

# Attending Scholarly Events During the Pandemic

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*Adapting to the circumstances of the past years has called into question the reasons for which we organize events and what goals inform them: organizing an event for the sake of an event, or as an opportunity for exchange and learning between as many participants as possible in our often small fields of research. – A respondent*

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## Summary

When WHO identified Covid-19 as a pandemic in 2020, the resulting international lockdowns required immediate changes to all aspects of the scholarly enterprise, as in-person formats transferred to online modalities. The objective of this survey was to understand the impact of the pandemic on preferences about attending scholarly events, including conferences, workshops, and seminars. It was distributed to international communities in classical studies, ancient studies, archaeology, medieval studies, public history, and related fields. Since the sample was entirely voluntary, the results are only suggestive.

The attendance factor which changed most dramatically from pre- and post- pandemic was personal interest, from 38.3% of respondents to 54.01%. Accessibility accommodations and assistive technologies nearly tripled in importance after the pandemic started (from 2.4% to 6.7%). The degree to which geographic location, affordability and institutional support influenced attendance decreased drastically. Social networking was consistently the least important factor in pre- and post-pandemic attendance (10.8% to 6.7%) but generated the highest number of free text comments (48.8%). More respondents (43.2%) weighed the trade-offs between in-person and online events, followed by those who liked online events (37.6%). Relatively few disliked them (18.0%).

The respondent's comment quoted above summarizes the value of the survey results as material for reflection. Relevance to research and teaching, personal interest, inclusion, accessibility, and affordability are considerations which cut across disciplines, academic status and employment. The survey results suggest that online and hybrid events lift some of the barriers to scholarly communication and communities.

## Introduction

The World Health Organization declared the Covid-19 Virus an international pandemic in January of 2020. By that spring the business of scholarship suddenly changed its delivery from in-person to virtual events, including classes, seminars, meetings, workshops, and conferences. As lockdowns were lifted some of these events went back to in-person only formats, while others retained some virtual aspect. The purpose of this survey was to understand how attendance choices among communities in classical studies, ancient studies, archaeology, medieval studies, and public history, changed before and during the pandemic, and how virtual access affected attendance and community.

## Methodology

The survey instrument was designed during the Spring and early Summer of 2022. The objective was to understand the impact of the Covid-19 pandemic on preferences about attending scholarly events, including conferences, workshops, and seminars. Lockdowns forced many of the traditional in-person events into virtual alternatives. As lockdowns lifted, more such events seemed to be going back to in-person models. The survey questions investigate why this might be, and what the trade-offs are.

The survey was created and distributed in Qualtrics. It was distributed to a set of overlapping communities via Twitter and relevant listservs.<sup>1</sup> The survey was entirely voluntary. It opened on August 15<sup>th</sup> and closed on September 30<sup>th</sup>, 2022.

The survey had two components: a series of quantitative questions which focused on demographics and preferences, and two open-ended questions inviting respondents to weigh their experiences and make recommendations for future events.

The quantitative results were analyzed in Qualtrics and in Microsoft Excel. The two open ended questions were also analyzed in Excel. Responses to the first free text question, “How are online or hybrid/blended events better, worse, or simply different from in-person events?” was coded and indexed according to 10 topical categories. Responses to the second free text question, “What advice would you give to organizers of online or hybrid/blended events?” was organized thematically, according to different stages of the planning process.

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<sup>1</sup> The full list of distribution channels can be found in Appendix B.

## Findings

The survey garnered 487 respondents, 415 of whom completed the entire survey, for a completion rate of 85.2%. The survey contained several demographics questions. Respondents were asked if they reside in the European Union, and 25.9% (n=126) did. These respondents were then asked if they agreed to the collection of their data, as per GDPR regulations,<sup>2</sup> and 81.7% did (n=103), while 17.5% skipped the question (n=22), and one respondent did not agree and did not take the survey. Slightly over half of survey respondents (53.0%) reside in the United States of America, 11.6% reside in the United Kingdom, 7.6% reside in Canada, and 5.5% reside in Germany. The remaining 22% reside in 33 other countries across the globe.

Participants were asked which disciplines best describe their primary research, teaching, or educational interests. Slightly more than a third (36.6%) selected *Ancient studies*, followed by *Classical studies* (18.1%) and *Archaeology* (16.4%).

Table 1. Which disciplines best describe your primary research, teaching, or educational interests?

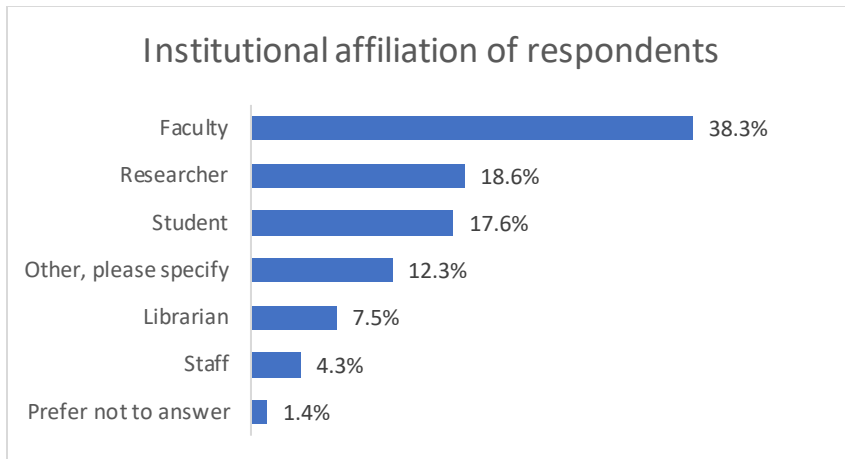
	Count	Percent
Ancient studies	152	36.6%
Classical studies	75	18.1%
Archaeology	68	16.4%
Digital humanities	43	10.4%
Other, please specify	38	9.2%
Egyptology	13	3.1%
Medieval studies	10	2.4%
Literature	8	1.9%
Public history	8	1.9%

Participants were additionally asked about their institutional affiliation. The most common response was *Faculty* at 38.3%, followed by *Researcher* at 18.6% and *Student* at 17.6%. “Other” was selected by 12.3% of respondents, and among those who clarified in a comment, 19 (4.6% of total survey respondents) said they are retirees, and 14 (2.4% of total survey respondents) said that they are independent scholars.

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<sup>2</sup> General Data Protection Regulation: <https://gdpr-info.eu/>

Table 2. Institutional affiliation of respondents



Respondents were asked about their employment and resources. Over half (52.8%) are employed full-time, and fewer than 20% were employed part-time (12%) or unemployed (6%). “Other” was selected by 12.8% of respondents, and among those who clarified in a comment, 32 (7.7% of total survey respondents) said that they are retired.

Table 3. Employment status of respondents

	Count	Percent
Employed Full-time	219	52.8%
Stipend/Scholarship/Fellowship	53	12.8%
Other, please specify	53	12.8%
Employed Part-time	50	12.0%
Unemployed	25	6.0%
Prefer not to answer	16	3.9%

### Event attendance patterns pre- and post- pandemic

Respondents were asked to reflect on their pre- and post- pandemic behaviors and share how often they attended scholarly events in certain formats, the discipline and format of scholarly events they attended, and the reasons they would and would not attend scholarly events before the pandemic.

Table 4 shows pre-pandemic scholarly event attendance by format. The table values are highlighted using a red-orange-yellow-green scale, where the green represents the highest percentages and the red the lowest percentages. Before the pandemic, over half of respondents (53.3%) frequently attended in-person only events, with only 12.5% attending in-person only events rarely or not at all. Very few attended any other sort of event frequently. Almost two-thirds (63.9%) never attended hybrid events, 51.1% never attended asynchronous online events, and 42.4% never attended online synchronous events.

Table 4. Pre-pandemic scholarly event attendance by format

	In-person only	Online synchronous	Online asynchronous	Hybrid/blended	Other, please specify
Frequently	53.3%	3.4%	2.4%	1.4%	0.2%
Sometimes	37.6%	17.1%	10.4%	8.0%	0.5%
Rarely	7.7%	34.7%	32.0%	22.7%	0.5%
Not at all	4.8%	42.4%	51.1%	63.9%	20.0%

Table 5 shows post-pandemic scholarly event attendance by format. After the pandemic, only 3.4% of respondents frequently attended in-person only events – a drastic decrease. Whereas prior to the pandemic only 4.8% of respondents report never attending in-person only events, after the pandemic 41.7% report doing so. At the same time, the rate at which respondents attended online synchronous, asynchronous, and blended training all increased, with the largest increase in attendance of online synchronous events. Prior to the pandemic, only 3.4% frequently attended such events, compared to 56.4% afterwards. Prior to the pandemic, only 9.4% of respondents frequently or sometimes attended hybrid/blended events. Post pandemic, 62.4% attended such events frequently or sometimes.

Table 5. Post-pandemic scholarly event attendance by format

	In-person only	Online synchronous	Online asynchronous	Hybrid/blended	Other, please specify
Frequently	3.4%	56.4%	19.3%	15.4%	0.5%
Sometimes	16.6%	34.0%	38.1%	47.0%	0.7%
Rarely	37.1%	6.3%	23.9%	17.6%	1.2%
Not at all	41.7%	2.9%	13.0%	13.0%	11.8%

When asked what kinds of events they attended before the pandemic, almost all respondents listed lectures/presentations (96.4%) and conferences (92.3%). These numbers remain stable post pandemic, falling only slightly. The main change we see is an uptick in post pandemic Seminar/Webinar attendance, which increased from 69.6% to 77.3% of respondents. Among write-in comments for “Other” were a variety of events, such film screenings and book groups.

Table 6. What kinds of events did you attend before the pandemic?

	Count	Percent
Lecture/Presentation	400	96.4%
Conference	383	92.3%
Seminar/Webinar	289	69.6%
Workshop	286	68.9%
Panel Discussion/Roundtable	258	62.2%
Other, please specify	11	2.7%

Table 7. What kinds of events did you attend after the pandemic started?

	Count	Percent
Lecture/Presentation	383	92.3%
Conference	378	91.1%
Seminar/Webinar	321	77.3%
Workshop	229	55.2%
Panel Discussion/Roundtable	230	55.4%
Other, please specify	7	1.7%

The top factors that most influenced whether a respondent chose to attend an event before the pandemic were: relevance to research, teaching or study (64.3%); geographic location (61.0%); and affordability (48.9%). After the pandemic started the top factors were relevance to research, teaching or study (72.0%); schedule/timeliness (66.5%); and personal interest (59.0%). Many factors changed dramatically in importance pre- and post- pandemic. Personal interest was a major influence for only 38.3% of respondents pre-pandemic, and increased to be a major influence (54.01%) for more respondents post-pandemic. Accessibility accommodations and assistive technologies nearly tripled in importance after the pandemic started (from 2.4% to 6.7%), likely due to many events moving to an entirely online format. Geographic location drastically decreased in importance as more events moved online: this was an important factor to 61.0% pre-pandemic and only 14.9% post-pandemic. Affordability and institutional support similarly decreased in importance as events moved online and travel costs were not required. Lastly, schedule/timeliness became a much larger influence post-pandemic, moving from an influencing factor for 33.0% of respondents to 66.5% of respondents. The areas that saw little change were childcare/eldercare responsibilities and social networking, followed by relevance to research, teaching, or study.

Table 8. Which reasons most influenced your decision to attend or not attend a scholarly event, pre- and post-pandemic?

	PRE count	PRE %	POST count	POST %
Accessibility accommodations/Assistive technologies	10	2.4%	28	6.7%
Affordability	203	48.9%	120	28.9%
Childcare/Eldercare responsibilities	31	7.5%	34	8.2%
Geographic location	253	61.0%	62	14.9%
Institutional support	121	29.2%	37	8.9%
Personal interest	159	38.3%	245	59.0%

Relevance to research, teaching, or study	267	64.3%	299	72.0%
Schedule/timeliness	137	33.0%	276	66.5%
Social networking	45	10.8%	28	6.7%

We also considered whether respondents with more resources or different institutional affiliations were influenced by different factors. How does access to virtual events affect agency across employment and affiliation?

Since there is no easy way to calibrate income across countries, we asked respondents their employment status as a way of gauging financial means. How do financial resources impact when someone decides to attend an event or not, and did the pandemic change their impact? In Table 9 we focus of the top three factors that influence attendance for those with different employment statuses.

Pre-pandemic, relevance to research, study, and teaching was the primary consideration for full time employees and respondents with financial support, and secondary for part time and unemployed respondents. With the exception of unemployed respondents, this factor became even more important post- pandemic. Pre-pandemic, travel costs outweighed relevance by a small margin for part time respondents; geographic location was only a secondary consideration for full time employees and respondents with financial support.

Having institutional support was the third most important consideration for full time employees before the pandemic started. One advantage that respondents with financial support, part time, and unemployed respondents seemed to have been choosing events for personal interest. All three categories list it as the third most important factor in their decisions, and this didn't change after the pandemic started. It is only after lock down that full time employees consider personal interest at all, replacing institutional support when choosing to attend an event.

Table 9. Which reasons most influenced your decision to attend or not attend a scholarly event, pre- and post- pandemic (by employment status)

	Prefer not to answer	Employed Full-time	Employed Part-time	Stipend/ Scholarship/ Fellowship	Unemployed	Other, please specify
Affordability	43.8%	43.4%	60.0%	54.7%	44.0%	50.9%
Accessibility accommodations/Assistive technologies	25.0%	1.4%	0.0%	1.9%	4.0%	1.9%
Childcare/Eldercare responsibilities	12.5%	7.3%	8.0%	3.8%	4.0%	9.4%
Geographic location	68.8%	54.8%	72.0%	62.3%	60.0%	62.3%
Institutional support	6.3%	39.7%	16.0%	20.8%	16.0%	15.1%
Personal interest	56.3%	30.1%	40.0%	41.5%	44.0%	45.3%
Relevance to research, teaching, or study	37.5%	67.6%	58.0%	69.8%	56.0%	54.7%
Schedule/timeliness	31.3%	33.3%	38.0%	28.3%	20.0%	32.1%
Social networking	6.3%	12.8%	4.0%	11.3%	8.0%	11.3%

**POST-PANDEMIC**

	Prefer not to answer	Employed Full-time	Employed Part-time	Stipend/Scholarship/Fellowship	Unemployed	Other, please specify
Affordability	50.0%	26.9%	32.0%	22.6%	40.0%	28.3%
Accessibility accommodations/Assistive technologies	25.0%	5.0%	4.0%	11.3%	8.0%	5.7%
Childcare/Eldercare responsibilities	6.3%	9.6%	8.0%	3.8%	8.0%	7.5%
Geographic location	25.0%	15.5%	14.0%	11.3%	16.0%	11.3%
Institutional support	6.3%	11.9%	8.0%	7.5%	0.0%	3.8%
Personal interest	68.8%	53.0%	64.0%	66.0%	64.0%	66.0%
Relevance to research, teaching, or study	50.0%	75.3%	72.0%	79.2%	52.0%	64.2%
Schedule/timeliness	43.8%	68.5%	74.0%	67.9%	52.0%	60.4%
Social networking	6.3%	6.8%	6.0%	9.4%	0.0%	7.5%

Academic affiliation and status are additional measures of agency. How do affiliation and status influence decisions about attendance? In Table 10 we focused on the top three influential factors chosen by faculty, researchers, librarians, staff, and students.

Before the pandemic, faculty, researchers, and librarians were able to prioritize relevance over geographic location and affordability or institutional support. Staff and students needed to consider affordability and travel costs before they could attend something relevant to their research, study or teaching. Across these four categories, relevance, geographic location, and affordability/institutional support were the three consistent factors which influenced decisions.

Predictably, as with the data on employment, geographic location is replaced by scheduling/timeliness in importance after the pandemic started. A more interesting change is the factor of personal interest, which becomes one of the top three factors in all categories. Staff consider relevance and schedule/timeliness of equal importance, followed by personal interest. After the pandemic starts, students are able to put personal interest first, followed by relevance and schedule/timeliness.

*Table 10. Which reasons most influenced your decision to attend or not attend a scholarly event, pre- and post- pandemic (by institutional affiliation)*

**PRE-PANDEMIC**

	Prefer not to answer	Faculty	Researcher	Librarian	Staff	Student	Other, please specify
Accessibility accommodations/Assistive technologies	16.7%	1.9%	3.9%	3.2%	0.0%	1.4%	2.0%
Affordability	33.3%	41.5%	35.1%	51.6%	66.7%	58.9%	62.7%
Childcare/Eldercare responsibilities	0.0%	10.7%	5.2%	6.5%	11.1%	4.1%	3.9%

Geographic location	66.7%	48.4%	70.1%	61.3%	66.7%	64.4%	68.6%
Institutional support	16.7%	40.9%	24.7%	41.9%	27.8%	15.1%	9.8%
Personal interest	66.7%	28.9%	45.5%	29.0%	27.8%	39.7%	45.1%
Relevance to research, teaching, or study	50.0%	70.4%	70.1%	64.5%	55.6%	54.8%	47.1%
Schedule/timeliness	33.3%	34.6%	26.0%	16.1%	16.7%	38.4%	39.2%
Social networking	0.0%	13.8%	14.3%	9.7%	11.1%	6.8%	3.9%

#### POST-PANDEMIC

	Prefer not to answer	Faculty	Researcher	Librarian	Staff	Student	Other, please specify
Affordability	16.7%	23.9%	22.1%	38.7%	38.9%	34.2%	37.3%
Accessibility accommodations/Assistive technologies	16.7%	5.0%	7.8%	3.2%	5.6%	12.3%	3.9%
Childcare/Eldercare responsibilities	0.0%	12.6%	7.8%	3.2%	11.1%	4.1%	3.9%
Geographic location	16.7%	12.6%	22.1%	22.6%	11.1%	12.3%	9.8%
Institutional support	0.0%	7.5%	9.1%	32.3%	22.2%	4.1%	2.0%
Personal interest	66.7%	52.8%	59.7%	48.4%	38.9%	68.5%	74.5%
Relevance to research, teaching, or study	50.0%	78.6%	72.7%	71.0%	77.8%	67.1%	56.9%
Schedule/timeliness	33.3%	69.8%	64.9%	51.6%	77.8%	65.8%	64.7%
Social networking	0.0%	7.5%	6.5%	9.7%	0.0%	8.2%	3.9%

Altogether this suggests that the virtual modalities of the pandemic reduced financial barriers for low-income respondents, staff, and students. Across income and affiliation, events relevant to research, study and teaching are more accessible for everyone, as scheduling and timeliness replace geographic location as a factor, and personal interest becomes an important criteria in the choice of events.

