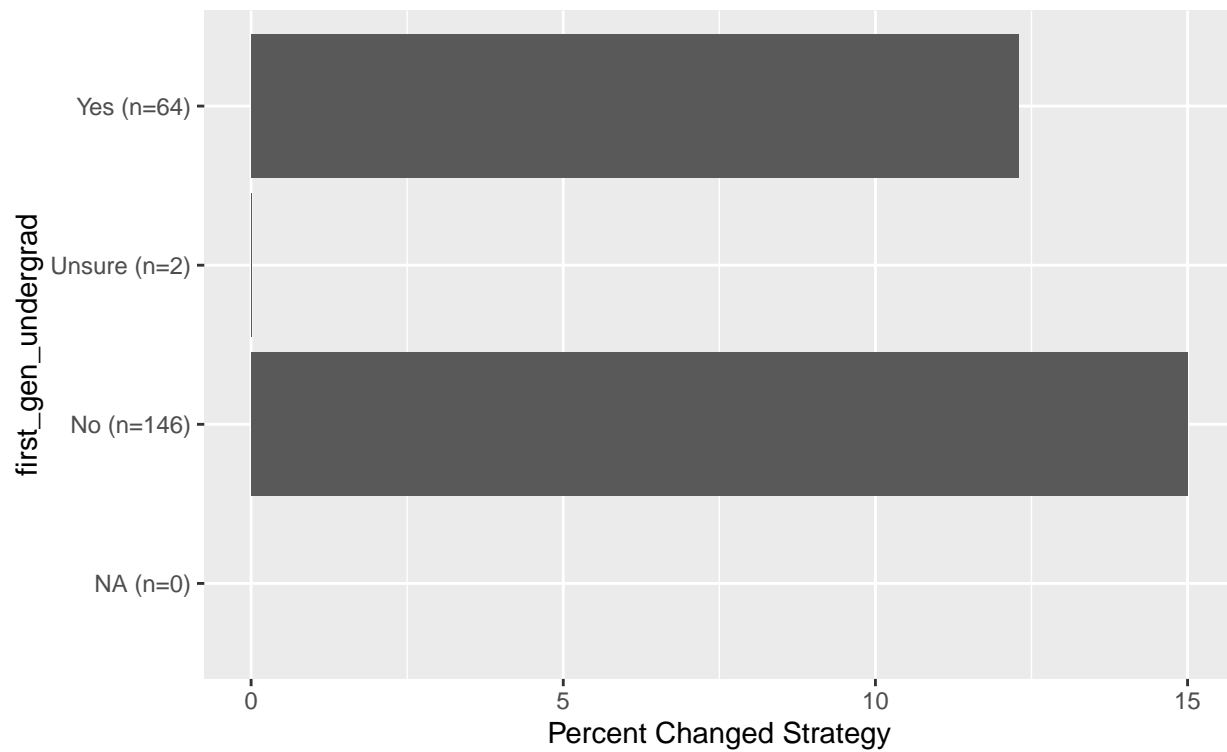


Altered Strategy

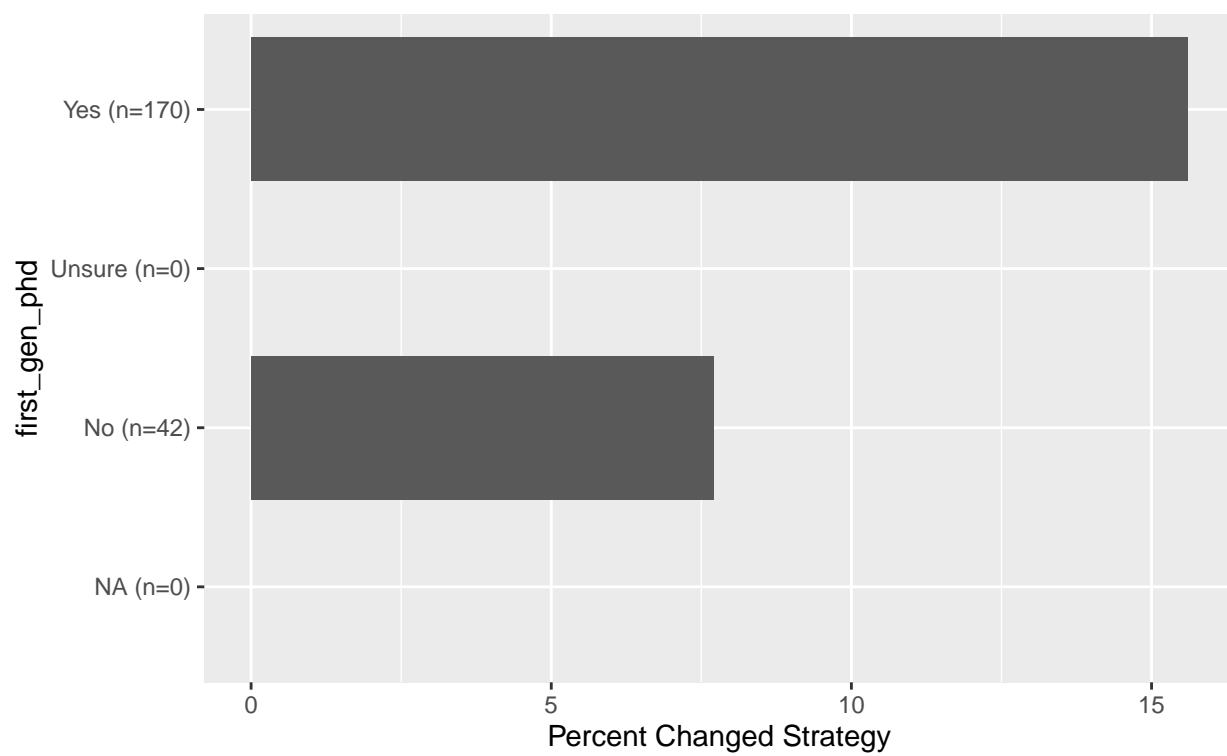
+ Position



