



CHRIS

Chris is a disabled part-time researcher, casualised for almost 20 years. Their salary has been funded from their own and others' research grants, and they are grateful for the support received from other researchers. On paper their contract is 'open-ended with a review date', but in reality this means very little: they always need to apply for research grants to stay employed. Chris has always worked in their own time, although they do this less now because of their energy-limiting chronic health condition.

Chris highlights the overwork and unpaid work expected of academics: 'The university runs on good will, it runs on everyone doing things in their own time.' Exclusionary eligibility criteria put up further barriers: for a recent big grant application, they could not be the main applicant because 'only permanent researchers can apply', so they were included in a more junior role instead, despite writing the application. They feel like Schrodinger's cat when waiting for grant application outcome: 'my future life depends on the outcome'.



Sometimes I just use up all my energy anyway and have to rest the next day.



Being a researcher is what you ARE, all the time. I could do other things, but it wouldn't be interesting...

I think declaring disability on a grant app is quite a risk

travel early to events to have a recovery day before the start



'SPOONS'
'SPOONS' ARE SOMETIMES USED AS METAPHOR BY PERSONS WITH ENERGY-LIMITING CONDITIONS, TO REPRESENT UNITS OF ENERGY. A PERSON MAY ONLY HAVE A CERTAIN NUMBER OF 'SPOONS' PER DAY, SO EVEN SMALL TASKS CAN DEplete ONE'S ENERGY WHEN LIMITED.

I work w/ ppl who know about my chronic illness. reasonable adjustments document.

SPOONS

YESTERDAY, CHRIS WENT TO A CONFERENCE.

llll eee eee

THEY WOULD HAVE LIKED TO STAY LONGER TO NETWORK...

BUT HAD TO SAVE THEIR ENERGY FOR MY VISIT THE NEXT DAY.



HELLO!

WELCOME, WELCOME.

THEY TYPICALLY WORK FROM HOME, FROM THEIR DESK OR LIVING ROOM COUCH.

CHRIS IS EMPLOYED FOR 14 HOURS A WEEK BUT OFTEN WORKS MORE HOURS ON THEIR RESEARCH, FUNDING APPLICATIONS AND UNIVERSITY CITIZENSHIP.

I ASK A LOT OF QUESTIONS.

I THINK WE'RE DOING RESEARCH BADLY RIGHT NOW.

PEOPLE NEED MORE TIME TO DO REPRODUCIBLE AND REPLICABLE RESEARCH.

I PARTICIPATE A LOT IN UNIVERSITY CITIZENSHIP.

STAFF NETWORKS, UNIVERSITY COMMITTEE WORK...



IF EVERYONE IN THE UNIVERSITY ONLY WORKED TO THEIR HOURS, THIS PLACE WOULD FALL TO PIECES.

I HAVE HAD MANY ADVANTAGES IN MY LIFE. I THINK OF WORKING EXTRA AS GIVING BACK.



I DON'T ALWAYS KNOW WHERE THE LINES ARE.

IF YOU NEED RECOVERY TIME FROM WORK, SHOULD IT BE OUT OF WORK TIME OR PERSONAL TIME?



I JUST FOUND OUT I HAVE FOUR MORE YEARS OF FUNDING...

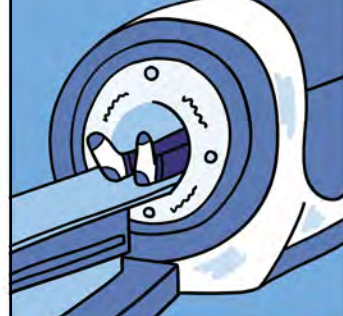


...SO THIS VERSION OF ME DOESN'T HAVE TO READ EVERY EMAIL ABOUT FUNDING.

THEIR OWN TIME IS ALSO SPENT TENDING TO THEIR HEALTH,



AND EVEN PARTICIPATING IN MEDICAL STUDIES.



FLEXIBILITY IS GOOD FOR CHRONIC ILLNESS, BUT THE BOUNDARIES ARE BLURRED.



TO STAY HEALTHY MEANS TO OVEREXERT YOURSELF FOR A WHILE. I DON'T KNOW HOW TO BALANCE THIS.



AS WE TALK, THEY RECEIVE AN EMAIL DETAILING AN INTERESTING EVENT THEY'LL HAVE TO TURN DOWN...



...SINCE THEY DON'T HAVE TIME OR ENERGY TO DO THE UNPAID WORK.



I'D HAVE LIKED THIS PROJECT.



INTERACTING WITH PEOPLE DISTRACTS ME FROM MY EXHAUSTION.