### Opinions on online or hybrid/blended events

Participants were asked how online or hybrid/blended events are better, worse, or simply different from in-person events, and 322 provided a free text comment in response.<sup>3</sup> The results were coded using the categories in Table 11 below. Many responses fit into more than one category. “Online” events include any kind of event which has a virtual component.

<sup>3</sup> All comments can be found in Appendix C.

Table 11. Percentage of free text comments pertaining to each topical code (Opinions on online or hybrid/blended events)

Topic	Count	% of comments
Social networking	157	48.8%
Convenience	148	46.0%
Note trade-offs	139	43.2%
Like online events	121	37.6%
Inclusion	110	34.2%
Budget	91	28.3%
Choice	71	22.0%
Dislike online events	58	18.0%
Technology	36	11.2%
Environment	27	8.4%

### What works?

#### *Convenience, Inclusion, Budget, Choice, and Carbon:*

*Convenience*, (148 or 46.0%), *Inclusion* (110 or 34.2%), *Budget* (91 or 28.3%), and *Choice* (71 or 22.0%) were the strongest arguments in favor of virtual and hybrid formats. Environmental factors were another positive, but least mentioned (27 or 8.4%). While many respondents felt disconnected by the loss of in-person networking opportunities post-pandemic, others felt included in their research communities for the first time in the virtual environment.

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*I very much like online events.... as an autistic person, I find them easier to process as I can control visibility and interaction.*

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Virtual access opened up possibilities for people with family responsibilities which restrict travel: parents and guardians of children, children taking care of parents, and others with dependents. Visa restrictions also created intractable barriers before the pandemic. Finances were problematic for the less affluent; people from low-income countries; students and junior faculty still establishing voices in research; retirees, enthusiasts, librarians, and other non-academic professionals; and anyone with limited or no institutional support.

The comments also illuminated long-standing peripheries—people who had felt themselves outsiders before the pandemic started had a great deal to say. Among the most vocal were the disabled and the immunocompromised, whose restrictions make it impossible to attend in-person conferences.

Neurodiverse scholars described the benefits of different modalities: it can be easier to see visuals close on a computer screen than across a room. Online conversations can be more comfortable than face-to-face in-person interactions. Even if the technologies need improving, close captioning is helpful to the hearing impaired, and translations software invite more transparency for minority or non-Western language speakers.

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*Online and hybrid/blended events have allowed me to engage in the larger world of scholarship for the first time. Especially as someone who is low-income, multiply-disabled, and located neither in the United States nor Europe, I had not had a chance in the past to attend any events related to my discipline due to economic, accessibility, and location-based barriers. With online events, I have been able to interact with others in my field, which has opened up some incredible opportunities that I would have never otherwise been able to find. I have been able to hear some incredible lectures on topics outside of my immediate scope of study; I have participated in round-tables and workshops that connected me with like-minded scholars; I have offered my voice up in conversations, and been able to feel heard.*

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With a post-pandemic increase in virtual and hybrid events, ease of access increased choices, creating a new interdisciplinary tourism. Some respondents noted that it is now easier to create inexpensive events in narrow specialties. Others described the potential reach to scholars across national boundaries, institutions, and hierarchies to organize smaller, spontaneous events. Several spoke directly to the exponential increase of audience size and its impact on their conferences and research communities.

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*Online conferences allow me to really be part of the global community of scholars. Before the pandemic, I attended a single conference, because it was one town over from where I lived in [country]. During the pandemic, I have attended at least thirty different online events and met so many fascinating people.*

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Another stated benefit to hybrid, virtual and blended events was the environment, though it generated the least number of comments. Wide access and less travel provides more ease of conscience.

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*I think they're a wonderful development. I can actually get to them! I love having the ability to attend/listen to presentations I would otherwise never get to hear (which is most of those outside of the U.S.). I've attended many, many more presentations in the last couple of years than I would have prior to the rise of online/hybrid opportunities. Cost and logistics are of course relevant, but I also deeply, deeply appreciate not having to decide whether the environmental costs of flying feel ethically acceptable to me for various conferences.*

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What doesn't work?

The factors with the most negative comments were the loss of social connections, and frustration with the technology. *Social networking* generated the highest number of comments (157 or 48.8%) and *Technology* among the least (36 or 11.2%). Note that not all of the comments in these categories were negative.

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*When you log off from a conference panel and just find yourself in your silent empty house, it's always deflating and discourages me from thinking through and fully processing what's been said.*

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*Social contacts and networks:*

Many considered the social networking of in-person events crucial to career advancement, and a significant concern for themselves or others. Many missed the casual socializing which they enjoyed before, as well as the serendipitous serious conversations about their work. Several advocated for the change of tempo which academic tourist locations provided, and others for the ability to concentrate far away from their routine responsibilities at work or at home.

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*As a presenter, I find them significantly worse - not being able to see and interact with participants live makes for a less engaging, less effective presentation, in my experience.*

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The array of black Zoom boxes with nameless handles only exacerbated the sense of isolation for many, and made lock-down feel worse. Of those who commented on social networks, few seemed really satisfied with the substitutions for social and professional connections in the virtual environment, though some noted successes, like voluntary discussion groups. Even so it depended on the format and its management.

*Technology:*

Though technology generated the second least number of comments respondents were liberal in their exasperation across the spectrum of events, but conferences seemed to be the most frustrating: the technology didn't work at all or broke down; experts weren't near at hand to fix things; the speakers and facilitators hadn't mastered the hardware, the software, or both; and the choice of group software was sometimes difficult for participants to learn on the spot. Whether hybrid or virtual, if the online audience encountered difficulties sometimes there was no feedback loop to diagnose and fix a problem.

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*... they totally stink because the organisers are not on top of the technology and have not thought things through properly. I absolutely cannot \*stand sitting there while people [expletive] around trying to figure out what they are supposed to be doing; this adds to the strain. of staring at a screen, which starts to feel not worth doing ... I was at one workshop where the organiser tried out some software that was*

*supposed to make this possible; we wasted literally 45 minutes trying to make it work before shifting back to zoom.*

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Another set of problems in online event spaces discussed by respondents were the question-and-answer sessions: group chat functions were easier to abuse, and more difficult to moderate equitably than live audiences. A few respondents stated the opposite: chat questions were more equitable because they could be anonymized, and in-person audiences more complicated to manage with visible hierarchies, or when someone monopolized the conversation. Moderating an online/hybrid/blended event requires a different skillset from managing an in-person audience.

*Exchange is stilted at best and genuinely generative exchange of ideas even less frequent than in traditional in-person settings. In particular, the power differential between parties (e.g. a grad student presenter and senior academic respondent/questioner) is exacerbated, and those who tend to go on at length are even more likely to monopolize the conversation, while those who might manage to speak in a well-moderated in-person panel are usually entirely shut out.*

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Some respondents confessed defeat with virtual conference formats generally. Many were particularly against hybrid formats: even if they intended to integrate the best of virtual and in-person formats, the difficulty of managing so many moving parts made the experience worse. If scheduling and last-minute room changes were annoying at traditional conference venues, they were more complicated with two different audiences, more than twice the technology (in house and online), and a world of time-zones.

*It is extremely awkward to stare at someone's blown up face on a screen (or know they are staring at your own face). The majority of hybrid events have been at the mercy of the presenters'/presider's zoom skills, so some have been easy from start to finish and some (more than others) have been train wrecks.*

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## Advice for organizers of online or hybrid/blended events

Participants were asked what advice they would give to organizers of online or hybrid/blended events, and 279 provided a free text comment in response. Below is the list of advice synthesized from survey responses.<sup>4</sup> The comments are inclusive, not ranked by frequency.

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<sup>4</sup> See the full set of comments in Appendix C.

## Planning the event:

- If the event is virtual, hybrid or asynchronous, there will be extra planning roles, and they will involve a different spectrum of considerations and responsibilities from an in-person conference.
- Advertise well in advance. Hybrid and virtual models expand participation by people across many disciplines as well as professional, non-professional, and academic affiliations. This is a chance to reach out to them.
- Choose optimal time periods to extend your international audience.
- Insert a time zone calculator in the advert or registration, or list a representative time zone for each continent.
- Appoint a technology support expert, and a moderator for each session, in addition to the presenters or panelists. A hybrid event will probably need a moderator for each audience.

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*(H)ave lots of grad students to help.*

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- Decide on whether to have common online areas, where they will be, and who can access them. Common areas can store directories of presenters and panelists; technical support; shared documents for individual sessions with contact information; URLs; cultural guidelines; and recordings.
- If the sessions are recorded, decide whether the archives will only be available to registrants or whether they will be freely available; and for how long.
- Note that privacy protections for recordings vary by country or region, and the participants are protected by their own country's laws accordingly.
- There are several different fee and registration structures. If it's a tiered approach, hybrid events add another layer to the audiences. In addition to different fees for faculty and students, there may be tiers for in-person and virtual participants. With a larger international reach, you may consider a different fee structure for participants from low-income, middle-income, and high-income countries.
- One aspect of planning which spawned a *wide* range of contrasting opinions was advice on the effect of screen fatigue:
  - The event should be only one day, or a close cluster of days (as with an in-person event) to prevent screen fatigue.
  - The event should be spread out over several weeks to prevent screen fatigue.
  - The breaks between sessions should be as short as those in in-person events—long enough for a cup of coffee, checking email, bio-breaks, no more – so that the day finishes more quickly, and people can take a longer break from their screen.
  - The breaks between sessions should be longer to get a break from screen time.

Setting expectations:

---

*Start on time*

---

*Before the event:*

- Ensure you have the best technology you can afford or borrow. Test it well in advance. Remind the technical support to check it again at the beginning of the session with feedback from the audience or audiences.
- Provide training well in advance of the event for the technology and software, to the presenters, coordinators, moderators, and technology experts. Some examples include sharing screens; using the discussion and feedback software you have chosen; how to direct audience to the closed captioning, transcriptions, and translations software; etc.
- Ensure that everyone knows what the cultural guidelines are, and where they can be found on the website. Cultural guidelines include when to put the video on or off; whether to put real names on Zoom boxes, or anonymize them; republishing or sharing recordings, etc. Presenters and moderators may want to establish particular expectations for their individual session, but they should be made clear at the beginning of their presentation.

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*Remember also that because so many marginalized scholars make the most use of remote options, accessibility must always be on organizers' minds. If you can't get live transcription, at least turn on automatic captioning and transcript for every session; this can benefit many attendees, such as caregivers who might need to step away to tend to a dependent, people with auditory processing challenges, d/Deaf attendees, and so many others. Offer attendees a space to make accommodation requests, such as requests for ASL interpretation, but don't assume that an accommodation isn't needed just because it wasn't requested. Allow attendees the choice to leave their cameras and microphones off. Ensure that all attendees "including presenters!" feel that they can safely and comfortably participate in whatever ways feel most comfortable for them by asking for ongoing feedback.*

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*During the event:*

In many cases, the following recommendations varied in the survey results, and many of them are contradictory. Opposite suggestions may be worth considering: which one works best for your event?

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*You will never be able to replicate the in-person experience for those attending online. Instead think of what your ideal online experience would be and work towards that.*

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Discussion models:

There was a great deal of consistency in the following recommendations:

#### *Who can you hear?*

- The only two recommendations *everyone* agreed upon were to make sure the microphone works, and to mute online moderators and participants during the presentation, either by invitation (and constant shushing via chat) or by force.
- Let the speakers check the microphone right before the presentation, with feedback from remote and in-person audiences. Adjust the microphone for each speaker.
- Be mindful that hearing impaired participants depend on closed-captioning, and transcriptions, and different language speakers may be reliant on translations software.

#### *What can you see?*

- In hybrid models it works best for the online audience if the slides are shared directly to the desk top. It is very difficult for online viewers to see the screen from a camera in the room.
- If URLs are shared via chat, create a common document (Google, etc.) where everyone can find them again later.
- Record the session and make it available afterwards. Decide whether to limit viewing to registrants only; to anyone for a set period of time; or to everyone forever.
- Remember that recordings are subject to privacy protections in some countries, and on behalf of any audience members from those countries.

#### *Who can you see?*

- Everyone should turn video off, so the presenters and audience are not distracted by other participants.
- Everyone should keep video on to create a sense of connection, in the same way that in-person audience members are visible to everyone else present.
- Everyone should turn video off during the presentation, and everyone should switch it back on for discussion after the presentation.
- Let individual participants choose which of these is most comfortable to them.
- If possible, let the in-person and online audiences see one another for a few minutes.

#### *How will you identify yourselves?*

- Put full or first names instead of handles on Zoom boxes so everyone knows who is present.
- Only use anonymous handles to ensure privacy.
- Invite people to share their names, institutional affiliation, and contact information in a separate directory.

#### *How will you manage audio?*

- If the online questions are on audio, they will probably be audible. If the in-person audience is using a microphone, the in-person moderator should repeat the question.
- If the online audience questions are in chat, give equal time to chat questions and in-person questions via microphone. (This is another reason to have one moderator for each audience).
- Consider accepting questions from two audiences in the same format: all audio or all chat.

### *Record or not to record?*

Pre-recording inspired the most dramatic contradictions of all recommendations.

- Pre-record presentations for advanced viewing, use the conference 'presentation' time for a more dynamic discussion.
- Don't pre-record presentations, the presenters resent the deadlines, and the audience won't watch them in advance.

### *How will you manage questions and answers?*

Question and answers generated contrasting recommendations.

- Let everyone see the questions in queue on chat.
- Let the moderator only see the questions, and select them as appropriate.
- Set chat to 'everyone' to prevent side-conversations.
- Allow for side conversations, as these are valuable to neurodivergent audience members, e.g., those with Autism, ADHD, etc.

## Creating communities

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*I think we need to seek completely new ways of organizing and conducting the events, rather than simply mimicking an in-person event on Zoom. I'm not sure what that would look like, but if we are going to maintain them, they need to provide something different from an in-person event.*

---

The social aspect of scholarly events, regardless of model, was the most frequent topic of all the comments in both open-ended questions. Respondents lamented the loss of spontaneous conversations of in-person events, as well as the difficulties of social networking and its impact on career advancement in virtual or hybrid/blended events. There were a great many comments about experiences which were disappointing in the online variants, but other respondents also described social events which were successful, or made recommendations for improvement. Many respondents described some optimism about creating a social environment in online events, and offered ideas.

- Open the online room early, so that people can join in advance and introduce one another. (You need to check the technology anyway). It's nice if the moderator switches to a host role and encourages informal conversation with a question. "What is the weather like where you are?"
- Keep the room open after the session is done in case people want to stay longer and discuss the presentation further.
- Collaborate with publishers to find a successful online version of exhibit halls. Only a couple of respondents mentioned this, but no one was happy with the attempted models.

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*If your event is sponsored, find ways to encourage collaboration with sponsors or vendors, otherwise they will cease to provide financial support as it delivers less and less of return on investment.*

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- Create separate chat rooms for informal conversations. They can be organized by topic, or just open a coffee shop chat room.
- Create ‘semi-private’ chat rooms for informal conversations.
- Invite participants – not just presenters and organizers—to add their names and contact information to a common directory. If social connections aren’t happening during the event, there are ways to establish them afterwards.
- Be creative! One participant gave a glowing report about an online dance party. Others enjoyed online coffee breaks inviting one or more participants. Virtual tours of museums, grounds, and other tourist venues are also possible.

## Acknowledgements

Many thanks to Dr. Gabriel Bodard (University of London), Ms. Silvia Stopponi (Rijksuniversiteit Groningen), and Dr. Hope Williard (University of Lincoln) for their suggestions for the survey instrument.

## Appendix A: Survey Instrument

### **Survey: Attending scholarly events during the Pandemic**

#### **Key Information:**

This survey is designed for attendees of scholarly events in ancient studies, archaeology, classical studies, digital humanities, medieval studies, public history, and related fields. Its purpose is to understand how the online/hybrid/blended formats used during the pandemic influenced participants' choices. Are people more or less likely to attend scholarly events because of these formats? Will the nature of audiences change as a result?

It takes approximately 5-7 minutes to complete the survey.

Your participation is voluntary, and your responses confidential. We do not request your name, email address, institutional affiliation, or other personal or sensitive information. We will remove any other identifying information from your open-ended answers. The results will be aggregated, and the open-ended answers summarized so that responses will not be recognized, but I may share representative quotes. The survey results will be redistributed on the appropriate listservs.

For questions about the survey, please contact Greta G. Boers, Librarian for Classical Studies, Duke University ([greta.boers@duke.edu](mailto:greta.boers@duke.edu)). For questions about your rights as a participant contact the Duke Campus Institutional Review Board at [campusirb@duke.edu](mailto:campusirb@duke.edu). Reference Protocol ID#2022-0535.

To indicate that you read the above information and give consent to participate in this research, please click the "Next" button below.

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Residents of the European Union and the European Economic Area require an additional consent. Do you currently reside in the EU/EEA?

Yes

No

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**Information for participants in the European Union and the European Economic Area:**

The [General Data Protection Regulation](#) (GDPR) is a privacy regulation in effect in the EU/EEA that provides for the protection of your personal data. This survey is consistent with the GDPR regulations and does not collect any personal or sensitive information, however, we need to inform you that the data is being analyzed in the United States. By participating in the study, you give us permission to collect your data while you are in the EU/EEA, and transfer it back to the United States, which has not received an adequacy decision under the GDPR. [Duke University's Privacy Policy](#) explains the University's compliance with the GDPR.

If you agree to take part in the study, please indicate below.

I affirmatively consent to the collection of my data in this survey as part of this research study, and for the data to be transferred to the United States for analysis.

I do not consent to participate in this research study.

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## Definitions

For the purposes of this survey, **Scholarly events** include any conferences, lectures/presentations, panel discussions/roundtables, webinars/seminars, or workshops, whether or not they require registration or fees.

**Attendees** include anyone who participated in an event as a lecturer, moderator, speaker, teacher, audience member, or student.

**Before** refers to events which occurred between June 1st, 2017, through December 31st, 2019.

**After** refers to events from January 1st, 2020, to present.

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**BEFORE THE PANDEMIC STARTED:  
ATTENDING SCHOLARLY EVENTS BETWEEN JUNE 1st, 2017, and DECEMBER 31st, 2019**

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How often did you attend events in the following formats *before* the pandemic started?

	Frequently	Sometimes	Rarely	Not at all
In-person only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online synchronous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online asynchronous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hybrid/blended	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What kinds of events did you attend *before* the pandemic started? Please select all that apply.

Conference

Lecture/Presentation

Panel Discussion/Roundtable

Seminar/Webinar

Workshop

Other, please specify \_\_\_\_\_

---

Which of the reasons below most influenced your decision to attend or not attend a scholarly event *before* the pandemic started? Please select no more than three.