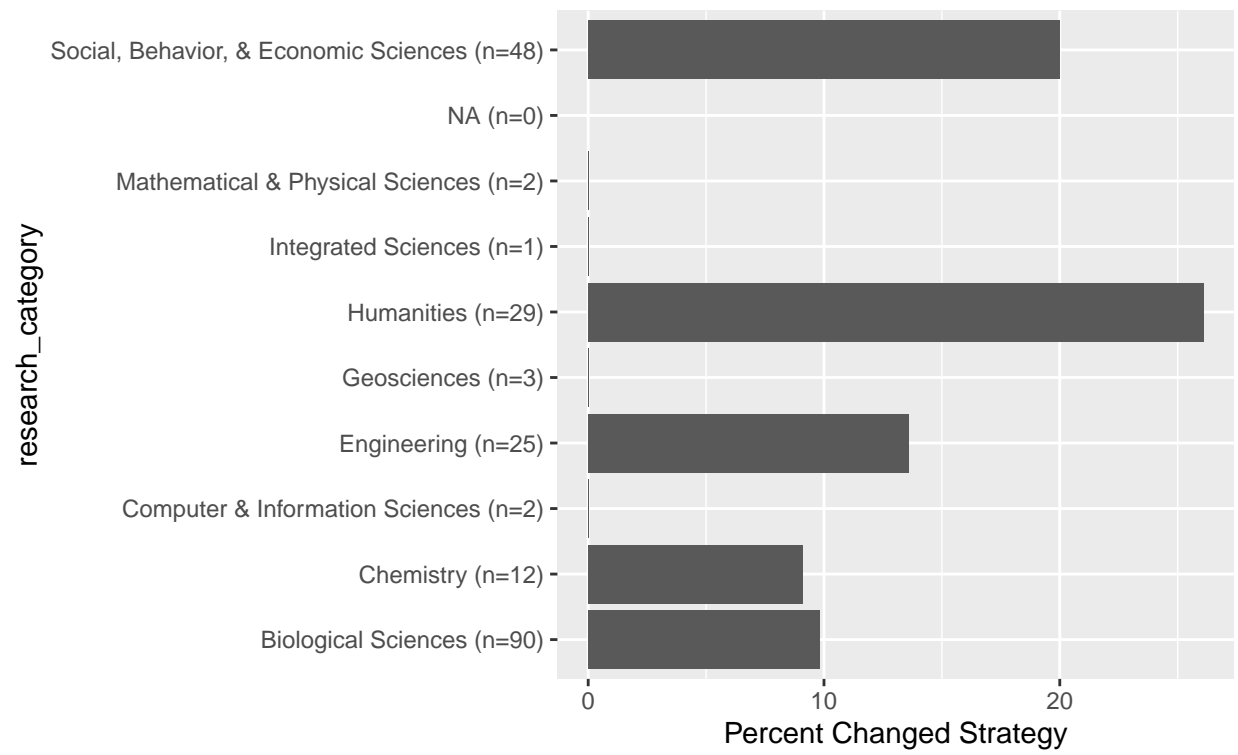
- First Generation Undergrad



- First Generation PhD

