A. COVID-19 Impact on ECR Employment Opportunities

- Yes - Fofze Hiring: 50.8%
- Yes - Start Date Delayed: 3%
- Yes - Employment Terminated: 5%
- Yes - Salary Cut: 18%
- Yes - Difficulty Finding Employment: 61%
- No - Nothing Changed: 2%
- Other: 18%

B. Effect of COVID-19 on ECR Life

- Healthcare
- Childcare
- Employment
- Mental Health
- Finance
- Academic Life

D. Desired University Support

- Extending Work Contract: 31 (50.8%)
- Reducing Hours: 7 (11.5%)
- Flexible Work Arrangement: 36 (59.0%)
- Parental Support Cheques: 1 (1.6%)
- Pausing Tenure Track Clock: 11 (18.0%)
- Other: 12 (19.7%)
B. COVID Impact on Sense of Belonging

- Yes: 81%
- No: 11%
- N/A: 5%
- Other: 3%

C. Executive Order Impact