- Affordability
  - Accessibility accommodations/Assistive technologies
  - Childcare/Eldercare responsibilities
  - Geographic location
  - Institutional support
  - Personal interest
  - Relevance to research, teaching, or study
  - Schedule/timeliness
  - Social networking
-

Which disciplines represent the scope of the events you attended *before* the pandemic started? Please select all that apply.

Ancient studies

Archaeology

Classical studies

Digital humanities

Medieval studies

Public history

Other, please specify \_\_\_\_\_

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**AFTER THE PANDEMIC STARTED:  
ATTENDING SCHOLARLY EVENTS FROM JANUARY 1ST, 2020 TO DATE**

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How frequently did you attend events in the following formats *after* the pandemic started?

	Frequently	Sometimes	Rarely	Not at all
In-person only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online synchronous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online asynchronous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hybrid/blended	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

What kinds of events did you attend *after* the pandemic started? Please select all that apply.

- Conference
  - Lecture/Presentation
  - Panel Discussion/Roundtable
  - Seminar/Webinar
  - Workshop
  - Other, please specify \_\_\_\_\_
-

Which of the reasons below most influenced your decision to attend or not attend a scholarly event *after* the pandemic started? Please select no more than three.

- Affordability
- Accessibility accommodations/Assistive technologies
- Childcare/Eldercare responsibilities
- Geographic location
- Institutional support
- Personal interest
- Relevance to research, teaching, or study
- Schedule/timeliness
- Social networking

Which disciplines represent the scope of events you attended *after* the pandemic started? Please select all that apply.

Ancient studies

Archaeology

Classical studies

Digital humanities

Medieval studies

Public history

Other, please specify \_\_\_\_\_

---

Page Break

**DEMOGRAPHIC INFORMATION:  
UNDERSTANDING DIVERSITY OF AUDIENCES**

Which of the following disciplines best describes your primary research, teaching, or educational interests?

- Ancient studies
  - Archaeology
  - Classical studies
  - Digital humanities
  - Medieval studies
  - Public history
  - Other, please specify \_\_\_\_\_
- 

Which of the following best describes your institutional affiliation?

- Prefer not to answer
  - Faculty
  - Researcher
  - Librarian
  - Staff
  - Student
  - Other, please specify \_\_\_\_\_
-

Which of the following best describes your employment and resources?

- Prefer not to answer
  - Employed Full-time
  - Employed Part-time
  - Stipend/Scholarship/Fellowship
  - Unemployed
  - Other, please specify \_\_\_\_\_
- 

In which country do you currently reside?

▼ Afghanistan ... Zimbabwe

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**OPEN ENDED QUESTIONS:**

**WHAT DID YOU LEARN? WHAT WOULD YOU ADVISE?**

(Optional; please feel free to answer in the language of your choice)

How are the online or hybrid/blended events better, worse, or simply different from in-person events?

\_\_\_\_\_  
\_\_\_\_\_

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What advice would you give to organizers of online or hybrid/blended events?

\_\_\_\_\_  
\_\_\_\_\_

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**END OF SURVEY**

## Appendix B: Survey Distribution Channels

1. Association of Critical Heritage Studies (ACHS) newsletter
2. Association of Digital Humanities Organizations (Twitter & FB)
3. Digital Classicist listserv & Twitter
4. East Midlands Medievalists listserv
5. D-Hum listserv
6. Duke University Classical Studies Department
7. Duke University Libraries Humanities Librarians listserv
8. European Association of Archaeologists (posted on website)
9. International Byzantine Studies Conference membership
10. PAPY-list
11. Saving Ancient Studies Association listserv
12. UK History Research Librarians' listserv
13. Women's Classical Caucus list listserv

A number of other organizations were contacted, but declined. In addition to these invitations, respondents were encouraged to share the survey with others. Answers to the question "Which of the following disciplines best describes your primary research, teaching, or educational interests?" indicate that the survey reached well beyond the communities listed above.

## Appendix C: Survey Distribution Email

Survey: Attending scholarly events during the Pandemic

This survey is designed for people who attended conferences and similar events in ancient studies, archaeology, classical studies, digital humanities, medieval studies, public history, and related fields from June 1<sup>st</sup>, 2017, to date. Its purpose is to understand how the online/hybrid/blended formats used during the pandemic might influence the organization of scholarly events in future, by comparing attendance before and after it started.

What works? What doesn't? What recommendations and best practices would you offer other people?

Please feel free to share the survey widely. The more opinions, experiences, and recommendations we gather, the more useful the results will be to everyone in our communities. These will be aggregated, and the open-ended answers summarized so that responses will not be recognized, though I may include representative quotes in my findings. The survey results will be shared on the appropriate listservs.

This is the link to the survey: [Attending scholarly events during the Pandemic](https://duke.qualtrics.com/jfe/form/SV_cvbHrmaOv5n9c6W) or cut and paste [https://duke.qualtrics.com/jfe/form/SV\\_cvbHrmaOv5n9c6W](https://duke.qualtrics.com/jfe/form/SV_cvbHrmaOv5n9c6W) into your browser.

The survey will close on September 30<sup>th</sup>, 2022. Please contact me if you have any questions.

For your suggestions and insight, thank you: Dr. Gabriel Bodard (University of London), Ms. Silvia Stopponi (Rijksuniversiteit Groningen), Dr. Hope Williard (University of Lincoln); and my colleagues at Duke University: Ms. Joyce Chapman, Dr. Tina LaChapelle, Mr. John Little, and Mr. Lee Sorensen.

All best,  
Greta

Greta Gezina Boers  
Librarian for Classical Studies and the Linguistics Program

Duke University Libraries, Box 90725  
Durham, NC 27708  
t: 919.660.5864 f: 919.660.5999

She/her/hers

*Duke University Libraries value diversity of thought, perspective, experience, and background and are actively committed to a culture of inclusion and respect.*

## Appendix D: Open ended responses— How are the online or hybrid/blended events better, worse, or simply different from in-person

They are better as they are more accessible and affordable, while you can concentrate more on what is presented. They are worse as you cannot socialize and network the way you do with in-person events
Hybrid events make for much more challenging technical aspects than either fully online or fully in-person events. In my opinion, they are most likely to be disrupted by technical problems and therefore less enjoyable for the audience, and much more time-consuming for the organisers. Therefore, in my opinion, it is better to have either fully online events, if it is not possible for everyone to travel and if it suits the type of event, or fully in-person events as was the rule before the pandemic - and maalesh to those who cannot attend, they can get in touch by email with a researcher, or read the proceedings once they are out, as before.
The only "upside" to the pandemic has been an increased availability of conferences, lectures and other educational services via streaming. Some occurred at "odd" times relative to Eastern Time U.S.&gt;;, but others could be accessed for later review.
more immediate in that the speakers are speaking to you personally
In some ways better and some ways worse. "Better" because they were much cheaper; they took less time out of my life (no travel), and they were less exhausting (e.g. running from one place to another). "Worse" because there is no in-person interaction plus no serendipitous meetings.
The option to attend remotely improves the chances of being able to attend as it can more easily fit in with schedules, as well as affordability and being able to attend the parts of conferences that are of interest without the disruption of moving around and leaving the conference hall.
Hybrid events are great . I dont have to choose which session to attend, i can go to all. Also the online attendance is cheaper and allows many younger scholars in distant countries to attend. But there is no substitute for meeting people in the flesh
They are worse because there is little opportunity for extensive interaction with colleagues. And discussions over the internet are not as fluid as they are in person. I can't always hear everything that someone is saying, and it's a very different feel to try to engage with someone over this medium.
Better for affordability and accessibility – people who can't afford the costs of conference travel, or who can't easily obtain childcare for conference travel, can participate more easily online. Immensely worse for networking and socializing, obviously. Also worse for engagement: I'm simply not as engaged or compelled by a screen as I am by a live person, and it's hard to get as intellectually excited about talks that I attend virtually.
I enjoyed the ability to learn from people all over the world, sometimes in the same day.
Online venues are very convenient and affordable. The only downside is the limited time for questions.
Accessibility when geography is an issue is better in online/hybrid events Affordability is also better as less cost for assistance when online only Networking is worse as face to face contact is harder when online
It is possible to follow events from all around the world which I would not be able to attend physically for many reasons. We lose the precious unconventional free time between conferences. We cannot build our network anymore.
Plus side: Online /hybrid events allow to attend even if one does not give a paper, and one can be at more such occasions to follow research of colleagues. Minus side: Onsite networking and discussion

in an in person event is not comparable to the experience online. Many important topics and networking opportunities are only present outside the lecture hall. Only online conferences would be very unsatisfactory because the social component is missing.
I found them to be a very comfortable way of keeping up with new research/ The advantage of having scholars from all over the globe was very enlightening.
some online and hybrid events are better since they are more accessible whether you are traveling or not. I find that more questions can be answered in the online format.
They are better in that they are accessible to more people and easier on people who have difficulty sitting still but don't want to be rude to the speakers by moving around in person. Unfortunately, they are also often less interesting, and there is typically less easy discussion or Q&A online.
Better: Wide range of attendees from all over the world can interact synchronously, smaller carbon footprint Worse: Time zone differences make the above possibility less common Worse: Easier to become distracted during the event, more technical difficulties than in-person, screen fatigue, lack of true networking, manufactured/less organic discussions
They are much better than in-person meetings in terms of equity, environmental concerns, and accessibility. From an ethical perspective, they should be the standard for any professional meeting. They are not yet comparable to in-person meetings for maintaining and developing social networks among privileged scholars who can attend in-person meetings and who have not met before the relevant meeting.
I could attend hybrid or online events even from abroad without having to travel long distances. The only drawback was trying to socialise or get in touch with other attendees.
In person events allow you to chat with people as you like, hybrid is rather awkward and much harder to talk to anyone.
Better because they are easy to attend/affordable, worse because there's less discussion
They are so much more accessible to scholars in related fields who would not be otherwise able to attend, due to cost, distance, or scheduling. Now I could virtually attend and participate in Q&A in a weekday panel in a conference in Europe before teaching my afternoon classes. Of course they're not the same as attending in person in terms of face-to-face interaction & socializing after the panels, and it was a great joy to return to some in-person conferences in 2022. But the increased online accessibility of events, especially for contingent faculty or faculty members at non-R1 institutions with less ability to travel, is an advantage worth keeping in some form.
I find that live zoom is wonderful and except for time zones that are too late for me, the choice to attend or not to attend is totally up to me.
They often bring a disconnected feeling, and they're harder to be "truly present" because distractions are easier to follow.
They are different than in-person of course, but it gives amazing access to events all around the world, makes the impossible possible, saves time, money, protects the environment. It is an incredible convenience and accessibility. University teaching suffered however as online. Students were not motivated and talking to black boxes in your own living room was not very motivating either. Online is great, but you can not replace the spontaneity and social interaction with a screen.
online and hybrid events are different but certainly provide an opportunity to take part in those that I would otherwise not have been able to attend if this format was not provided.
Depends on the event. Sometimes are just different and they work pretty well. But often the problem is to make them compatible with everyday life being at home. And of course, you miss social networking, fundamental in conferences.
Online/hybrid are generally worse in all ways - lecture presentations (as both a speaker and a listener), discussions, interactions and networking etc. However, online/hybrid events do allow me to

attend talks/conferences/workshops/seminars etc. at short notice (don't require planning transport and accommodation etc.), and in many locations in the world - it opens up more opportunities to attend events: more affordable, more spontaneous, attending events in places where maybe it wouldn't have been possible or worthwhile to do in person.
They are much, much better. One does not need to travel anywhere and there are no R&B costs. Saves so much money that can be put to better uses. The events can be wedged in around other activities at home. One can attend in one's pajamas or drink a beer while watching.
Hybrid events are not as good as in-person events, because the technology does not allow people attending remotely the same degree of participation (hearing, responding) as those attending in real life.
Online/hybrid forms are more accessible to international scholars, although more mentally taxing for all participants. Networking with others online is close to impossible though.
Almost always worse, especially hybrid. The only exception is very small 1 or 2 hour long workshops where the participants all know one-another
Better because they are more accessible (time and geographical location matter less); worse because they reduce the scholarly interaction, access to other resources and diverse perspectives, and lower levels of networking.
The personal intellectual exchange and social networking are suffering, no real discussion after a talk is possible. The only advantage is that one can listen to a talk when other commitments prevent one from travelling to the venue.
They can still be hard to attend if you have caring responsibilities but they lack the human contact of in-person events. It sometimes seems like you get all the downsides of arranging care but none of the upsides of the networking and contact.
I can attend virtually many more events than I ever could afford to do so in person, especially those around the world. These are a great resource also for connecting with global researchers - particularly those in Egypt and Sudan where my area of research is focused. It was different in terms of the lesser chance to "mingle" in the post seminar events - chatting casually over a post event drink for example. Overall however I have found that the quality of the presentations have been better as researchers are now used to delivering powerpoint presentations. Sometimes there have been glitches where the speaker could not always be understood/heard due to the internet challenges.
Introducing a virtual dimension significantly extends the reach of any event and lowers the overall carbon footprint. I do not feel that the possibilities of the virtual dimension has been fully realised, as it is not necessarily works best as a one-to-one virtual representation of the in-person format. This naturally requires more technical skills on behalf of the organisers, speakers, and attendants.
I'm disabled so attending events in person, especially those that require international travel, is very difficult and takes huge amounts of planning and resources. So I had thought that online/hybrid events would make things more accessible for me. But in fact, surprisingly, it's really not the case. Because I also have childcare responsibilities, I find that online conferences in particular are almost impossible. When you travel for a conference, you make childcare arrangements and block out the time. But when you are sitting at home attending, those arrangements breakdown or are non-existent. Individual lectures and seminars are also often scheduled for evenings, which are impossible when you have family commitments. And again it's very difficult to manage these from home.
I believe that they lack the personal touch that coffee breaks, lunches and such bring to these events, which is a really interesting and nice environment for academic contacts and conversations. However, I totally believe that the loss of this is worthy in exchange of the enormous accessibility that online conferences bring to people who cannot afford to attend conferences due to their budgets,

<p>schedule, or such reasons. Besides, the potential creation of contacts is incredibly boosted thanks to the remarkably larger number of events that can be attended online.</p>
<p>Hybrid/blended events are better for academics in third world countries, because we can actually attend them, and therefore stay more up-to-date with current research than we were previously able.</p>
<p>Saves time and money on travelling. Allows to attend events during childcare. Highly accessible.</p>
<p>I think they're a wonderful development. I can actually get to them! I love having the ability to attend/listen to presentations I would otherwise never get to hear (which is most of those outside of the U.S.). I've attended many, many more presentations in the last couple of years than I would have prior to the rise of online/hybrid opportunities. Cost and logistics are of course relevant, but I also deeply, deeply appreciate not having to decide whether the environmental costs of flying feel ethically acceptable to me for various conferences.</p>
<p>different</p>
<p>Social networking and discussions very limited compared to in person, despite many more attendees. You can 'take' something (listening to others) but not much give and receive feedback. Time-zones make it difficult to attend fully; also -not being physically 'elsewhere' - you still have to cope with your ordinary duties and cannot fully appreciate and enjoy participation. frequently hybrid events are not organised in a specifically designed environment and while people who attend in person can hear and participate those attend online are sort of excluded or limited</p>
<p>After a while, I got tired of getting up at 3am as it was a strain, especially during the semester. However, in the beginning, I was like a kid in a candy shop and couldn't get enough. I had access to research and to present research that I normally would not have had. It benefitted my teaching in profound ways.</p>
<p>Attending online - the fees are minimal (if any); I wouldn't dream about participating in a conference in the US in person (tickets, lodgement, etc.) but I have since the beginning of 2020. A considerable disadvantage is quite limited informal communication with the other attendees.</p>
<p>Not as good for people networking.</p>
<p>Better: – easier to accommodate ongoing private obligations – fully online: often fairer access to discussion and to networking opportunities – option for on the spot side discussion and info via chat functions – much more environmentally, economically, and time-wise sustainable due to lesser (often long-distance) travel – if wished for: much wider outreach – much easier to implement changing formats (plenum/break-out groups) Worse: – easier to accommodate ongoing work obligations, thus often expectation to do so, which severely takes from the research and networking experience – especially hybrid: often huge challenge to juggle the different audience requirements, especially in case of round tables with several speakers in both spaces – less efficient for networking, though this could partially be overcome if explicitly recognized by all sides as a major issue; nonetheless, the highly efficient and inspiring semi-private/semi-work discussions springing to light in breaks and spare time of in-person events (and work in joint work spaces) proved to be essentially impossible in virtual implementations – hybrid meetings: highly uneven access to discussion and networking opportunities – hybrid roundtables: often exceedingly difficult and very exhausting to follow online because of lack of focus on the microphone, only partial visibility of faces, and side noises – difficult to schedule long synchronic meetings across many time zones</p>
<p>Différent but easier to get access to.</p>
<p>Better accessibility, I was able to attend lectures and conferences in countries I usually would never be able to go to if it was only in person. For knowledge gathering it's great. However, for the social aspect of a conference or presentation online is horrible. I have seen multiple efforts to encourage</p>

networking and socialising in an online environment and while some worked better than others it's never the same and as easy as during an in person event.
No one gets released from their teaching duties to attend an online conference. I only attended asynchronous conferences where we watched lectures beforehand and discussed them synchronously, and it seems like no one in the discussion watched more than 1 or 2 of the papers and discussion of senior scholar's presentations monopolized the discussion time.
Better: They allow for worldwide attendance and international speakers. In a small field (ANE studies), online and hybrid events the technologies bring more people together. Worse: social networking sometimes lacking; technologies sometimes problematic.
I love to be able to attend more lectures that catch my interest! Not having to travel makes attendance much easier. Also lower costs are an issue.
I have always been fascinated by the idea that we can hold meetings or conferences online instead of actually traveling to a physical place. Very practical. However, it does not replace the human contact during an in person meeting.
online lectures work well, and even smaller workshops can be done over a certain period successfully. The good thing is that people from different countries can much more easily communicate, I therefore like the international workshop format all online best. These need to be contained in time (half days work much better) and need strong guidance, then they are a very good possibility. Hybrid events tend to be terrible since the two audiences are difficult to synchronize. Should only be an stopgap solution. online seminars (university; not scholarly) are simply terrible, as most students switch image off and disappear; talking against a wall of tiles is no fun.
I hate online events. The feedback is not visible, the discussions are at the surface of things only, social networking is not possible
Pros: I can attend conferences internationally via online (most commonly Zoom), which I couldn't attend in person due to the cost of travel. Having an online portion aided me in becoming more confident in asking questions, since I am more of a visual learner who needs to write thoughts down. Cons: There was one conference that was interrupted by a Zoom-bombing, so we had to shift Zoom links. It's also harder to fully socialize online rather than in-person, so I found networking more meaningful in-person.
I attended quite a few online and hybrid events. On one hand, they are accessible. On the other, in many of them, participants only gave their own paper or participated in the session or panel to which they had been invited, and not in others. In other words, they were not really present.
no real private discussions. no negotiating accommodations, no travel. Times often inconvenient, but usually for events I wouldn't travel to anyway, so actually requiring less effort to attend.
Online events represent a huge saving of time and money for scholars from places like Australia: in my discipline, most of the major conferences are in Europe, North America or the Middle East. The ability to attend virtually saves thousands of dollars, and days of travel and jetlag. Attending more conferences become much more feasible through online participation, both financially and logistically. This is a huge boon for research. The main downsides are: Firstly, that many conferences will be organised in local working hours, which can mean attending sessions late in the evening and into the early morning in Australian timezones. Secondly, the networking and socialising that are such an important component of the conference experience are typically lacking for on line participants. Thirdly, the needs of online attendees are often considered secondarily to those of physical attendees. The experience of sound and vision can often be second rate - especially for the question/discussion sessions at the end of formal papers.
The ability to attend events in which it would have been otherwise impossible to participate is perhaps the only good to have resulted from the events of the last two years.