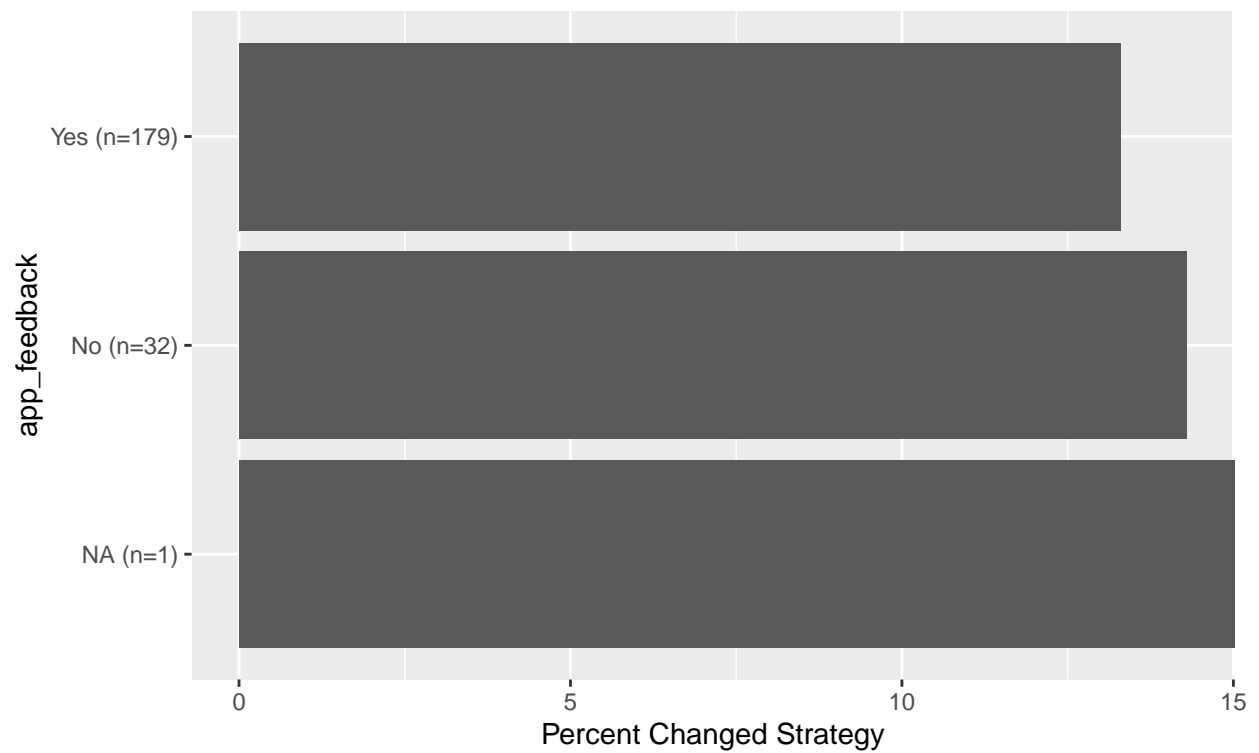


- Academic Field

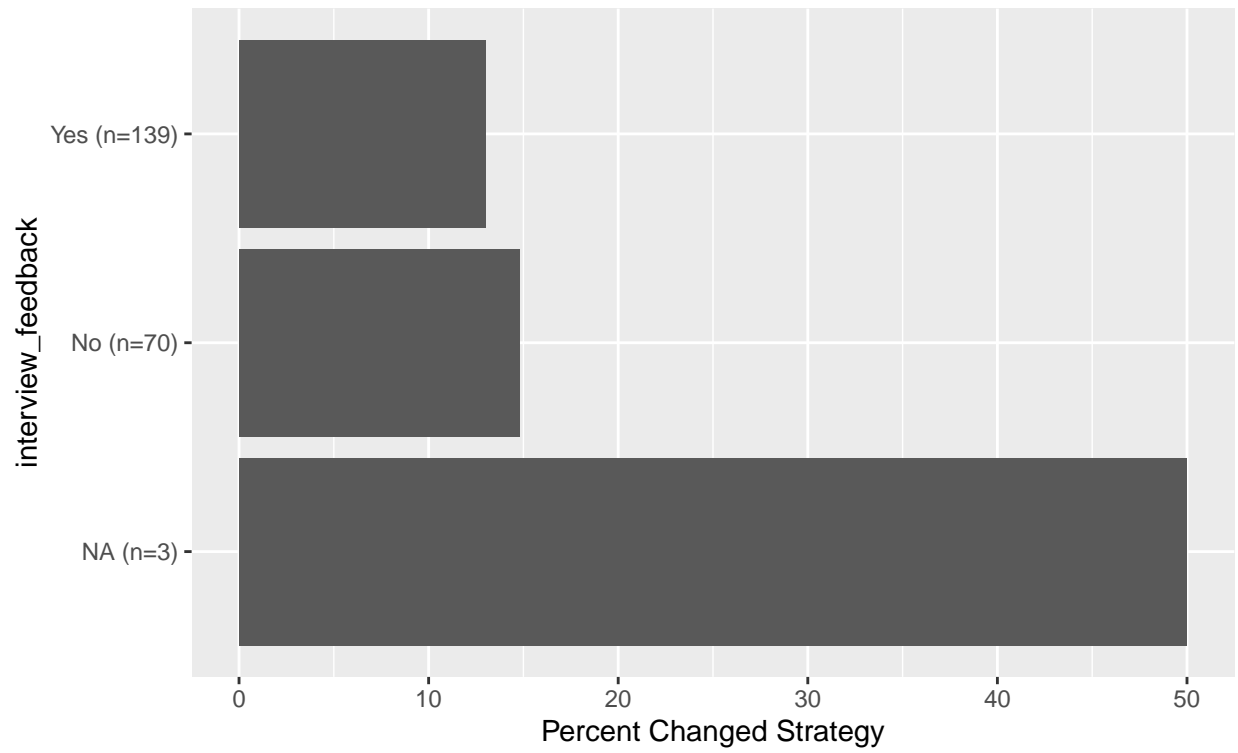


Presentation preparation