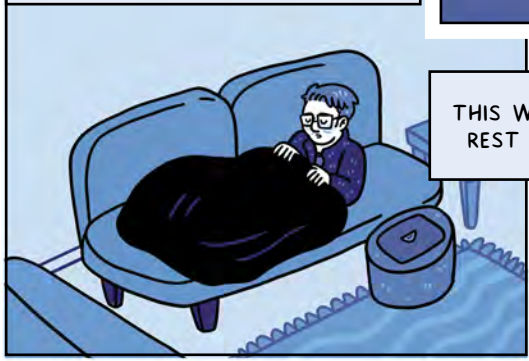
BUT INTERACTION IS ALSO EXHAUSTING.



THIS PART THEY DON'T SAY OUT LOUD.



BUT WE'VE PASSED THE LIMIT.



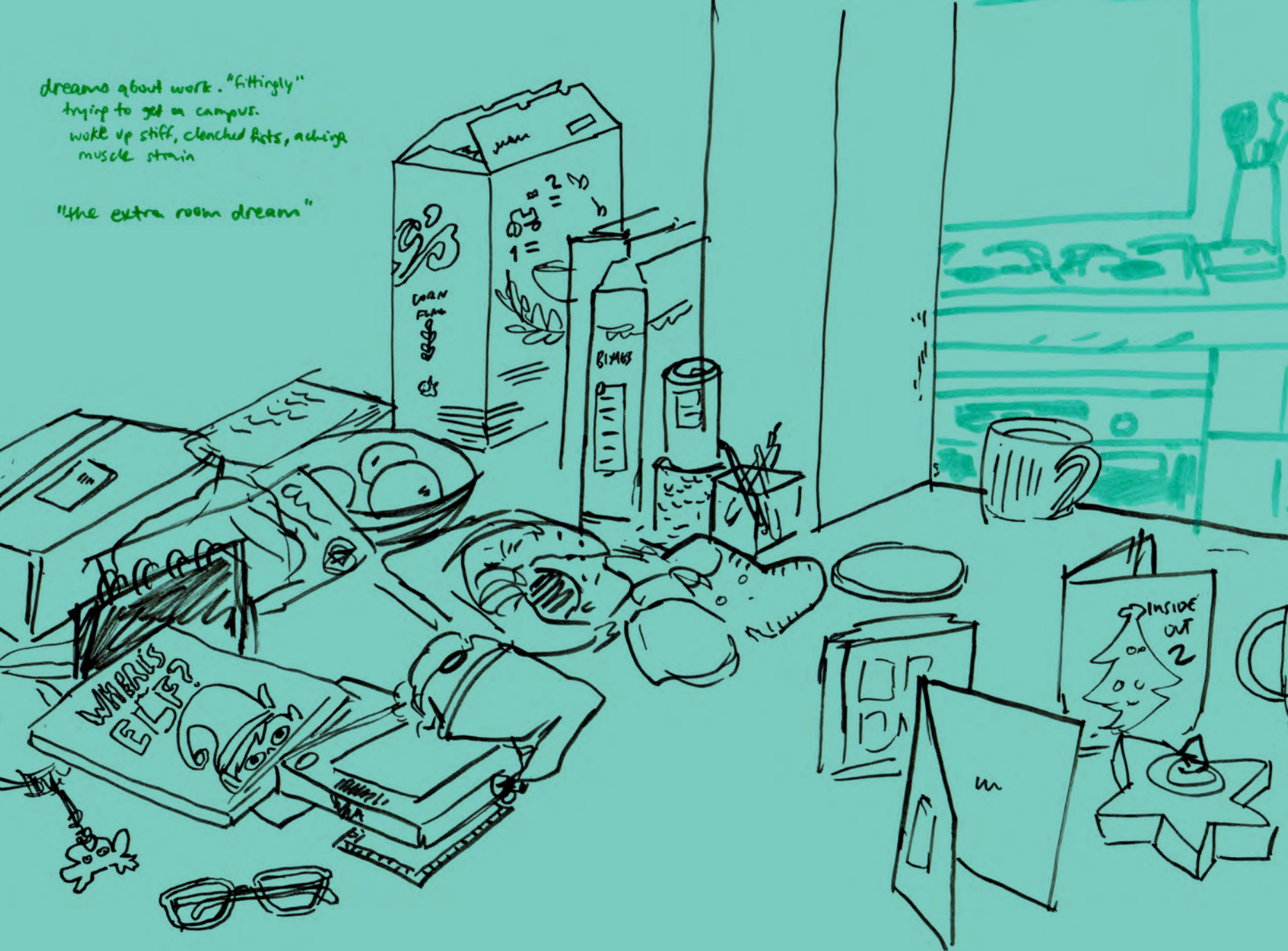
AND THEIR TOMORROW.

THIS WILL AFFECT THE REST OF THEIR DAY.



dreams about work. "fittingly"
trying to get on campus.
woke up stiff, clenched fists, aching
muscle strain

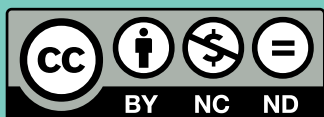
"the extra room dream"



IN THEIR OWN TIME

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Every year I panic – will
I have a job next year?