At an in-person conference, you are a happy prisoner of the event and all other activities take a back seat. Online formats do not allow for this exclusive attention - I cannot cancel classes, for example, for an online multi day conference. Furthermore, online events are worthless for in person conversations that are impromptu.
Worse: poor opportunities for social networking, less engaging, no possibility for travel to interesting location, less random chances to stumble in interesting lecture Better: often more flexible schedule or possible to see lecture at time of own convenience
Very different
I am very impressed by the quality of synchronous events. I feel like a regular participant. My professional background is in Instructional Design and most of the work we did was in asynchronous events. Without a doubt the synchronous is preferred.
They are different, but I largely prefer online events, asynchronous or not. I worry about the carbon footprint of travel, and I am on chemo for auto-immune disorders. I also think that if more papers were pre-recorded for presentation, and viewable at a later date as well, the general quality would go up. Too many papers have a last-minute vibe. Knowing that it would be around forever might get people to do a better job.
I understand the importance of hybrid events -- I appreciated attending them but I find them worse than one platform -- neither audience feels fully addressed -- but more people have the ability to attend so that makes it worthwhile
These events are available to people across geographies. It has been a wonderful resource during the pandemic and I hope it continues.
I prefer in person events without the online presence. They're more relaxed and you know who your audience is.
Worse---it's harder to pay attention, it doesn't build community, and it strains the hell out of your eyes.
Online events generally attracted far more international participation - I personally could, for the first time, attend conferences in the USA and India which would not have been possible before.
My Society had its first live meeting last week and the happiness and relief in all participants was astonishing. Most still wore masks.
I live in rural area and can't afford to travel to in person events.
Online/hybrid have the advantage that the participant avoid dealing with international bureaucracy, such as a VISA, vaccination records with the approved vaccine of each country, etc. However the time tables for a hybrid conference can be difficult to manage in order to include people from different latitudes.
Social networking is a full failure for these. The question period is always greatly limited in comparison to in-person events. It is more difficult to pay attention, and to make time, for online events. I do not find anything about an online or hybrid event that is as good in quality as an in-person event. However, I have attended a few things I would not have if they were in-person only. In these cases, I have chose the one or two lectures I want to go to, and I go to those, and then I am done.
Better accessibility/affordability, more difficult to facilitate networking.
On the one hand, online and hybrid events are better because they allow you to attend from the comfort of your home or office and they are not as expensive, since you do not have to pay for flights and hotels. But, on the other hand, they are not as good because you do not get to meet people or network, and, I find, I do not pay attention as well when I am watching a presentation on my computer where I can multi-task or get distracted.

Online is best, I can now attend events all over the world, no need to ask for time off work and travel. Those recorded are usually willingly shared too.
Accessibility but managing tech can be problem
Online events are better with regard to being convenient and less time-consuming; they also reduce travel costs; however, worse in as much as they do not cater for the considerable opportunities for networking with colleagues: those often unforeseen encounters leading to prolonged and in-depth discussion. Overall I feel that the benefits of online events are far fewer than I would expect from an in-person encounter on the same topic. I also much prefer the social aspects of the in-person encounters.
It is easier to attend online or hybrid events, but it is much harder to focus on the material. Online events also make it much harder to make connections with scholars in similar areas.
It is more difficult to socialise with the other attendees because one has a lot less opportunity to meet them casually.
Hybrid events are definitely better. Affordable, manageable (easy to insert in the schedule), less time-consuming (no commute/travel) and there are more diverse subjects/events happening (i'm in an academic peripheral country, so I was a bit casted out of the interesting events before the pandemic).
Worse in every respect. There is no direct feedback when you are teaching or lecturing, making connection with the audience very difficult. There is also no social connection in conferences because natural discussions are almost impossible through Zoom and similar programmes, that make simply speaking and being understood more difficult, discouraging people from participating. In the single conference I experienced many people turned their camera off permanently, so you are always looking at black screens with names on them.
Better: It allows people, who were otherwise unable to attend do to finances/location to join Worse: The lack of social interaction, very difficult to network when there is no in-person meeting. The on screen mode makes it very sterile and does very little to inspire discussion.
I feel less involved, and reserved. I am not actively participating (questions etc.)
Lack the richness of personal interaction but enable more people to participate
Better: Easier accessible, usually more affordable Worse: Technical difficulties, too much on offer, less discussions, less personal interactions, not as flexible as in-person only time-wise
- better: of course they present the opportunity to take part in a greater number of events in different institutions, without travel and costs - better: it is easy to attend e.g. only a few selected papers in a conference, those most relevant to one's own research and one can sometimes easily fit in one or two between other obligations - worse: they can never really substitute the social aspects of in-person events, or the casual scholarly exchange during breaks, dinners, receptions etc. where usually the most interesting conversations, networking and plans for possible future projects etc. evolve
better: you can attend more because it doesn't cost (normally): travel (time), accommodation, also good for environment (no far travelling) better: easier to manage with children (I could even attend a lot of talks during my maternal leave!) better: meeting very effective, screen share very practical worse: conferences etc. as a social event: almost not in online events! worse: presenting online, you talk into the "nirvana", afterwards, you just switch off the computer --&gt; no long discussions, not personal meetings, disappointing,
Online events are worse depending on the network performance, making it difficult to understand during bad days. An hybrid events is different from an in-person event because the lecturer is speaking to the in-person audience. When you follow it online, it can be strange to feel the lecturer speak to a particular audience, not both.

<p>They give many people who do not have the time, money or mobility etc...to travel worldwide the ability to take part/watch and listen to scholars who they would never have had the chance to see pre-pandemic. Not many places are doing hybrid events yet but the ones I have attended are not so easy as online to see/hear - this may be down to technical knowledge of organisers. In person is just too far and costly for me to travel to usually.</p>
<p>The great advantage is that I can attend conferences and lectures all over the world, which I would never have been able to participate in in person. This greatly improved my personal research network.</p>
<p>No need to travel to location of lecture or conference: ability to participate in more events, even if they are not directly related to my field of study.</p>
<p>Better: I can attend anywhere around the globe - and meet such interesting people. More variety in what is available. Worse: I miss my friends and the off topic conversations - the one-on-one interactions. It can be hard to deal with real life distractions</p>
<p>Most do not offer socializing/networking opportunities. I miss that the most. I do attend more (overseas) events thanks to the increased hybrid/online offers.</p>
<p>Worse, because there are no contacts between participants after the lectures.</p>
<p>Greater accessibility also from disadvantaged groups without funding or with visa issues, as well as immobile elderly ones and colleagues /the interested public who live(s) elsewhere</p>
<p>I found that the hybrid event I went to was good for providing people opportunity to attend who otherwise may not have been able to participate or present to do so. There were several talks by people both physically and online, including my own, which enabled a better experience personally when I was not able to attend in-person myself.</p>
<p>Different, more comfortable, easier to share with your family and to adapt to time or schedule constraints.</p>
<p>in-person events provide contact between research, discussion are more easier / informal (during breaks and during lunch and dinner) and often lead to exchange of information in the form of personal databases / research data, new articles/research (pdf format). e-events (ZOOM, skype, teams) tend to limit discussion (be it formally or informally) as these events are 'on the clock' and hosts end the session at a given time, these events are not conducive to exchanging information / data (especially between participants) beyond the actual topic discussed by the speaker.</p>
<p>Allow more individuals to attend</p>
<p>Hybrid allows multiple participation but nothing can replace personal attendance where you can more easily ask questions and answer queries, besides other personal contacts.</p>
<p>Now that I have moved away from London and retired, Zoom is most useful</p>
<p>Less personal, less interaction and loss of atmosphere when online, often hybrid events can become confusing as there is a difficulty balancing the in-person and remote audiences, a sense of exclusion can be felt. However, a lot of events I would not have been able to attend in-person and it is a great chance to have remote access to attend international conferences.</p>
<p>It gives more people the chance to participate and more people living far away from the event.</p>
<p>the online events allow more people from different geographic regions to attend, but they reduce the ability for those attendees to network.</p>
<p>The informal and sometimes formal networking that is critical to collaboration and new learning.</p>
<p>Better view of slides/ PowerPoint Often better chance to put questions through 'Chat' box More comfortable chair/ better coffee/ no rush to catch transport But less easy to chat to delegates</p>

<p>It has been possible for me to attend far more lectures since they have started being streamed online because I am not restricted to events in my area or required to travel. However, I find it much harder to follow and pay attention to online lectures/conference papers. And although some conferences have tried to find ways to replace the networking and socializing opportunities that occur at in-person conferences with online versions (e.g. a chat function on the conference platform), those online versions simply cannot replace in-person social-professional interactions.</p>
<p>I am able to attend events that are more affordable and regardless of geographic location. They are also more inclusive of people who might otherwise be put off by in-person pressure.</p>
<p>They are fine</p>
<p>Advantage - convenience of time and unnecessary to travel Disadvantage - lack of live contacts/discussions with other attendees and lecturers</p>
<p>They are better in that the cost is much less. No need to pay travel, hotel, or food bills. If the sessions are recorded can attend more than in person. Can sit in comfortable chairs and don't need to worry about not seeing the projected images. I miss the networking somewhat, but as an introvert, I am less tired with online/hybrid. Time changes can be interesting with online/hybrid, neither good nor bad, just different.</p>
<p>Much more set-up for conference organizers, but amazing online attendance from across the globe (including because you can publicize remote attendance). An upcoming conference I'm attending isn't sure if they'll also do a Zoom so people can tune in to the live presentations, and I'm going to miss that if they don't.</p>
<p>worse for those attending in person; I attended a hybrid event in-person and many of the panels had entire sessions where people were zooming in - it was expensive for me to go to a city I don't live in to only watch videos of other people; the discussion was stilted, there was no opportunity for real post-lecture conversations and the whole thing felt pointless. I would not attend one again if possible.</p>
<p>Worse, blended while ever so helpful there is always something you miss. Online only has been a revelation as you can do so much more.</p>
<p>Different--remote prevents discussions before, during breaks, and after the program.</p>
<p>Online are much more convenient. I can attend lectures from as far away as Australia (even though it may be 3 or 4 in the morning, it is much more convenient/possible than traveling to see them). I also tend to attend many more events as attendance is much more convenient.</p>
<p>online and hybrid events are so wonderful because I can attend lectures that occur in Europe and Africa which are vital to my research but too far for me to travel to attend more than 2-3 times/year.</p>
<p>Hybrid/blended (virtual synchronous) events are better when it comes to affordability, access and scheduling (one does not have to secure funding and travel to get to a specific location). Hybrid/blended events are worse when it comes to creating connections with colleagues from other institutions, as there is no opportunity to socialize and interact as there would be in the case of an in-person conference.</p>
<p>Much less chance to chat, doesn't really work online</p>
<p>Better because I can attend international conferences and lectures in many of the languages used in my field, without concern for cost or convenience.</p>
<p>Lack of socialising, networking and travel reduces the social appeal of attending events and can make them somewhat depressing to attend, despite the obvious advantages.</p>
<p>It is a lot harder for me to pay attention at online events, and they are much more isolating and anonymous. Part of the enjoyment of conferences and lectures is being around other people, going to pre and post events to talk, and so on. When you log off from a conference panel and just find</p>

yourself in your silent empty house, it's always deflating and discourages me from thinking through and fully processing what's been said.
Hybrid are the worst because it is so difficult to manage between online and in person components. The ability to network with other audience members and participants is basically non-existent in the online setting.
The online events allow for more people to attend, are usually free/ lower in cost than in-person events, and have allowed me to attend events coordinated by foreign (non-US) workgroups that would have been otherwise impossible.
Above all, they allow "attendance" on-line when physical presence would have been inconvenient or impossible. Technically, they have been (slightly?) more prone to glitches or failures. Real discussion has not been so easy for on-line participants -- of course not all useful discussion at in-person events takes place at formal sessions.
Online or hybrid/blended are far better! In-person requires (for me) significant investments time, money and resources to arrange travel and accommodations to an event. I also have found that online and hybrid formats are far better for focusing and for understanding the material than in-person, because the presence of others is not a distraction. Participation during, or at Q&A time after, the events was just as easy as in-person. Also, I have found that opening up these sorts of events online has hugely expanded the opportunities for more people to join in. Organizers have expressed their delight that events that only attracted a dozen or so attendees when in-person were suddenly attended by a hundred or more when online, and it is now a world-wide audience.
Miss networking and social/professional interactions.
I always learn more from in-person events where my concentration is more focused and I have a more emotional reaction to the social elements of the talk or discussion. But it's been wonderful to not have to miss out on conferences or other important research if I can't travel multiple times per semester, instead attending them remotely.
Online rather than hybrid is easier to manage equitably; hybrid makes those attending in person more stilted and those involved remotely likely to feel excluded, so seemed to me to be a problem for both sets of participants. Neither is as productive longer-term as meeting in person.
They are better because you can attend a single lecture of a conference that otherwise does not interest you. That is precisely also the disadvantage: there is little or no feeling of community. I do not see the point of online congresses (as opposed to symposia): these are about social contacts. But even for symposia the community feeling is lost, and we have decided no longer to allow hybrid participation for speakers.
They can be much more accessible for working families without the resources to travel.
Generally worse; very little innovation in presentations that I saw
For accessibility, affordability and ease of access they are much better. For networking they are much worse.
Online is better
Better due to availability and accessibility. Even if they are posted after the live-streamed event. Many ancient world stuff is in other countries, so time zone and geography factored in the ability to visit or afford to attend conferences, presentations, or workshops. I am pro online events, hybrid format, synchronous, and asynchronous.
Much easier to attend and plan for

<p>Online events were super accessible. I could wear anything, I could be anywhere, I could arrive late or leave early if I needed to. It was nice also to tune in and see if a lecture was interesting, and if not, to do other work during it, or simply to leave. I really liked online talks, panels, and lectures. Workshops were hit or miss depending on the thoughtfulness of the organizers. Some people tried to run events exactly as if they were in person, without making adjustments for the online format. That never worked well. Hybrid events could be good, again, if the organizers were thoughtful. When they just opened a laptop with Zoom on it, that wasn't great. But thoughtfully organized hybrid events were successful.</p>
<p>The workshops being online gave a feeling of equal status to participants. The leaders/lecturers were so engaging and enthusiastic, but it was possible for some people (not me!) to stay hidden if they wished, which was good. I would never have been able to attend such events in person, as I am disabled, and can't get to city events. The group leaders/speakers, etc being able to share their screens easily was a great boon, especially for the games events. Brianna is brill! Online v in person is just different - hybrid gives everyone their preferred option.</p>
<p>They're better in every possible way for me. Less anxiety, easier to hear and understand what is happening, more fairness in calling for questions, ability to side chat or participate in the main chat. Conferences are too expensive for me, and too hard to manage with other responsibilities, and I hate flying to them, and people are often unfriendly or rude. In an online event, I can also look things up while the lecture is in progress to understand better or see if something is correct, and it's much easier to take notes for later. I've made more friends in online events than I ever did at in-person conferences.</p>
<p>The accessibility of online events was nice, but in every other way, in person is superior.</p>
<p>They were better during the pandemic because it was possible to attend them without leaving the home. A positive point was that the presentations were often shared on the screen, which allows to read more easily than when sitting far away in a large room.</p>
<p>They are, honestly, boring</p>
<p>Quite variable depending on set up. Need good camera and microphone, cannot necessarily rely on laptop equipment.</p>
<p>Accessible, affordable</p>
<p>you can concentrate more</p>
<p>Online presentations make a huge variety of lectures, in varying formats available, which were not available pre-pandemic.</p>
<p>More accessible, can attend and interact globally</p>
<p>Prior to the pandemic, I felt excluded from most in-person conferences and academic workshops. After being unemployed for months during quarantine, I found all kinds of resources for lectures/panels/workshops that I could attend simply for my own edification, on my time, no cost, and no commitment on my part. So I have attended far more academic events online! However, I much prefer to present in-person. I've never been an online presenter.</p>
<p>Simply different, though hybrid are often poorly arranged.</p>
<p>I was able to attend talks from around the world and enroll in online classes from far away organizations. I was able to participate in many, many more sessions that I could do if all were in person only. This was a great blessing, plus the fact that so many were presented for free. Time zone difference is sometimes a factor.</p>