+ App Feedback

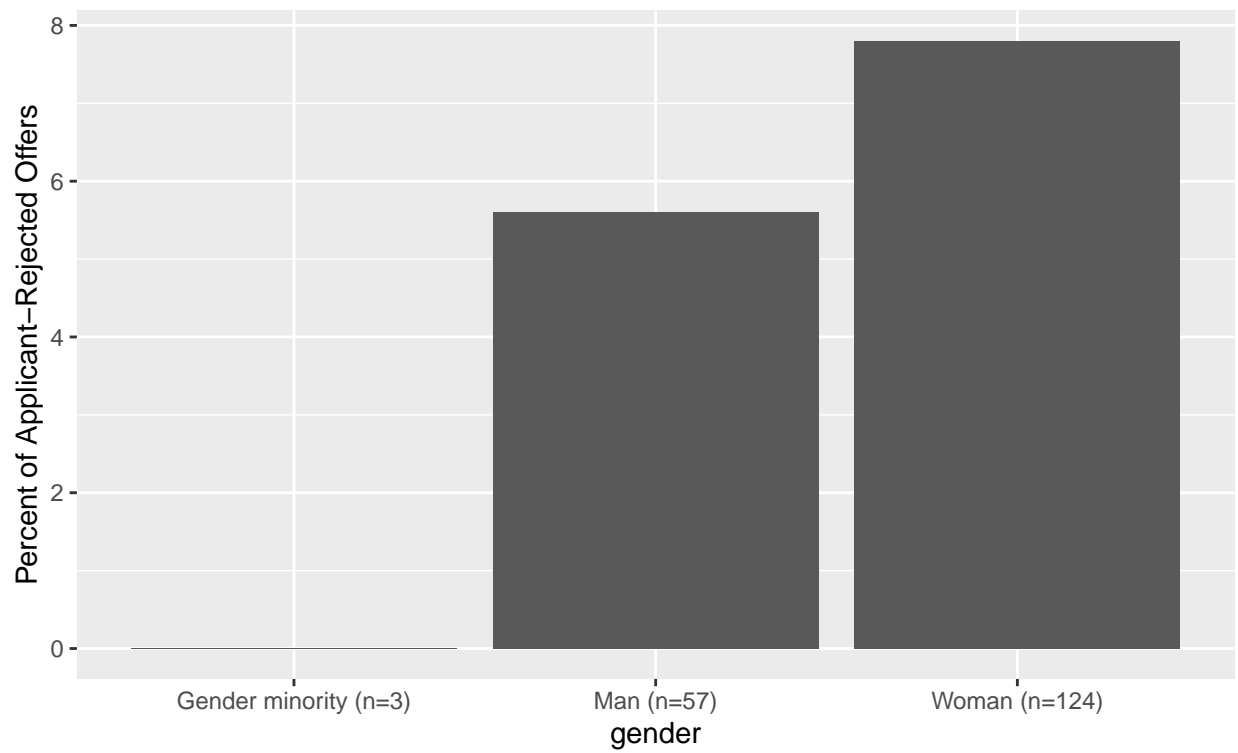


- Interview Feedback

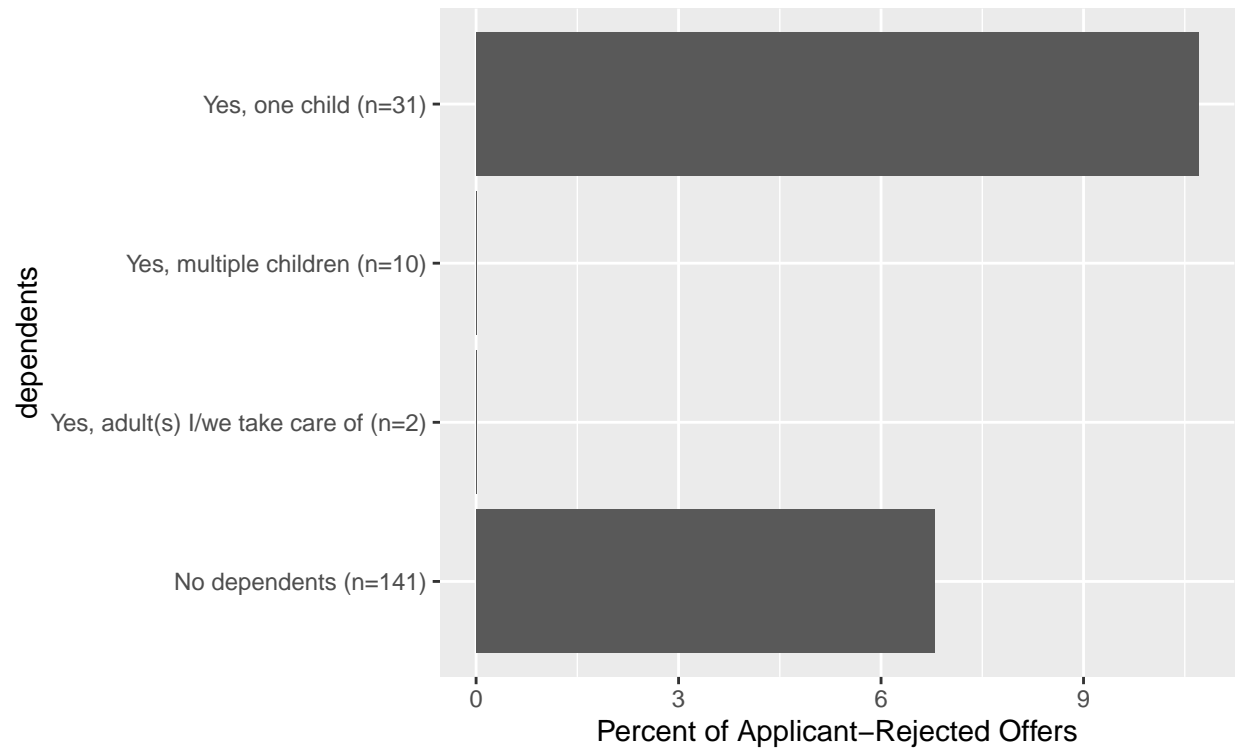


Applicant-Rejected Offers

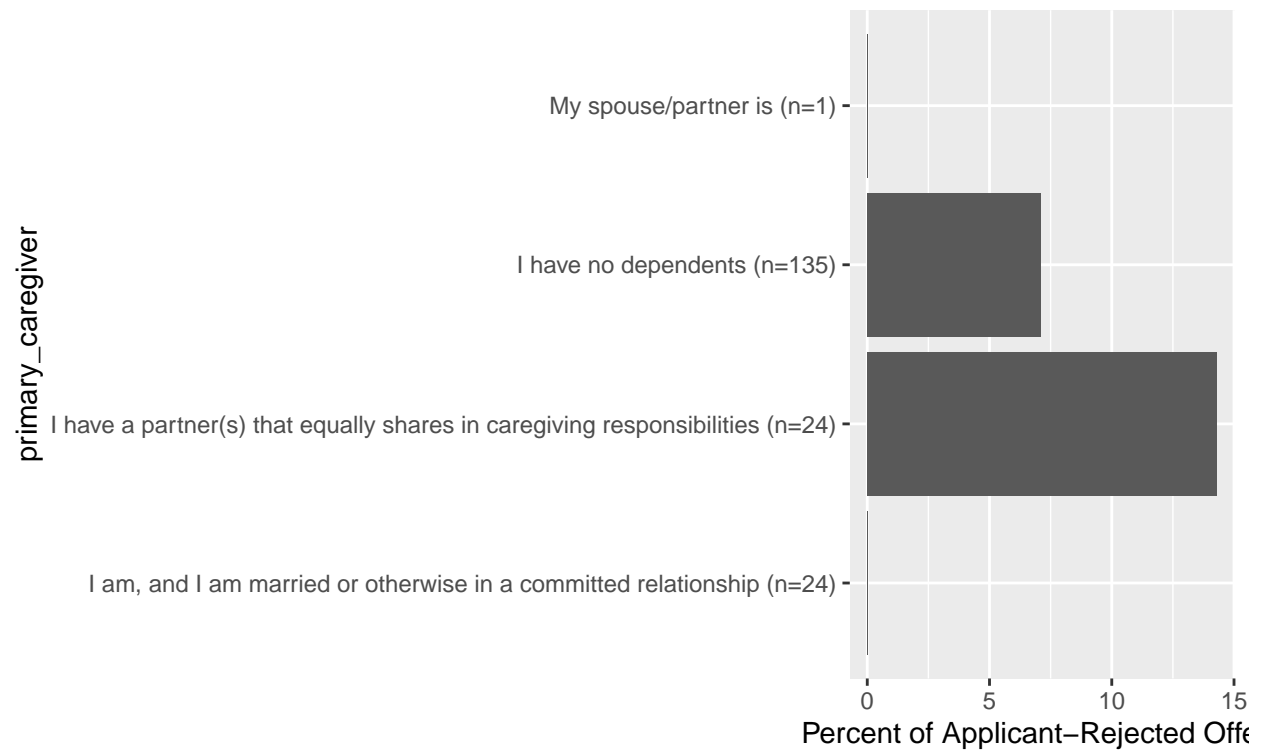
+ Gender



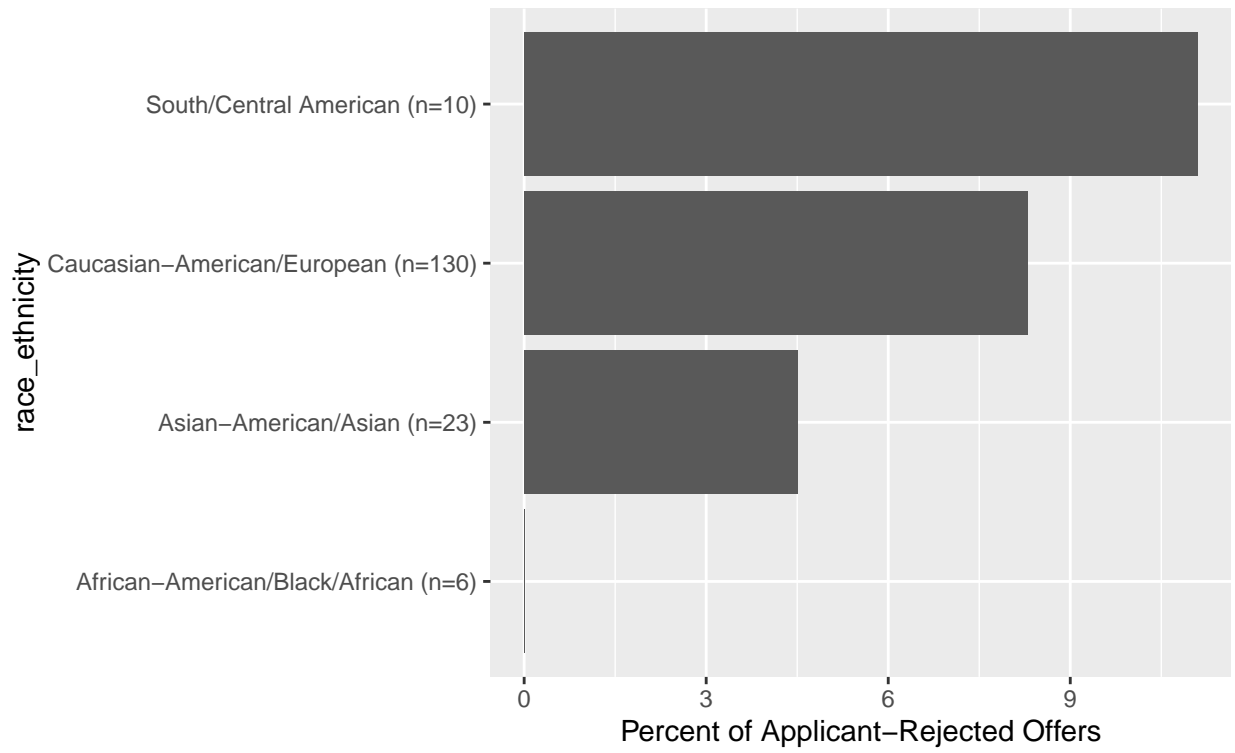