<p>The online and hybrid event allow for access to programs throughout the world that would not otherwise be accessible. They also provide access to those with disabilities or other limitations that may not otherwise be able to attend. Finally, online events limit greenhouse gas emissions by avoiding transportation and even some heating and cooling related emissions.</p>
<p>Different. They are brilliant in that I got to attend conferences etc that I could never have done in person due to cost and location. It is also much easier to be selective about which particular papers to listen to. Remote events are also far less tiring. But you do miss out on the networking aspect.</p>
<p>I think the blended and online classes/webinars are just as enlightening as an in person format.</p>
<p>So much better- wider perspectives, many more early career or smaller institution attendees, international attendance.</p>
<p>It makes attending possible - face to face daytime weekday events halfway round the world don't work if you have to do everything in your spare time after work. Almost everything used to be impossible. Online with lots of time zones means I can do Helsinki from my kitchen before work.</p>
<p>More flexibility to leave when I choose. Don't have to deal with the hassle of driving and parking Can shut off the sound and tune out parts of the presentation that doesn't interest me</p>
<p>Better: Online and hybrid are more affordable, more accessible for those of us with disabilities, and so more inclusive. Worse: in hybrid/blended events, participation is hierarchical, the experience is not the same for remote attendees and participants. Worse: The social component is missing with remote participation. It is not as much fun.</p>
<p>I had not attended a conference before entering graduate school. Shortly after entering my master's degree the world shut down. I frankly was disheartened. while it was nice to not travel, and not have to put on shoes for a conference, this was the kind of thing I came to grad school to DO. I want to go back to school specifically to go to these (and teach, ect.)</p>
<p>They are worse on almost every count. It is harder to pay attention, the speaker is less effective, nearly impossible to ask questions, and networking with colleagues afterward is almost non-existent.</p>
<p>They are better due to ease of participation without logistical impediments. However, they differ from in-person events due to the lack of interaction with everyone. Sometimes, one does not know who or how many people are connected to online events.</p>
<p>I attended over 200 online events in the first year of the pandemic (2020-2021) before I stopped keeping track. Online events are infinitely better for me. I felt, for the first time in 20 years, that I was part of an academic community and that it was possible for me to stay current in my field as well as expand my knowledge base with little to no monetary expenditure, geographic barriers, or transportation barriers. I could learn from scholars around the world who are experts in their topics as well as support younger researchers.</p>
<p>In general, I don't think the hybrid or online events work quite as well as in-person events, but they are easier to attend. I enjoy being with people of like interests and having spontaneous conversations with me, which I don't find as easy in an online format. Plus there often are problems with connectivity that take time from the presentation while they're being fixed.</p>
<p>Better: increase accessibility of event/topic (location and price), allows for recordings and future playback, allows for non-traditional access (outside of an institution or workplace) Worse: technological difficulties (sound, video, internet connection), less networking</p>
<p>Better because affordable to most. Good because of the wide range of study possibilities Worse because the person-to-person contact is missing</p>
<p>Overall better at accessibility, affordability, and closing geographical gaps. The downside was the lack of networking, however, I think it is because it was new, and networking online is more manageable with experience.</p>

<p>Attending online or hybrid events did improve accessibility to information, people, and networking that in-person would perhaps have limited based on affordability, geographic location, and whether I was going in a group or solo. The incentive to socialize was no longer present, so I could be my socially awkward self and attend conferences and lectures solo because nobody was paying attention to my presence unless I asked a question or wrote a comment. This is also a bad thing, because I was devoid of making genuine connections. People would not maybe remember me after the event, and I certainly have a harder time remembering details, people, and topics because I was located somewhere else. I also had the incentive to multi-task if I got bored, which does not help with paying attention. While this is a personal issue, the lack of a physical location makes it harder for some folks to have a honed attention.</p>
<p>I'm disabled and immunocompromised so most in-person events are not accessible to me. I also live in Germany so when many conferences occur in different countries/time zones it's hard to attend.</p>
<p>For hybrid events--if they are not directly on the screen, it is easy to forget that there is an online audience (at least, from the in-person audience perspective).</p>
<p>Pro: - Online and hybrid events are often easier to attend, because you don't have to visit the place where they take place. - You have a bigger choice, because you can also attend a single talk in which you are interested, even if the conference in general is less in your research focus, so that you would not have visited it if it were an in-person event. Contra: - It can be harder to attend an online conference, if you are not the only person in your room, because you disturb your co-workers who are not attending the conference (or you are disturbed by your co-workers). - Sometimes, you can lose track of conference schedules, because sometimes they take place in time-zones different from yours, so that they don't fit into your daily working routine. - You are missing the small-talk in the breaks between lectures.</p>
<p>I believe they are worse overall, for me personally and perhaps generally. It is great that there is such diversity of online events now available, but in my mind these are often little better than books. An online conference or lecture has little to no interaction usually. (A)synchronous workshops have been a mixed bag; having a course (e.g. following along programming examples) online can be quite nice. I already see a disturbing trend among colleagues of 'if we can teach 30, why not 300?' which I think does a disservice to learners (including myself when I am the learner).</p>
<p>Better, in that we can do them safely</p>
<p>It is easier to access content from home.</p>
<p>Being able to attend events online has massively increased the number of events I can afford to go to, both in terms of money and time. It has also allowed me to broaden my scope, watching talks and panels I might never have thought to go to simply because I can access them better now.</p>
<p>more technology demands greater effort needed to coordinate multiple zoom meetings less opportunities to network and meet people</p>
<p>Online or hybrid events allow a remote audience to participate who otherwise would not because of cost, logistical or time restraints. However, it is difficult to create spontaneous social or networking opportunities into online events.</p>
<p>I much prefer the experience of in-person events, but attend a lot of events online that I couldn't possibly attend in-person. Hybrid is the worst of the three by a long way, for online attendees.</p>
<p>Better: Accessibility, possibility to listen while doing other work Worse: No networking, exchange with other peers</p>
<p>The offer increased exponentially For this reason, the selection is now more made according to time and pertinence criteria, than to geographic location</p>

There are often tech issues that make hybrid/blended events difficult. Those online are often excluded from some parts of the presentations.
Online talks could be as good as in-person talks; hybrids are harder to manage, given technology challenges.
For me, I drastically prefer in person events because they keep one's full attention better and have a social aspect compared with online or hybrid events. I have only attended a very small number of online or hybrid events because I just can't muster the enthusiasm to dedicate the time to it. There are advantages for equity in many ways with online events, and I run them myself, but personally as an attendee, I find it difficult for them to capture my enthusiasm or attention.
Better because you can follow them easily. Worse because in-person is a richer experience
Online events are MUCH better in terms of physical & financial accessibility. Many of the events I attended virtually during the pandemic would've been inaccessible to me if they were in-person because they were too far away and too expensive to travel to. Online events were easier to attend as a person working full time in a non-academic environment (asynchronous, because I could watch later, and synchronous, because I didn't have to worry about time wasted in commuting to/from a certain location).
Good points are that I can attend events to which it would be impractical to travel and so can other people. So in the first year of the pandemic I spoke in quick succession at events in London, India and France, in the space of two weeks. I could not have done that physically. Equally the audience was from widely diverse areas, and far larger than it would have been in person. Also of course it's more environmentally responsible compared to flying. But that's about it for good points. Bad points are that it's (almost) impossible to network or build social connects online, and they are the ones that usually give rise to new research collaborations. It's also very hard to do small group discussions or breakouts online and impossible to gauge the audience reaction. I am a DHer and love tech, but DH just has to be done in person!
Easier to take breaks, but also easier to just put it on in the background and sort of follow the presentations while doing something else. Miss personal conversations and body language/cues from the audience. Cheaper, could technically attend more events but get less out of it as I am less focused on the event. Physically attending hybrid events is normally hell if all presentations are live (not prerecorded), as I have yet to attend a conference with live presentations where technical issues did not cause major problems, changes in the schedule, excluded people from attending what they wanted to attend or interacting, etc.
It's about having the option to attend or not. Simple as that. 'in person only' events have now become second-order events.
During the restrictions due to Covid online events were a great resource. Now they are here to stay especially in hybrid form. The replace unnecessary travel and cost of time and money. But in-person meetings stay essential.
I found the whole process quite thrilling. Participating in a paper presented in the Fayum at one moment and then another in British Columbia a few hours later, then a meeting in Toronto hosted by a scholar in Florida was well beyond my precovid imagination, budget and physical possibility.
At online events I really miss the interactions that occur outside of the formal presentation space. Technology has enabled me to attend more events, but I have generally found them less beneficial.
Mostly worse: I find it harder to concentrate and interact at online events; I also think the online nature encourages organizers to schedule too much (too many speakers, speaking for too long). And breaks are still necessary with online events--most organizers seem to forget this.
The big advantage of online and hybrid events is accessibility. I could attend many more online lectures during the pandemic than I would have been able to with in-person lectures in normal times

<p>(even within the city I live in). To me, this is one of the positive results of this global crisis - and I am a privileged person from a rich western country. For people from poorer countries who lack the means to attend western academic events in person, the effect is surely even bigger. The downside of online and hybrid events (if participating online) is that you lose the informal meetings and discussions with colleagues during the event. Therefore, in-person events will always be an important part of academic life, but I do hope online and hybrid events have earned their permanent spot now, as well.</p>
<p>* hybrid/digital events attract a larger international crowd * hybrid events help people to be more flexible * hybrid events are more time-consuming / require more preparation and attention during the event</p>
<p>Since I live in the USA, attending European conferences and lectures was absolutely wonderful!</p>
<p>Easier to attend, cost nothing</p>
<p>I would say better, since it increases accessibility.</p>
<p>the were a good solution for the pandemic, but they have become a good solution to avoid travel, to expand the audiences, to reach more people. in person is always better, but online are a very good option now</p>
<p>The audience is invisible, so they don't feel obliged to pay attention; the minute they get bored or distracted, they start doing something else. The speaker gets no ongoing feedback from the audience and so cannot tell whether they're still paying attention or whether they're lost. In larger events, questions from the audience may be filtered through a moderator in a way that systematically screens out dissent and stifles real debate. In smaller events, the audience may not ask any questions because no-one's still with the speaker by the end and no-one feels obliged to say anything. In workshops and panel discussions and meetings, outrageous statements that everyone objects to may go unchallenged because of the difficulties of doing so online -- in an in-person event everyone would moan or shake their heads, and general dissent would be effectively communicated that way. And networking is close to hopeless; you can't chat with someone informally over coffee. (Some conferences have set up online ways to do that, but they don't work well.) Sometimes the technology doesn't work properly, and some participants cannot hear or even cannot present. Often significant time is wasted trying to get the technology to work, especially with hybrid events. In multi-day workshops where the different speakers are supposed to interact with each other and build on previous talks, online participants often don't because they didn't actually hear the earlier talks and because they know they won't have to face the disappointment of the audience. This is especially frustrating in hybrid events, where the in-person participants engage much better and may end up feeling that the online ones are wasting their time: often at a hybrid event the online presentations are of strikingly lower quality than the in-person ones, even when the online speakers are more famous. However, online participation does reduce air travel and save time.</p>
<p>As long as you have decent audio/video setup and opportunities for interactivity (e.g. hands-on portions with troubleshooting), online/hybrid events are pretty comparable to in-person other than the social component</p>
<p>There is less dynamism in the online environment; less horizontal interaction. Of course, it is much easier to attend and costs much less. It is also possible to do other things, for better or for worse, while attending an online event.</p>
<p>Less expensive and classist</p>
<p>More accessible and affordable.</p>
<p>Did not attend. Online/Zoom/Digital interaction fatigue. In person events interest me.</p>

Hybrid events are more inclusive and allow the participation of those who, for whatever reason, cannot be present in-person to an event. Online-only events do not allow the same level of interaction, socialization and networking (it all happens in the coffee breaks!). In-person events, despite being necessarily more costly and time consuming, remain the most effective ways of engaging with other scholars.

The real liability of hybrid events comes in the question session - very difficult to integrate remote attendees with those in person. Important to consider ratio of remote to in-person participants.

Better in that I can attend on the same day as teaching

Better: I can get to them without travelling! Cheaper, safer, less of a commitment. Honestly, I sometimes attend events now (esp lectures) and turn them on like a podcast as I clean or whatever -- it's awesome! Really hoping online/hybrid events don't go away as institutions decide the pandemic is 'over'. Worse: Tech issues for speakers who are virtual can ruin a talk, but sometimes the audience won't say anything. Sometimes room setups also don't work well for virtual attendees but there's no real way to draw attention to the problem in time to fix it. Generally different: The social stuff feels different when events are fully online, but I wouldn't say to drop them completely. Are zoom socials the most fun way to socialize? no, but it's better than nothing at all. Break-out rooms are essential for this -- same way that in person you end up in conversations with groups of 2-6 people comfortably, you should make spaces that involve 2-6 people (not like 20-40 people).

More accessible and equitable (cost, location, etc.). Takes away from collegiality and more difficult to focus on the event (I tend to multitask more).

It depends on the kind of event and how it is organized. I found asynchronous viewing of pre-uploaded presentation videos with synchronous discussion to not be a good format. I also found that the online format calls for shorter presentations and more discussion time since there is no real chatting time in between sessions. I also think there should be significantly more effort made to create multiple online synchronous social events through the course of a virtual event.

They are different. We are all tired of them, but we have learned. Online offers a wider accessibility to people who cannot afford conferences.

There is not a single course, workshop or lecture I have attended since February 2020 that I feel would have benefitted exponentially from being in-person – most events I would never have been able to attend in the first place, whether due to finances, geographic location/time zone or inhibitions attending as a junior researcher, or even knowing they were occurring at all. My participation in events has skyrocketed – thanks to mailing lists, social media and newsletters, I feel on top of events currently happening, over a very broad variety of fields. There has also been a trend of "grassroots" conferences/workshops/roundtables organized by even well-established PostDoc researchers on topics they usually would not have been able to gather much funds for, embracing the online format and creating niche international networks from the participants. Events that I disliked, I disliked due to the content or the presenters, never because of the (online/hybrid) format in which they were organized. These events having been online has saved me time and energy, by not experiencing intense disappointment due to the effort of getting to the event in person and having expectations dashed, or even by having the option of simply exiting the digital event whenever it would not be considered rude. Unless an event is targeted at the on-site analysis of material evidence, or the physical creation of prototypes in groups, nearly every event-type has found an appropriate online/hybrid pendant, drawing larger and more varied audiences than an in-person attendance requirement would. Seeing institutions now returning to in-person-only events has been telling as to the lessons (not) learned from the past years and the ongoing pandemic. What to some senior scholars is first and foremost clearly an opportunity to enjoy pleasant coffee breaks and entertaining dinners with fellow colleagues (all the while flaunting one's university's grounds and infrastructure) is

<p>to junior researchers and interested students the only opportunity in their packed schedules to access current research aside from reading written publications. Adapting to the circumstances of the past years has called into question the reasons for which we organize events and what goals inform them: organizing an event for the sake of an event, or as an opportunity for exchange and learning between as many participants as possible in our often small fields of research.</p>
<p>Fewer options to network and enjoy the event outside of the formal lectures/talks, which is worse. Better results that you can attend far more and choose wisely (and duck out easily if it turns not to be my cup of tea)</p>
<p>Much easier to attend, of course, and formal engagement of speakers and participants is easier as well.</p>
<p>Hybrid/blended offer much less opportunities for networking, and overall feel much more passive. Discussion also seems, from those events I've attended, to be much more subdued. This to the point that I do not submit to online only events and think twice before submitting for hybrid events</p>
<p>Online events allow greater participation as no travel is involved</p>
<p>They are often actually possible to attend! At the height of the pandemic, I was able to attend talks in different countries. Even zooming in to something on the other side of town became easy enough that I could fit it in.</p>
<p>They are just different. I don't think we can expect the same level of spontaneous interaction that we get from in-person events.</p>
<p>It's so much easier to balance my needs as a parent with my needs as a researcher at online events, but I miss the serendipitous encounters in the hallways and book area of in-person conferences and the whole event becomes much more transactional--what do I NEED to hear--rather than about open inquiry.</p>
<p>They're very convenient! Can be attended from wherever I am with wifi! High comfort level! BUT. It's harder to network, it's harder to strike up potentially interesting connections with new people. Simply socializing is more difficult to do: engagements tend to be much more focused and scripted, with less impromptu or ad lib possible. Chat can be a problem too, as it tends to exclude presenters who are engaging with 'live' discussion.</p>
<p>More accessible, broader range of attendance, better technological capacity; I have been able to attend far more events than previously.</p>
<p>More accessible to people from a wider range of disciplines and regions. I've been able to listen in to a lot of talks while doing other things (driving, walking a dog, etc), which I could never do with in person events. I've also really benefited from recordings of talks that I can then assign to my students.</p>
<p>Better - more accessible and affordability; love being able to attend more / slightly different things than I could in person Maybe less fun though re: spending time with friends</p>
<p>They are more focused on the information itself than affiliative interaction. This is simply different, not better or worse.</p>
<p>Better: easy and cheap access to distant conferences and speakers. This advantage outweighs all disadvantages, I'd say. Worse: diminished and unsatisfying social opportunities (chat rooms: ugh!) Worse: time-zone differences can make attendance very awkward (e.g., zooming from USA to a conference in Australia) Worse: the fatigue of sitting at a computer for a day of conference sessions</p>
<p>Experience is more difficult for both people in the room and people online. Audio quality is often fine online, but video can be problematic. At my own institution, we've devoted additional staff to moderating events (one to lead the event/session overall, one to monitor the online experience).</p>
<p>Broader participation because no need to travel, necessarily. Online can be just as informative as an in person presentation. Quality of video, audio, and other technical issues is a major factor in</p>

satisfaction. As a presenter, online presentations are disembodied, isolating, and unsatisfying. Better to just prerecord the remarks.

I often felt less engaged in online events, but that did enable me to sample events that I would not have done before, knowing that I did not have to continue. I certainly attended more events than I could have done before (especially those involving travelling long distances). I also find online events somewhat more tiring than in-person events, because of the greater need to concentrate, although audibility can often be better online. I have not found most hybrid events work well for online attendees. More cameras need to be employed to see (and hear) the speaker and audience, as well as being able to see any presentation clearly. I attend many bilingual events (usually Welsh-English), and some conferencing software (notably MS Teams) lacked any facilities to enable these, although Teams (in beta) and Zoom now offer support for simultaneous translation. In formal social interaction is very difficult online if there are more than 3 or 4 people present.

I find hybrid events often quite messy. One has to switch between slides and Zoom. It can be harder to focus and I feel screen fatigued faster. I like offering more accessibility to others, but for me, participating digitally is difficult and I cannot pay attention as well as if I am in the room. I prefer to focus on attending in person where I can be fully present. Plus everyone knows the best part of conferences is the more casual coffee banter and discussion over dinner and drinks and despite the best efforts to simulate that digitally, it can't really be replaced.

The main difference with in person events is the networking opportunity. I attended events online because I had the privilege of not needing to form a network of social relationships at this point in my career, and I still lost something with this choice. If I were an early career researcher, an online/hybrid event would have been utterly useless in this sense. Hybrid and online events also were much more unpredictable in terms of format, requirements, and technological support. I attended some that were impressive, and some that made me wish I had never submitted an abstract there. There was a widespread tendency in digital humanities to require online participants to send pre-recorded versions of their talks weeks in advance, which is incredibly unrealistic. It also takes much more effort and institutional support to organize a hybrid event appropriately, so it eventually becomes an option only available to those who have the appropriate resources. There are only two real advantages of attending online, especially in the case of hybrid events. One is affordability, but if I had the appropriate institutional support I would never choose to attend a hybrid event online, so again, what seems like a choice becomes only a matter of class and privilege. The other one is health and inclusivity. As an immunocompromised person, I do not believe we are "after" the pandemic. I am still in the raging middle of it. Until that will last, online attendance will be my only option. Disabled scholars may have great advantages from attending online, as well. However, as long as online attendance will be treated as a second-class option, which is more and more the case, I am afraid it will become a way to reinforce existing privileges and barriers, under the pretense of environmental-friendly and inclusive policy.