- Dependents



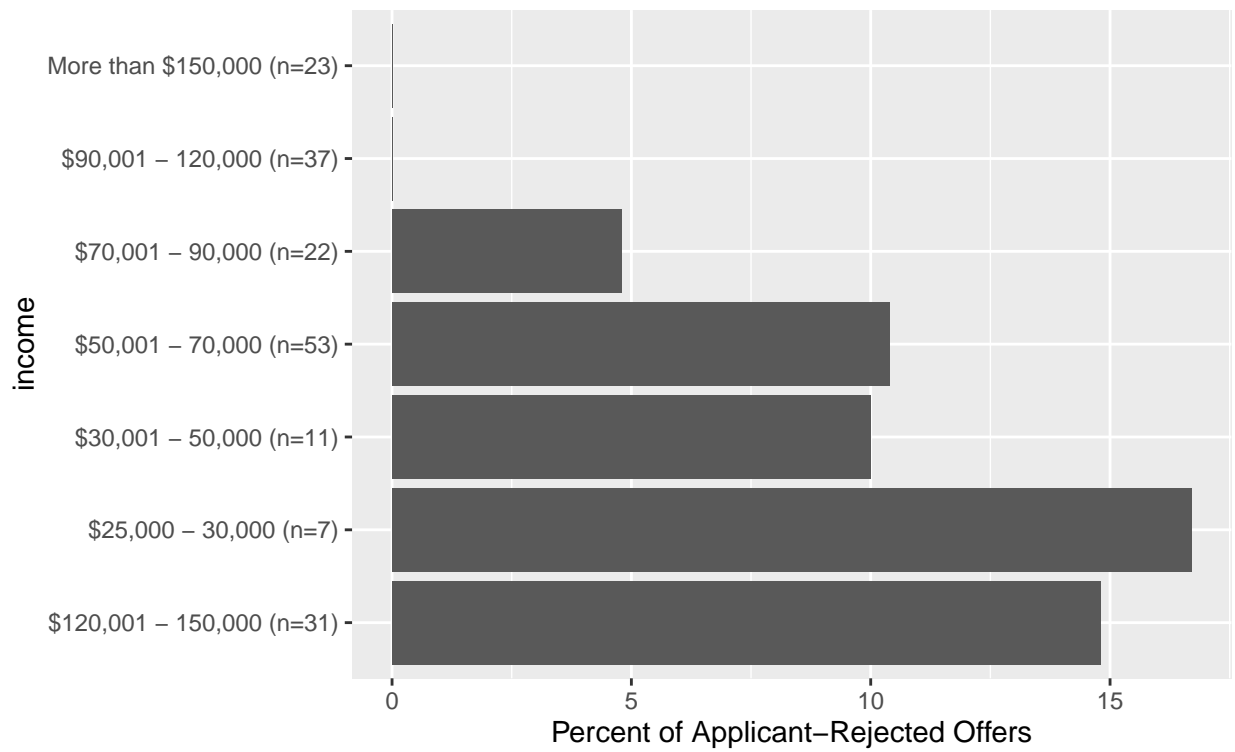
- Primary Caregiver



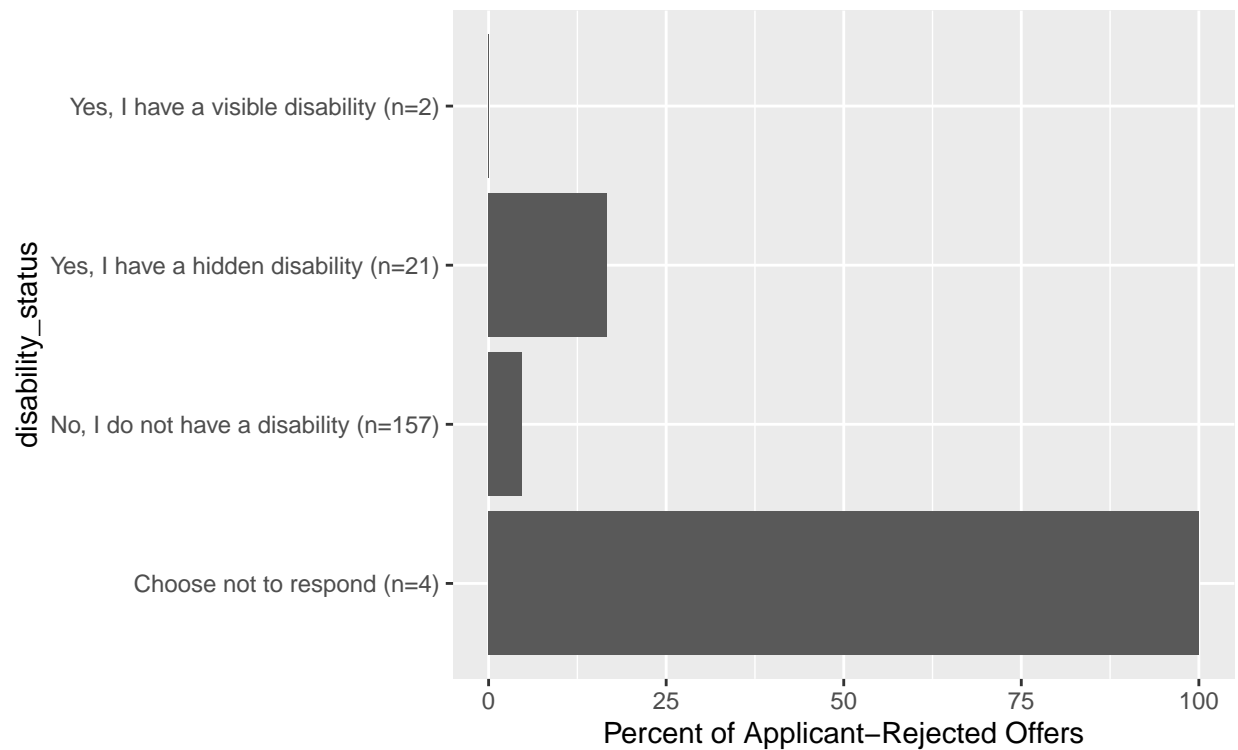
- Racial Minority - top 4 percentages



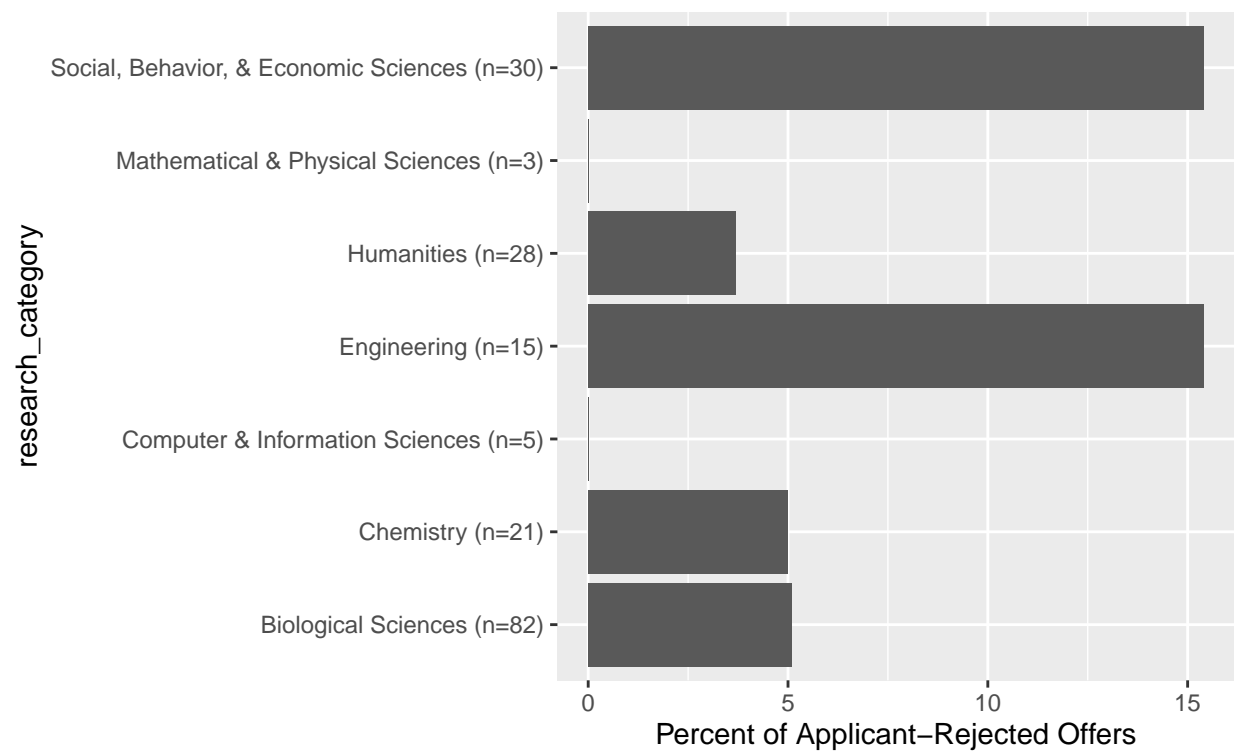
- Income