Online is really bad, for workshops, conferences, really bad. Happy to get back offline. But for personal meetings or work group meetings online is fine, and I think stays.

Worse. Zoom kills humor and spontaneous human interaction. We are not at our best when we only meet through a screen. A different issue now faces us. Some students and postgraduates who are only familiar with study during covid now say they are more comfortable getting to know people online first, before they meet them in person. When we tried to return to the "in-person" format of our annual conference and were unable to find rooms with hybrid capability at an affordable price, we had a backlash from postgraduates when we said the conference was "in-person only". Hybrid is now viewed by many postgraduates as "inclusive, accessible and mental-health friendly", and by University management as "sustainable."

They are certainly easier logistically and in terms of affordability; not as good for networking, immersing yourself in the experience.
They are better because more people can attend from all over the world; hybrid events are worse because attending remotely puts one at a natural disadvantage in terms of interacting with speakers and other participants; both hybrid and online are worse because one can more easily lose attention or be distracted. Plus there's just a lot of Zoom fatigue out there.
Clearly, they are more accessible and affordable than events that require participation. I do not find, however, that they even mimic the experience of an in-person conference, whether a large event where you might meet new people or engage with papers in unexpected areas, or small events that allow close networking and learning alongside others in your specialty. Unless the research is unpublished, I am increasingly unwilling to attend online events. I rarely walk away feeling that I've gotten much out of them, and would usually prefer to spend that time reading new scholarship.
Better: affordable, climate-friendly (less flying!), easy to switch between panels (no annoying looking for a room, and the rooms are not freakingly cold due to air-conditioning because I can regulate my temperature at home myself) Worse: very annoying to ask questions in the Q&A (who gets the mic, which questions come in the chat, is everyone audible, etc...)
They're better in that they're much more accessible to a much wider range of people.
Much easier to attend events or take classes far away, without having to travel. Miss meeting people in person.
They reach more people, but don't provide the networking and serendipitous encounters that in-person events provide.
Increased accessibility to events held at institutions geographically distant from my own; increased flexibility in attending events (reduced requirement to physically commute to events); increased frequency of Zoom/technological issues; decreased networking opportunities
Long panels are painful on the eyes, individual talks can be good. Good to have access
Better: much more affordable and accessible, and teh presentations have been higher quality. Better: less chance of dying from COVID, and better environmentally. Different: socializing is harder.
Different. I like that they're more accessible to more people. I personally prefer in-person events, but I've really appreciated how many more people can attend and would rather be online with more people than in-person with fewer.
I personally prefer in-person events for reasons of fortuitous networking (e.g., running into people in the hallway) and because I have a hard time staying engaged with Zoom lectures. I love hybrid or Zoom events for activities such as one-off lectures, webinars, inviting guest lecturers to my classes, etc., though. I am also a very strong supporter of hybrid options for conferences for reasons of accessibility.
It is often harder to have discussions. Either you have to monitor for raised hands, which can be difficult online, or people are talking over each other unintentionally. For hybrid events especially, every participant in the room may not have a microphone so online participants miss parts of the discussion.
More likely to become distracted (or see others become distracted), fewer opportunities to make professional connections and "talk shop"
They are more efficient. I am able to attend several sessions and to afford it. The networking bits are sometimes missing but to be honest networking during face-to-face events can be awkward sometimes.
They are significantly better in terms of accessibility, and about the same in encouraging continued dialogue.

Online and hybrid/blended events have allowed me to engage in the larger world of scholarship for the first time. Especially as someone who is low-income, multiply-disabled, and located neither in the United States nor Europe, I had not had a chance in the past to attend any events related to my discipline due to economic, accessibility, and location-based barriers. With online events, I have been able to interact with others in my field, which has opened up some incredible opportunities that I would have never otherwise been able to find. I have been able to hear some incredible lectures on topics outside of my immediate scope of study; I have participated in round-tables and workshops that connected me with like-minded scholars; I have offered my voice up in conversations, and been able to feel heard. With online and hybrid/blended events, I am able to participate — truly participate — regardless of disability flare-ups, financial obstacles, and other issues that would normally be a barrier.

Better: cheaper, wider range of people can attend Worse: harder to book time off for just them, likely to be distracted by other tasks or responsibilities and not take them in fully; often lack all the chance interactions and socializing that are a key part of in-person events; hard to stay at them for hours or days in a row, with headache and zoom fatigue Different: can revisit things more easily if they're recorded

Online lectures and webinars are much the same as an in-person event in content. They have the advantage of allowing a participant to attend a lecture in another location or community that one would not normally attend because of geographical distance. Online conferences are a big disappointment and serve little purpose. They deprive those attending of the opportunity for social networking and the opportunity to meet new people and new colleagues in one's field. Much of the important work of a conference takes place outside the paper sessions, often during a social activity like receptions/dinners and the like. This professional networking is totally missing in an online event.

It is so much easier to attend events across the country and world, which was wonderful when I moved to a small rural liberal arts college for a year. It is not the same as in-person, however, since there isn't the same opportunity to see and be seen. In person, I was MUCH more likely to attend events outside my research area, if they were convenient. Online, I can attend specialist meetings across the globe, but there is little reason to show up unless the specific topic is valuable. (P.S. Note that my official survey results do little to reflect this shift, since I also have kids, and childcare and timing are therefore the top issues whether online or in person.)

Worse. Exchange is stilted at best and genuinely generative exchange of ideas even less frequent than in traditional in-person settings. In particular, the power differential between parties (e.g. a grad student presenter and senior academic respondent/questioner) is exacerbated, and those who tend to go on at length are even more likely to monopolize the conversation, while those who might manage to speak in a well-moderated in-person panel are usually entirely shut out. For my own part, temperamentally I find it difficult to remain engaged and focused during hybrid events, even if I am in an environment free of distractions (rare). More often, I find that I cannot make the time to get away from responsibilities in my "real" environment, or I am interrupted by things happening in my physical environment. Or I am terribly tempted to multitask and to only give the event half my attention, a much greater temptation when one is not actually present with others.

When presenting at large events (e.g. AIA) in online/hybrid format, I have found the feedback and interpersonal discussion/networking much more difficult and less productive than in person events. This doesn't seem to be as much of an issue for small hybrid events.

Online events allow me to attend more as I am not restricted by my location

Affordable and less time consuming. They interfere less with family and work obligations.

An excellent thing about online and hybrid events is this: Events with online availability have been more accessible and less expensive, and so are able to include more people who might not have been included in in-person-only events. This has meant increased participation by those with mobility impariments, people who cannot afford to travel, and members of underrepresented groups.
While more accessible, I find hybrid events for which I am a virtual participant to be substantially less engaging. If given an option, I would prefer to attend such events in person.
They are not worse in terms of the content that is accessible. I like hearing talks this way. I can pay close attention while also doing small things - I have the convenience of remaining at home near my family - and I don't have to travel. Of course missing out on the opportunity to talk to people in person (say hello, socialize, follow up on a question or idea after the talk) is something I sorely missed.
Online and hybrid/blended events can be accessible to a worldwide audience (with good wifi); but timelines can make it difficult to commit to an ongoing series.
So much more accessible for me! As a somewhat disabled grad student, the financial, physical, and emotional strain of in-person events - as well as for the travel necessary to attend - mean that I must be much more discerning about which events I can attend. Online events changed that enormously; I am able to attend as many events as my schedule permits. I attend a much broader range of events much more frequently, which has been very beneficial for connecting with colleagues. More specialized/focused events can take place when costs are kept low, and I have greatly appreciated being able to attend events around the world easily. A benefit that I often heard discussed at the start of the pandemic, and which I strongly agree with, is that the online format helps put all attendees on a more even playing field. Hierarchy and rank seem to have less of an impact in the digital setting, which has lead to much more open discussion across all levels.
On-line events can be done very well, or very (very) poorly. When they are well-done, they have the advantage that people from all around the world can participate, that graduate students and others without institutional support can participate on an equal footing, that they are accessible to people who can't travel because of disabilities or family responsibilities. They could be a great thing. But too often, they totally stink because the organisers are not on top of the technology and have not thought things through properly. I absolutely cannot *stand sitting there while people fart around trying to figure out what they are supposed to be doing; this adds to the strain. of staring at a screen, which starts to feel not worth doing ... For conferences and workshops, I also very much miss real contact with friends and colleagues, the opportunity to talk over a meal or just between sessions. (I was at one workshop where the organiser tried out some software that was supposed to make this possible; we wasted literally 45 minutes trying to make it work before shifting back to zoom).
In my opinion, hybrid is less preferable to either all online or all in person for conference talks -- where discussion is so valuable. Online and hybrid works best when most people will be a passive audience or when smaller groups are holding discussion online.
It is extremely awkward to stare at someone's blown up face on a screen (or know they are staring at your own face). The majority of hybrid events have been at the mercy of the presenters'/presider's zoom skills, so some have been easy from start to finish and some (more than others) have been train wrecks.
Online/hybrid events are fantastically better in one key respect: accessibility and affordability. I teach at a university where students would not possibly have the ability to attend many academic events, but during the pandemic they were able to give conference papers and attend lectures at events worldwide. In terms of events I have attended, the best ones have departed from the typical 20 minute paper + 10 minute q&a and attempted to use the online format more effectively, for example, by precirculating papers and then having a longer discussion. Another group has used the opportunity

<p>to open up the study of a particular author to new approaches, with weekly meetings where one group member presents. This group meets informally for 30 minutes ahead of the presentation to chat, which makes it seem more personal. Hybrid is the most difficult and rarely works (endless tech difficulties, rarely feel connected to anyone, often difficult to hear speakers, etc.).</p>
<p>More discussion within the panel and often with audience. Also works better for image heavy content.</p>
<p>Much worse for interacting with other participants and professional networking. Much worse for focus because if you don't actually travel to the conference it's hard to justify setting aside other responsibilities so you're partially at the conference but also still doing your regular full time work. About the same for listening to lectures/presentations. Obviously, online events are much better at preventing the spread of disease, which is the primary reason I have attended online events since the pandemic started.</p>
<p>They are fine for presentations and receiving information, but it is impossible to replicate the atmosphere and experience of physically attending a conference in an online format. Almost all spontaneous human interactions are gone, and it's impossible to network or have side conversations organically. So I choose to go to in-person conferences but will attend live lectures and webinars online.</p>
<p>Infinitely better. The past two years of online events have afforded me amazing opportunities to participate in conference, attend lectures, and join workshops that I simply could have done before, either because my research account would not cover the travel, or they were in other countries, or -- and this is most important -- as a parent, I just could not spend the time away. Online events have given many people in our field access to research and networking opportunities that simply were not there before. I hope very much they will continue.</p>
<p>I've never resided in an American or European country so any conference has always been out of reach for both financial and visa reasons. Online conferences allow me to really be part of the global community of scholars. Before the pandemic, I attended a single conference, because it was one town over from where I lived in South Africa. During the pandemic, I have attended at least thirty different online events and met so many fascinating people.</p>
<p>They can be more accessible and affordable (no need for travel), but I generally haven't found them worth doing (my style of audio processing for lectures online means I don't get much out of them).</p>
<p>It is harder to disconnect from everyday life and other responsibilities when attending a virtual conference/workshop. Scholarly discussions surrounding papers are limited. There is much less opportunity for networking.</p>
<p>Online events are great for their accessibility and the minimal disruption they cause to other parts of the job. Hybrid events fall short in terms of accessibility (always difficult to hear, see, and/or converse), and I have come away from the ones that I've been involved in feeling like effort did not match the reward.</p>
<p>They are better because we can see people from all over the world and learn about their research. We can attend with far less expense. They can a challenge still in terms of our schedules, but far less so than needing to consider travel and staying overnight for conferences was a challenge.</p>
<p>Better: no jet lag, no cost, less environmental tax Worse: difficult to focus, too easy to be distracted, multitask</p>
<p>Online events are better than the in-person events because they allow clear communication, are affordable and reduce barriers to participation. At hybrid events there are typically communication issues, e.g. the online participants have trouble hearing the speakers on site.</p>
<p>Hybrid/blended events, just like the purely online ones, end up being too easy to organize, therefore have become too many, often superficial, with speakers gathered just to add one event to their cv.</p>

<p>The participation by the audience is made wider thanks to the online medium, but is less intense. All context of a talk in person is gone, and with it the relational factors that are so important when participating in a conference. All in all, despite the financial advantages of organizing/participating to online-based events, I still 100% would prefer the in-person ones. The hybrid format saves the situation a little, but with part of the audience being virtual and often 'in the dark', is also confusing for the speakers.</p>
<p>Better: ease of access; lower cost (no travel) Worse: lack of face to face interactions; loss of visual cues from other attendees and surroundings; ineffective or totally absent networking; loss of impromptu and serendipitous interactions and socialization; too easy to be distracted by issues at home or work.</p>
<p>I can't dedicate time for online events in the way I do with in person ones. So, i'm much more often working around work schedules. It's hard to focus and it's hard to remember what I learned. I also really miss debriefing with humans between/after sessions/etc.</p>
<p>Attendance takes less time and is thus easier, but there is a social element missing and there can be technical issues</p>
<p>*Better: Ability to attend &amp; share many off-site events I wouldn't otherwise be able to attend *Less better: Less effective networking opportunities, especially for hybrid events *Better: A bility to record, go back and look again *Better: When people remember to caption *Worse: Q&amp;A's frequently not captured for remote audiences in hybrid sessions</p>
<p>Better in terms of travel time, number of events able to attend. Worse in terms of retaining information, learning, networking, making new connections.</p>
<p>They offer much more flexibility and are almost always much cheaper than in person events. Travel and lodging alone are huge costs and I love being able to attend so many different events so easily.</p>
<p>I've never been very interested in the social/interactive aspects of conferences so attending things online works well for me. With the lower threshold for participation, I found myself exploring more opportunities. I attended a wonderful small conference in Sweden that never would have been possible in an in-person situation. From the perspective of access, online events are significantly better.</p>
<p>Online events are convenient and you're in control of your environment, but you miss out on making human connections and chatting with colleague before and after events. Zoom chat is not the same.</p>
<p>I find online events more convenient in terms of scheduling, access, flexibility.</p>
<p>Better: more flexible, often more affordable, can attend events that usually are in further away places, cast a wider net for participants Worse: less social interaction, less connecting and discussion with peers, less verbal and visual cues, often will just see a black box with a name and no face</p>
<p>Presenting virtually requires a different skill-set, namely learning how to share the appropriate screen with sound (the latter part if applicable). Security was also an issue in the beginning, particularly for "touchy" subjects like diversity. Social aspects are also different in that there is less lingering for conversation/networking after.</p>
<p>I think they are better and worse in different ways. They are worse because they don't allow for networking the way you can in-person. It can be tiring to be on Zoom all day for a conference. But on the other hand it is often cheaper and less time consuming (no travel). I like that I can watch in the comfort of my own home, and that I can watch a recording later if I miss something.</p>
<p>they allow for far more flexibility in attendance which improves equitable opportunities for audiences who might be greatly diverse or varied in their capabilities to travel, be it near or far. It is sometimes more difficult to be engaged in hybrid or online events but that shouldn't overshadow the wider net that it can cast in terms of audience and access.</p>

They are better for the sake of convenience, but they do impact the ease of discussion and networking.
The possibility of real human contact is reduced, but attending events in distant geographies is increased.
More affordable, no travel time so can more easily fit into my schedule (I returned from parental leave shortly before the first lockdown so this is more of a concern than it was pre-pandemic). But I do miss the in-person social interaction, which never really works as well online - I think if I was just starting out in the field I'd find this really difficult as you don't really make connections at online events.
Despite seeing various efforts at online socializing / networking (chat function, GatherTown, online happy hours, ice breakers), I have found none of them effective in creating or renewing relationships with others that I get from in person events. In person simply offers more opportunities for casual encounters, follow up questions, and, perhaps ironically, is better suited to introverts who do not care to publicly perform in an online chat forum or the like and prefer 1-1 discussion. I do appreciate the very real cost savings of online events - and have been able to attend more events as a result, but when I attend online events, it is very transactional - I come to hear someone speak or take a tutorial and leave without participating.
Hybrid events can be excellent when there is someone making sure that the virtual attendees are able to ask questions, see, and hear what's going on. They are great because they allow a broader, more diverse audience including people who can't attend due to health or financial reasons.
As a presenter, I find them significantly worse - not being able to see and interact with participants live makes for a less engaging, less effective presentation, in my experience. I have found this as a participant as well as a presenter. Q&As are less involved and less useful, and I have missed the non-session aspects of an event, to discuss, chat, network, catch up.
I so appreciated that online events were easier to attend--I could schedule them into my day and not feel like I needed to set aside whole days exclusively for an event. On the flip side, I often found that I overbooked myself and didn't always attend online events that I signed up for. And I missed the social opportunities that come with an in-person event. I am much more hesitant about using the online socializing platforms that event coordinators are experimenting with.
They are different. In many ways they are easier to attend: geographic location doesn't really matter. I'm sure there's a loss though: in personal engagement, networking and social contact.
Positive: You can see exactly who is in attendance. Question raising is more controllable. Participants are able to multi-task during a session. Attendees have the option of temporarily changing their screen names and answering questions anonymously. Negative: Hard to have side conversations or the chats that happened before/after the event. The ability to turn off the video can make the session more impersonal for both the moderator and the other attendees.
As someone who lives in a small city that is poorly connected to the major cities and research centres of my country, online events are enormously more accessible to me than in person events. I enormously value the option to engage with academic and research communities in this way, as it was not available to me before the pandemic. I am honestly a bit worried that it will not be available to me in future years, as people rush back to in person events. But with that said, I enormously missed the social aspect of in person events and was so grateful to be able to talk to people before and after events, in my person in-person meetings again during 2022.
Better in terms of accessibility
Since the pandemic I have been unable to travel because of caring responsibilities. Attending online/hybrid events is therefore now essential to my work: this approach is transformative, and should become the norm. In many ways my diet is now richer - I can attend events which would have

<p>been difficult to get to, and which I might have missed out on, perhaps broadening my outlook. There is a loss of social interaction: this is OK if you already have a lot of relationships on which to build, but challenging for new arrivals.</p>
<p>They're all different because they do different things.</p>
<p>Online events save participant travel and costs and impact on environment and caring responsibilities.</p>
<p>Easier to take time to think of questions and submit them in written form, and with more time for them to be answered. Much easier to attend events from all around the world in a single day, which never was possible before the pandemic. As a result I have networked much more thoroughly and added more new research to my own research.</p>
<p>Worse for communication, interaction, attention span, and level of focus/information retainment + need for technical support and related budget Better for accessibility (e.g., can participate in events taking place from locations that would not be accessible in-person)</p>
<p>Online is much easier to attend, but lacks the conversational element between papers that made conferences successful beyond just the papers presented.</p>
<p>Now when I see that an event is hybrid, I think more highly of the organising committee because I know this is much more work. Hybrid events allow the participation of many groups of people who are often excluded from academic settings: - parents of young (and not so young) children - disabled people or people with health issues - people, especially students, who cannot afford to travel - people who need a visum to enter the country of the conference (this costs time and money) As an attendee of an in-person event, I don't see any reason not to have online audience present for most formats (conference paper, lecture, etc). For events where participation of the audience is high or where participants have to interact with each other, it might be more complicated to achieve. A poorly done hybrid event harms the experience for everybody.</p>
<p>It is simply different and a new opportunity to attend events. But it should not replace the in person events</p>
<p>Different; they have better things and worst things. I think so far the only part of the online events that cannot be replicated in online at all is the networking/social aspect.</p>
<p>More practical for attending since distance or money is not an issue, yet difficult to networking especially if one is new researcher.</p>
<p>I attended only one hybrid event. The hybrid nature was very distracting to the participants.</p>
<p>I cannot focus in online or hybrid events for more than maybe 2 20 minute presentations. I have not attended any large conferences online as a result.</p>
<p>Better because they require less effort and much less cost (financial and carbon) to attend, regardless of where they are held, and are much more equitable in the access offered to students, early career scholars, people with disabilities, etc.; worse because they lack all of the outside-of-talk socializing that is so important for building connections and exploring ideas (and even fall short on the quality of exchange in the Q&amp;A side, in my experience); different at least in part because I find it difficult to refrain from multi-tasking while listening to something on my computer and because I attended many more events in different time zones that required me to be up and functional at odd hours.</p>
<p>I can keep up with up-to-date research in a efficient and economic way. I went to conferences I would never had the time or resources to go. Networking and developing new collaborative ideas and research is however limited or almost non-existent in case of fully online or hybrid with online participation.</p>

Better: more accessibility (I need a visa to travel to UK), freer Q&A part (less hierarchical considerations), cheaper, possible to take part in other part of the event. Worse: less concentrated; difficult for social networking Different: ways of presentation need to be redesigned.
Hybrid events can be more inclusive, especially regarding scheduling and location. Sometimes the tech isn't up to it (e.g. poor cameras/ single angle) or sometimes the online participants are disadvantaged. I very much like online events, which have the same benefits as above, PLUS, as an autistic person, I find them easier to process as I can control visibility and interaction.
Hybrid events are best, especially for those with childcare responsibilities
More convenient. I do miss the face-to-face interaction.
Online/hybrid events have opened many possibilities for me to attend conferences, workshops, lectures, and even classes that were otherwise impossible for me due to either cost or distance. On the other hand, I found that engagement during these online/hybrid events is somewhat smaller compared to in-person or live events.

## Appendix D: Open ended responses— What advice would you give to organizers of online or hybrid/blended events?

Secure significantly lower (or no) attendance fees for the people attending online. Keep an archive of recorded sessions, so these sessions can be referenced in the future. Use conventional platforms, which won't be technically too heavy for a pc or smartphone (eg. avoid MS Teams).
For hybrid events, I would say that in case of technical problems, preference is to be given to the in-person audience. The quality of exchange between in-person researchers is unequalled, and though online format was a consolation prize during the pandemic to keep in touch, it should not replace in-person presentations.
Streaming should be encouraged, I would assume subsidized by access fees. I'd be quite willing to pay and/or subscribe.
good technical support
Schedule social time/"receptions"
Continue them but if they are hybrid, do not disadvantage your remote attendees by ignoring them or not providing an equal platform to ask questions.
This needs careful organisation. Circulate the papers before the event, prerecord presentations and allow question and answer sessions. Allow the audience to see each other and participate . Webinars where you just see the lecturer are dreadful
Go back to in-person events.
I think hybrid/blended events are much better than online-only, because that way, people have the option of either form of participation. For conferences that are online or hybrid, I would strongly recommend the incorporation of some kind of Zoom-based social/networking event, to provide online attendees at least some possibility of making connections with other people.

Keep doing the online side with live audiences.
Prepare for any technical issue possible, one person only dedicated to technical issues Longer hours of connection (not only the time of the lectures) and allowing people to open mic during breaks Transcripts or summary of the lectures available to download after lecture for people who could not attend
To create online time for networking.
have the best possible technical solutions, specialists who know what needs to be done; I think hybrid/blended events are preferable to those only online.
More time for discussion from viewers.
have presenters pre-record their presentations. have a moderator collect questions, but not in the chat. the moderator should choose which questions are presented to the entire session. organize a breakout section after the session online so that participants can engage the audience with more questions if they so choose.
Online events have to be much cheaper to register for than in person events are. If people are attending a hybrid event online, there should also be a significantly lower registration cost.
Please consider the various time-zones in which participants reside. Ensure that a record of the meeting is available asynchronously to registered participants for at least 2 weeks, or if possible in an open access form.
Organise a way in which people can interact with one another while on the conference breaks
Keep the chat open! Have good sound capabilities/microphones
If the events are hybrid, make sure that the microphones are well-situated and that during the Q & A, make sure that someone relates to the zoom attendees.
Large conferences still cost a lot of money to attend even in online form, the conference fees should be re-considered and in small or big events clear, easy instructions should be given to attendees for how to access. Last minute panic is the worst.
To continue with this format for the foreseeable future.
I always prefer to see who is in the room and to have the chance to ask and to listen to questions live, not through Q&A. When opting for the last, you feel "outside" and more disconnected
Don't attempt synchronous events, either do all online or all in-person (can be with an online component at a different time, or recorded talks etc. that can be watched at another time). Hybrid events never work properly, there are always technical problems and issues and delays and a general air of frustration. If running an online event (especially a large conference) the best and smoothest model I've seen so far is the ASOR one where pre-recorded talks are watched by attendees at their own leisure and then there's a 'live' discussion about the talks held over zoom. This is much easier for attendees, can pick and choose what I want to watch/listen to when I want to in the week leading up to the conference and even after the conference. This also allows you to actually see more talks as it avoids the usual time conflict problem and having to choose between talks or run from one seminar room to the next.
Make the events are free and be sure that non-academic audiences hear about them and have a chance to attend.
Fully online or fully in-person are both much better than hybrid/blended events.
If an event is organized in hybrid form, make sure to engage also with people online, and to make sure that presentations and discussion in person is audible to the people online.

Keep it simple, small, and short
I advice not to abuse of these formats, i.e. use them only when circumstances prevent in-person attendance, because the personal exchange is suffering.
Please consider asynchronous options.
Hire a specific person to troubleshoot the technology, use programmes like discord to keep the chat going for larger conferences and use the best quality software you can afford. Above all, keep running hybrid events, they are the present and the future!!
I'd strongly advise organisers to carefully consider the potential new angles that online events and virtual components of hybrid events may add to a conference or workshop, rather than thinking of it strictly as a remote presentation. Then again, this also requires clear guidelines to participants as to what is required and expected, and the technical logistics to go with it.
I understand that scheduling across multiple time zones for conferences is really difficult, but trying to keep things from going into people's evenings is really important. As is having lots of breaks. I've found I get extremely tired attending for conferences all day for several days in a row. I just can't manage it, either in person or online. Conferences that are half days, so three days, afternoons only or mornings only are really good. And I have to say, I'm pretty tired of being in front of screens all the time, and I'm excited to start trying to attend in-person events again if I can.
I would recommend to give more consideration to the potential attendance of people from all around the world (and so in different time zones) when designing the programs. I also believe that recording and hosting the contribution in som platforms is an extraordinary asset.
Keep doing them. Don't go back to only in-person events.
1. Circulate to listservs that you would not necessarily have accessed pre-pandemic. A lot of us are open to attending events online that if we had to attend in person we'd never consider. 2. Announce the times of your presentation in multiple time zones. (I haven't missed any because I got the time wrong, but friends have done that.) 3. Consider how to make the events accessible to people in developing countries. They don't have to worry about travel costs or visas; it seems like a great opportunity for engagement. Could a local museum/university partnership enable Zoom access for students/colleagues? Could the conference budget stretch to cover a translator?
Make sure the technology works; I've been 'at' events where there was audio feedback rendering attendance painful.
even when opening events to the wider public, always make sure that you have an invited panel of 'lively' (either in person and online) discussants make sure that the format is really designed to be a blended one, in a specifically designed environment that allows full participation in both formats
Consider those of us in Australia and/or make a recorded version available for later viewing.
1. a short presentation for the lecturers about the technical side of the presentation (how to share a screen, etc.) - in many cases (even in 2022) the presenters were at a loss: they were unable to share their resources or were showing not the files they intended, etc. 2. "private rooms" - possibility to meet with other participants quasi-privately.
Try to make it as interactive as possible.
hybrid/blended conference/lecture: – make sure that there is only 1 primary audience for the speaker to target, and that this is clearly communicated beforehand to the audience – make sure that there are at least 2 support persons available, 1 primarily for technical support, 1 for moderating support – if open discussion includes online members, make sure that everyone identifies themselves in writing with a pronouncable, preferably their own name [the same goes for the in-person

members] hybrid/blended roundtables and work meetings: – make sure to have no side conversations and other noises in the room – make sure to communicate (+ make provisions), whether you have an even or uneven meeting, i.e. whether all participants are supposed to have the same access to giving and receiving input. If yes, find solutions to implement that. This requires, e.g., that — the main focus of everyone’s input is the microphone, not another person in the room. Otherwise the online members get lost. — at least 1 person takes charge of checking contribution wishes. Otherwise, either the online or the in-person members tend to get sidelined. – consider whether video is needed for all attendees throughout the meeting, or whether connection traffic can be permanently or occasionally lightened – develop and share suitable implementations for hybrid/blended meetings, which are the most challenging, but in the long run the most sustainable formats hybrid/blended or online joint manuscript work: – combine synchronic and asynchronic elements – make sure to set and keep deadlines – in case of small author collectives, I made very good experiences with scheduling a series of online writing retreats (each 3-5 days), in which each author sets working on the manuscript as the main task and tries to keep the time as free as possible. Within the retreat combine joint and independent slots, make sure to update each other regularly, but not continually. Thus, share manuscript updates and questions to your colleagues online at pre-set times: at least once a day by a certain time, e.g. every evening / with finishing the work day / the individual manuscript working time; avoid continuous comments/questions in online tools/posts, or at least two (or more) of you don't get anything done of their share due to constant distraction. Then (e.g. next mid-morning after everyone had time to digest the others’ input) meet for clarification, updates, and adjusting the planning for the next step(s). This proved to be highly effective and doable without much hassle by considerate selection of the retreat slots and if all authors make sure to really make the joint research the primary (though not necessarily only) task of the retreat period.

When it's too long, it's more difficult to follow online event - concentration problem with the computer

The primary purpose of conferences is networking, which cannot happen online. Let's get back to doing things in person.

Make sure the technologies work and that you (and attendees) are sufficiently familiar with them.

Please keep organising them.

More accessible accommodation is needed with most virtual conferences

Online: needs a stringent moderation; calculate in enough breaks for the eyes; do rather two afternoons than one day Hybrid: is mostly difficult to synchronize for remote and present people; present people tend to forget te online audience; I think all online is better than hybrid. None can replace fully the social moments of coffee breaks or receptions that make conferences fun; but they can be used in a creative way to connect people who would otherwise not. Working with countries where scholars cannot easily travel as they would need visa, online workshops are a great achievement and a real step forward in inclusivity.

Make it in-person. The online option is nice for people who cannot afford traveling. So, hybrid is no harm. But if networking or anything social is to be accomplished support your students and staff to physically go to meetings, lectures, workshops.

Frequent reminders to attendees to keep their cameras and microphones off while a speaker is presenting tends to help. Also, be sure to be up on Zoom call security to minimize Zoom-bombing. Also, given the various time zones which attendees may come from, please allow questions to be submitted by Q&A function or Chat, since some of us live with others who would not like to overhear an attendee asking a question in the wee hours of the morning. Another suggestion would be to double-check with speakers if they know how the platform the event is using works.

Pay attention to technical issues. Use this format only for small events.
set aside discussion rooms before and after events, at the disposal of those who wish to continue discussion: create possibility for arranging small group discussions with controlled memberships. always have a separate moderator whose job it is to monitor and combine questions coming in the chat. always permit chat functions.
Preparing for the needs of digital attendees needs to be built in from the early stages of event planning, and session chairs need to be conscious of both their online and in-person audiences when managing speakers and questions. With forethought, it is possible to create a very good virtual experience for online attendees given the capacities of modern communication technologies.
To make the event, or portion thereof (e.g., a speaker's lecture, but not the subsequent Q/A) available online as a recording is NOT a disincentive to engagement or attention.
Consider limiting them to only a few short papers in total. More than that is unwieldy.
Take into account time zones better
No advice
Make sure that the camera placement is close enough to the speaker and that it captures the presentation effectively.
Allow for flexibility as much as possible, and build in sessions where people can chat online.
Good av and sophistic tech abilities
Offer recordings so that content is available to people across more time zones. Have presenters test audio and screen share in advance to avoid wasting time on this during the meetings.
Make sure people register and that everyone in the room knows who's present.
Breaks are even more important than in-person and should be as long or longer - Zoom fatigue is real
Our first hybrid event will be coming up in November. I hope we figure this out!
Keep doing them! Give more frequent breaks than in person events, staring at the screen in a chairs ofr hours is exhausting.
Local events work better than international ones if they are going yo be online/hybrid.
Do it in-person instead.
I would say it is a good idea to offer conferences as hybrids from now on - it takes more planning that way, but then those who want to come in person can and those who want to attend online can as well.
Keep the online/Hybrid model as it gained more attraction from researchers and also from the public. If there is one take from a catastrophic pandemic is that the digital age should be fully embraced.
Use minimal affordances
Having not organised such events myself, I do feel qualified to offer advice.
Online events - Organise some good online socialising. The GEMANE conference a couple of years ago had a lovely social evening where the attendees met and mingled online. Possibly the same for blended events. I think that in blended events the online participants get rather left out and there is much less interaction between the attendees online and the attendees in the hall.

Keep doing them! Don't go back to in-person.
Force people to turn on cameras. But rather, do not hold them at all.
- Check the technical equipment at least twice - hybrid always trumps online-only if possible - with online-only synchronous trumps asynchronous, especially for seminars - cut down the time for sessions and daily time (it is extremely tiring watching on the screen compared to attending in person)
To spread information about these events widely (via mailing lists, academia etc.) and open them for registration by interested attendants as far as possible (although it seems that this is already done quite regularly).
Hybrid: Cameras for audience and speaker must be visible (possibly large). Room microphone (that functions) so that the online attendees can really have the feeling to "be there", hear all questions/answers etc. Online: for the pauses/evenings: online meeting "rooms", that really helped on one conference to have conversations and "meet" people good Internet connection!! nothing worse than not be able to follow online
Maybe recordings of the events would be better than messy and jumbled hybrids - I know this removes Q&A sessions but maybe not all need this. Maybe providers like Zoom, Teams etc could give advice and help to people giving hybrid events or even develop a hybrid platform ??
Ensure beforehand that the speaker's presentation works.
Materials available online can be quite helpful and fun. For classes, it has been helpful to provide recordings of the class for a limited time - for more detailed note taking and a chance to clarify what happened when the doorbell/telephone rang. It can be helpful to open the meeting 15 minutes in advance - to allow everyone to get checked in, take care of technical glitches, and chat with other participants.
Strongly encourage interaction, participation (surveys, breakout rooms, ..) during event AND AFTER.
Make sure you have a microphone also for questions by the audience, have a moderator clearly visible by those online
Ensuring that there is clarity of information around online and in-person components. The hybrid event I attended was very forthcoming with regard to online content. I would also think about accessibility for all users of the information - i.e., thinking through how someone with a screen-reader may have a different experience compared to someone who does not use a screen-reader.
you can be an expert on the subject, but the key of the presentation is what you generate within the online audience. So, needed to excel: -Storytelling, -Language, -Online platform, -Audio and speed connection, -Coordination between presentation and speaker, -audience follow-up. And every else to captivate the audience
I think it is difficult to recreate the information space of a coffee break where participants stand together and talk in an online environment.
Make sure everything works because it often presents technical difficulties hard to solve on the spot that can cause embarrassment..
Do it
HYBRID: Have a dedicated chairing team that works in separate but communicated roles, a chair for in-person events to moderate the room and a moderator for a remote audience. A balance is often difficult, either audience can feel left out. Sound is incredibly important as often microphones or wandering in-person speakers step too far away from the mic making their presentation inaudible.

A good idea to tape the event so it can be viewed at a later date.
Create some ability for attendees to see each other or to know who is there and have a way to send contacts for networking.
Always include captioning; my major unhappiness with online is when there is no captioning as I'm hearing impaired and the captioning greatly assists me in every way. And guide presenters to speak slowly and clearly as accents from anywhere can impede understanding.
Don't ditch them
Always provide recordings where possible to account for time differences.
None that I can think of at the moment
Please continue! This is a net positive for all societies.
Please continue with hybrid and online. Costs to attend in person can be so prohibitive. Possibly a somewhat reduced registration fee. Make sure sound is good.
Thank you for your work -- it's a lot of work to set up remote viewing, but it's worth it for publicizing research and increasing participation.
I did attend another event that had an in-person series of sessions for some days, followed by a series of ALL remote talks later; this was a much better format. But trying to both at the same time I thought ended up being really disappointing.
Be clear about goals and objectives and timings Don't schedule as long online sessions as they are harder
It is not broken, so do not fix it....but do record the program in its entirety and make it available on line for at least a limited period of time.
Make those who are online as important participants as those who are in person during lectures, but have something special for those who have made the effort to travel to the conference or lecture, etc., as they have spent sometimes significant money to do so,
Please keep offering online and hybrid events! They are so important. Perhaps consider when you schedule them so that those of us in the Americas will be able to attend without having to wake up at 4 a.m.
Please keep the option of organizing events where participation online is possible. It is especially important for students to hear speakers discuss their research even if they cannot afford to travel to the conference / lecture location. If anything, the pandemic created a an opportunity for hybrid events that I think should be kept even once the threat of the pandemic has faded. Even if organizers request that presenters be present in person for the event, I think the option to listen/watch presentations online as an audience member can be very beneficial.
Keep organizing with online access in mind!
Please continue to offer online events.
This is rather banal -- but test everything and have a technician or competent person on hand throughout.
For hybrid/blended real-time events, I would recommend that the online version be provided with the Powerpoint presentation directly, rather than with a view of the room with the Powerpoint screen in the distance, which can be very difficult to make out. For online, I'd recommend that the organizers "open" the meeting about 10 minutes before the scheduled start time. This gives everyone an opportunity to socialize a little bit online, if they care to. The socializing part takes the place of in-person socializing at in-person events.