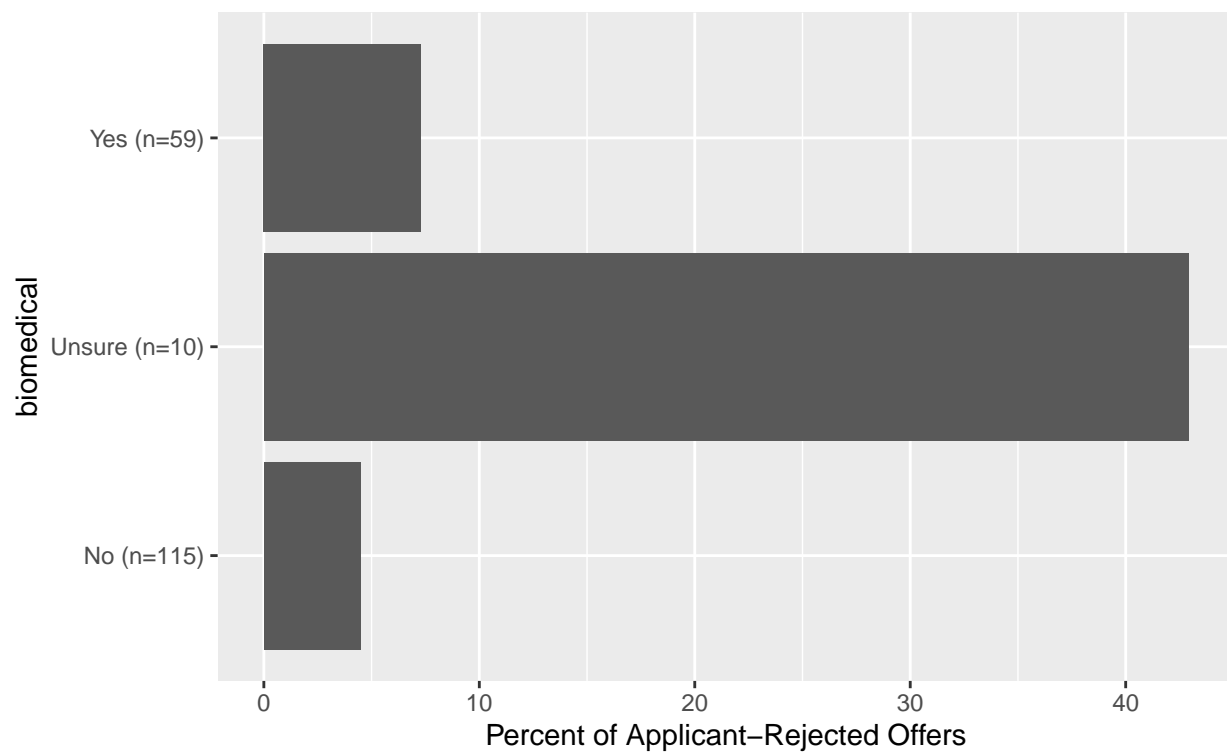


- Disability Status



- Academic Field





- Position (PhD, postdoc, other)