Make sure technology really works I.e. images and sound. Record presentations and make available
I've always enjoyed platforms where we can chat (type) as well as speak, and even being able to use reactions / short-appearing emojis has been a nice low-stakes way to interact without being disruptive.
Have flawless technical support. I found that attendees overestimated how much support academics have from their tech departments so were impatient of any glitches. This can happen at in-person events too but it is more easily defused.
We have organized online workshops where registration was mandatory to limit the number of participants. Sometime almost 50% of the registered participants does not attend. We consider asking a financial deposit in some way for the future.
Don't try too hard to duplicate in-person event situations like "coffee time". Coffee breaks at real conferences are times to check your phone, use the bathroom, actually drink coffee, in addition to socializing. I don't want to sit at a screen for that period of time.
Be flexible, test everything in advance, and make use of the format: do things that you cannot do in person!
Practice with software and presenters the day before Start on time
More accessibility forward. This is a huge area that gets missed. Provide Captions. Provide Translators. Provide Blue tooth mics and better lighting. Take out a Digital Budget or Loan. Take the additional time post edit to make sure others can understand. quality video and quality sound will be streamed and viewed more often than low quality. Hire contractors for video editing or web editing, there are many ancient history professionals with side jobs as their main source of income and can help.
Some events are only live and I think it would be nicer for them to be kept up even if just for 24 hours for people in other time zones
Embrace the online format. Acknowledge that it's not the same as in-person, but it has strengths — especially in sharing images, and in accessibility. Don't think of online events as "instead of" in-person, take them on their own terms and work with (not against) the medium.
Please keep them coming! Ensure that questions from the in person audience are either taken by microphone, or repeated by the lecturer, as they are otherwise inaudible to those online. When advertising, please ensure the time zone is included, rather than just the city name, as it confuses those of us in UK/Europe - it would be great if you could also include the Central European time of events. I appreciate that you are trying to attract younger, current researchers into SASA, it is great that you accept independent, older students, too - maybe make this clearer?
Don't assume everyone has mastered the tech, whether speakers or audience: try to give tips or offer help in some way. Don't worry so much about planning a full day of talks: maybe better to have one or two talks a day for a week? Allow plenty of time for talk in between lectures so people can get to know each other. QATC did a dance party between talks which was great. There's a tendency to marginalize older people; I'd love to see breakouts acknowledge that not everyone is an ECR.
To make things in person, if at all possible. To allow extended access to lectures so they can be worked into the attendee's schedule more easily.
Avoid when possible but keep it as an option for people to watch in person events.
Works best when organizers take control of muting, chat, etc. With hybrid events need to ensure online attendees have good view of presentation, not just a camera view of screen presentation. Preferably view of speaker as well.
to keep going on with the good work

Keep up the good work, and continue to offer hybrid conferences until the pandemic has truly waned (not just based on some presidential remark).
Please keep doing them!
Advertise like crazy!! I've been so thankful every time I managed to find an online event through some random retweet!
Have the speaker test their software and sound before the talk's scheduled time. Have the sound for hybrid events tested before the talk's scheduled time.
It is most helpful if lectures can be recorded and accessed later after the presentation. Sometimes schedules conflict or time zones are unforgiving. The silver lining to the pandemic was the ability to attend events world-wide and I hope very much that this blessing will continue.
Please continue to promote and expand use of online and hybrid events. Wherever possible use the group discussion or related capabilities of the various online platforms to set up discussion rooms for personal interactions among speakers and participants.
Would be great to continue with hybrid events where possible and also look at recording panels, presentations etc and making these available for a certain time.
Offer also recordings of the webinars/lectures as it will increase attendance, and lower pricing for remote learning online.
Consider the needs of both your audiences- don't wedge online participation into a lesser role; do consider mics and camera angles. Think about networking spaces for both of them.
Hybrid is really hard to do. Don't go back to prehistoric norms of face to face and shut everyone out again. Keep it online
Give an online option for all events. Record all events and put in the archive for later viewing.
I haven't seen good remote substitutes for the kind of informal exchanges possible in person, or good ways of integrating the in person and virtual experiences. Break out rooms do not work.
It would be nice if there was a way to, as it were, accidentally stumble in to discussions one might be mildly interested in. I learned the most from sitting in on the papers my roommate gave that I listened in on for support.
Only do it that way if you have to. Now that in person events are starting to meet regularly, I will probably not attend any online events.
Find a way for the online attendees to be equally represented as the in-person attendees.
It is crucial that online events continue to take place. I have already seen the gatekeeping and physical/financial access restrictions taking place which will mean that only the most financially able senior faculty with time off will be the driving force in the field. This is, quite simply, utterly unacceptable. The pandemic proved that online events work, are accessible, and lead to greater collaboration potential and expanded creativity thinking through issues/topics due to the diversity of participants in an online setting.
Try to solve connectivity problems before the start time of the presentation. With visuals such as slide shows, keep the info simple for easier viewing on smaller screens. A lot of people use phones to access Zoom presentations.
Record presentations whenever possible to allow for playback at a later date.
Online events usually lack the discussion that in-person conferences have. The organizer should put more effort in having discussions
Always make it accessible for those with visual and auditorial disabilities, and please include those attending online in discussion.

I am not sure. Perhaps more social hours or half hours between sessions in a conference, or some way to allow people to talk with each other after the fact. But the essence of meeting and making connections in these events can sometimes happen by chance, because of the physical location. I attend these types of conferences and events as a young scholar and student trying to make connections in the field and figure out her place. While an email after a conference can serve as an alternative, I know people shut their brains off after conferences, don't ever respond, etc. A way to make more real time connection environments would help a lot.
Keep offering a synchronous online component for hybrid events. Rarely, if ever, would I want to watch a 90 minute video of a conference panel after the fact.
- Please give as much information for registration as possible (a personal side note: For unknown reasons, my computer always requests zoom meeting-IDs and passwords, even if the event was not created in this way, so that I cannot attend if I don't find this information). - Please keep an eye on what the conferees from abroad see on their screen. Even after two years pandemic and online events, there are conference where one cannot see the presentation of the speaker, because the organizers share the wrong screen or the wrong program. - The zoom webinar format is very practical, because the speaker won't be interrupted by people who cannot mute themselves. On the other hand, this format makes it more difficult to ask the speaker something after their talk, and I made the experience that my question remained either unnoticed or unanswered. So, please make clear in advance, how you can put the question, i.e. should you use the Q&A, the chat, or whatever.
Numerous small breaks - the extra time in office chairs + in front of screen is just brutal. Also efforts to get people (everyone) to speak or at least -do- something (post on a Miro board, be part of a survey, following along a tutorial, etc.). Also changing out the organizers - it's exhausting leading these things (though the same can be said of physical events, of course).
Give people the option to do them.
To take into consideration Time Zones.
Make sure that all your events are recorded and easily findable after the event. Keep online participation plausible even as you return to more in-person aspects, since it grants you more attendees than you would otherwise be available to. Don't forget to turn on captions, even if they're only automatic captions. Have moderators handle online chat and questions. And please, please keep doing this!
be aware of the technology issues, don't schedule the conference presentations back to back plan for breaks just as you would with a "regular" conference (people need time to go to grab a coffee, a snack, go the restroom, etc.)
Read post-event comments in order to improve the next online or hybrid event experience.
Events that are fully online generally work fine as long as the organisers are watching screens/ chat closely for questions. Hybrid isn't ideal for online attendees, but directly inviting online attendees to ask questions/ make comments, at some point during the discussion, can help involve them more.
Online mostly for information exchange Hybrid: Try to include people as much as possible but not in a forced way
Hybrid events are often harder to follow than full online ones. They can be used to allow distant attendance for a paper, but more interactive hybrid events have often problems
try to separate the panels so that all presenters are in-person OR online - not blended in the same session. then have the in-person presenters filmed and the online presenters viewable.
Have a consistent policy regarding masking, so as to relieve individuals from making choices all the time.

To continue to use the hybrid format
Don't view online events as an inferior version of an in-person event.
Only do them if it's really impossible to do so in person. Otherwise forget it.
Please allow prerecorded and live presentations only! The live online presentations are simply a hassle where bad internet connections and technical issues leads to not being able to follow the session properly. At least 1 session organiser MUST be present physically at the physical event (if hybrid). Please choose an easy user interface for hybrid/online participants. We need to see the presentations and be allowed to ask questions, but do not need a fancy extra software or app to log onto.
Just do it!
You need a stable network and a good but not to complicates set-up. Think carefully about how you want to have people communicate with each-other, especially in hybrid meetings.
Keep up the good work!
Make sure you use spaces that were designed for hybrid events. When I participate in hybrid events I am often frustrated by the poor audio quality.
- Humane scheduling: fewer speakers/presenters, more and longer breaks. - Ask yourselves: is this event necessary, important, worth people's time, etc., rather than just doing something online because you can. More events is not necessarily better. - For smaller events, give all participants-- audience as well as speakers/presenters/respondents/organizers--the opportunity to introduce themselves. It really makes a difference if participants know who else is there and involved. - For Zoom-based events, manage the chat function and think about how you're using it (is it a channel for formal communication for all, a channel for people to say "hello", a place for moderators/organizers to push important information?) If you're including web links in chats, maybe also have them collected in a more convenient format for afterward? - Recognize that online/hybrid events are simply different from in-person events: you can't do the same things, so plan accordingly.
Even though online and especially hybrid events can be stressful for the organizers in terms of technology, I think it is absolutely worthwhile to keep organizing events in the digital realm and to enable people to attend in-person events virtually, even if it might not always be feasible to include them in the discussions as well.
* hybrid is a lot of work; seems to be the way forward for major events * for smaller/local hybrid events people might just attend digitally (so digital-only would be a solution) * a lot of elderly members of the public don't attend digital events but in person
If online or hybrid alternatives are realistic, I'd be delighted to attend. I could imagine, however, that organizers might find that unrealistic. I can only express my gratitude for their generosity during the pandemic.
Use social media to let people know about upcoming events
Practice using the technology beforehand and, if possible, have a technician present to solve any technical issues as quickly as possible. Send out clear instructions to participants joining online, since skill levels with technology vary considerably.
to make shorter more focused events
Don't do them hybrid; have them either online or in person. ESPECIALLY do not allow someone famous to participate online in what is otherwise mostly an in-person event, just to get the famous name on your programme: you'll get a rotten talk and everyone will be angry.

Please don't stop doing them.
I found that most events were difficult to attend because of scheduling and my caretaking obligations. Perhaps more variety in times that events are held would be helpful.
Make explicit plans for, use appropriate tools for, and integrate strongly into the schedule, a number of social events for relaxing, networking, chatting.
I have difficulty seeing the appeal of online events. Marketing to people who desire networking, face-to-face interactions is important. Conferences (in person) also allowed for much needed changes in scenery (time away from work and home).
In the case of hybrid events, I would advice the organizers to keep in better consideration the online audience during the q&a/discussion moments. For instance, when someone asks a question, by turning the camera towards the audience and by remembering to always use a microphone. Virtual coffee breaks are also nice.
Get the technology right - the Leeds IMC this year was not a success as a hybrid event because the event rooms were not fully equipped with cameras and mikes, so speakers/questioners had to come up to the front of the room, completely preventing any kind of conversation from developing.
Record where possible and enable online networking
Have someone dedicated to tech who is NOT the panel chair in panels/talks/lectures. The role of chair already takes enough focus that adding the responsibility of troubleshooting tech means that problems often go unsolved. Tech person could also handle questions asked in chat (esp important if it's a hybrid event). Create expectations of letting people know when they're muted, when they're unmuted (or just forcibly mute them if they're accidentally unmuted), and when microphones are not working well. Don't let people sit in the awkwardness of "should I say something?" -- it's not really any different from letting an in-person speaker know that the microphone isn't picking them up or something. If you can stand to allow a zoom chat to happen as side conversation, allow it. I've seen/been in some very rich conversations in those, and for ND (esp. ADHD) folks, it seems to be a really comfortable way to engage with an ongoing talk.
I think that increasingly we'll see the blended conference format; an online option for accessibility and an in person option for networking, collegiality, and dedicated time to focus on the event.
Save Ancient Studies Alliance, the organization I lead, created a livestreamed virtual conference, freely open to the public, in which the public at large was able to interact with the presenters via chat and moderated by the moderator. We have done this the past two summers. We had over 10,000 live views over two days of the conference this summer 2022. We also facilitated the livestreaming of another small conference from Europe. The potential for this type of conference remains untapped in my opinion.
To limit in conferences, prerecorded talks followed by a synchro discussion. It take too much time and a lot just come to the discussion.
- announce your event broadly and way in advance: with competition for the same days running high, you want as many people as possible to jot down your event in their calendar - be on time: for the sake of participants checking in and out of sessions, avoid running overtime, deviating from the schedule by shortening or lengthening breaks, switching around speakers unless absolutely necessary etc. - for hybrid events: make sure your digital participants can hear and see everything; communication in a physical room typically works faster, so your on-site participants will have an easier time troubleshooting with you - don't be discouraged: your event is in no way less "legitimate" than a grand lecture in-person at a large auditorium; researchers and students alike truly appreciate your effort in making your work accessible to them

<p>Consider offering a tutorial session for the less technologically proficient prior to the event itself. There are often a few people in attendance who struggle with technology such as Zoom, Teams, etc.</p>
<p>too often the places used to organize hybrid/blended events are not properly equipped : sound and/or video quality is often poor. Managing the online guests (taking questions, etc...) is also an often an issue</p>
<p>As much notice as possible, so it can be booked into diary</p>
<p>If you are going to include an opportunity for discussion, plan it carefully. I attended one conference in which it became clear that the discussion leaders were not given instructions or goals (and were chosen pretty late in the process)--they all did something different, and not all choices were successful. I stopped attending the discussion times because I couldn't tell if they would be worth my time or not.</p>
<p>Avoid gimmicks like virtual exhibit halls. Keep presentations at 30 minutes or less. And unless you have Michelle Obama or someone similar a lengthy keynote address is difficult to sit through online.</p>
<p>Invest in good tech support. Is there a better way to replicate a F2F social event? One I attended had ppl cycling regularly through randomized discussion rooms, which had some pluses but was off-putting for some. What about publishers? The interactions around book exhibitors' tables have been important for me in the past; is there a way to do that?</p>
<p>An easy-to-navigate program is essential.</p>
<p>If possible, provide recordings for viewing after the fact.</p>
<p>Keep doing it and invest in accessibility technologies; if needed, record and share after if synchronous isn't possible</p>
<p>Give some time for people to chat in the online waiting room or call! Give breaks to get water/use restroom/converse in the middle too.</p>
<p>Online conferences should spread out their sessions over many days rather than attempting to mimic the 2-3 day panoply of concurrent sessions typical of an in-person conference. Make available all attendees' names, affiliations, e-mail addresses, website URLs, etc. Use software that enables those in charge to turn off attendees' mics and cameras</p>
<p>Be aware of online experience. Try to design events differently so that it is not a live event with one camera and a separate online audience but an integrated experience for both online and in-person.</p>
<p>Give extraordinary attention to technical matters of presentation and streaming. Every in-person event should also be streamed and recorded for future viewing (even temporary or time limited). Optimize for online, not for in-person.</p>
<p>The organizers should consider the experience of the online attendees and how the event can be made more appealing to them (it is, after all, very easy for them to switch to something else if the event is not easy to participate in). Make sure that the speaker can be seen clearly on camera (and heard!) - in hybrid events it is natural for the speaker to address the audience - and forget about the microphone for the online attendees. Lighting can be important too - a darkened room in order to better show a presentation can be completely dark (including the speaker) for online attendees. I missed some events though misinterpreting time zones or daylight-saving adjustments. Timing needs to be communicated clearly. Keeping joining URLs to a minimum is desirable. Having different URLs for each paper or session in a conference can cause problems (although parallel sessions will of course need to be differentiated). Think how to retain speakers' presence after delivering their papers. Many seem to turn up for a conference, deliver their paper, and leave, which rather defeats the purpose of a conference.</p>
<p>For hybrid organisers: you need two screens. One for slides and one for the Zoom window.</p>

I don't feel like giving advice, but if I were organizing an event in this period, I would never do it in hybrid format. There is plenty of excellent technology that allows to conduct fantastic online events. However, I do believe we need to fundamentally rethink the idea of conference and delivery in order to create a real alternative to in-person events, from format to social opportunities. But I have very little hope that this will happen.

Much more attention to technical details. Technical problems ruined a lot of good events.

1. Don't shy away from holding in-person events with an online option; we need to come out of our "covid coma" and young people need to (re)learn how to socialize and network with real humans. 2. In general, smaller online events, for a niche sub-field for example, are much more effective than huge conferences like the SCS, AIA, Classical Association and the like. Once there are more than two zoom screens the event is too large, in my view. 3. In general, one-day events are better than multiple-day events to avoid the ill effects of too much screen time. 4. Restrict the chat box to "reply to everyone" to avoid accusations of cyber-bullying.

I advocate for a return to some in-person aspect for every event, but with an online option included. In-person allows more easily for conversations to continue even after the Q&A, more dynamic engagement, and less technical issues. When I attend remotely I am grateful for the change to participate in events I otherwise would not be able to, but I also don't expect to be able to participate to the same extent, and am thus motivated to attend events in-person when I can.

I think we need to seek completely new ways of organizing and conducting the events, rather than simply mimicking an in-person event on Zoom. I'm not sure what that would look like, but if we are going to maintain them, they should provide something different than an in-person event.

Hybrid is very annoying; in-person OR online are preferable!

Please consider keeping hybrid/online options as much as possible: for one thing, I'm not prepared to travel and sit in a room of people just yet -- the pandemic is still on. I'm not yet attending events that are fully/only in-person (other than my workplace, where we are required to be vaxed). But even without COVID, there's been a surprising silver lining: I've been able to take advantage of hybrid/virtual events and get to MORE conferences, take MORE classes, than I would have otherwise.

Keep short. End discussions. Good moderating is essential

Keep doing them! But set up social online events as well.

Accessibility should be your priority. A lot of people use captioning services to engage with online content; it also helps a lot of people stay engaged and not get distracted by other things on their computers or phones if they can be looking at captions as they follow along.

For online social events, provide some structure to the interactions and discussions. Because most online video conferencing platforms only allow one person to talk at once, it is much more difficult to move between conversations as one would in an in-person meet-and-greet setting, for example.

Enforce a strict microphone policy! If possible, also assign in-room and online moderation duties to different people since it can be hard to pay attention to both places at once.

Know how to mute all participants, make sure you don't go overtime and allow for Q&As. In terms of scheduling please consider there will be people from different time zones; please share the schedule and links in a timely manner.

Diversity, equity, and inclusion are terms that are frequently thrown around without any real dedication or action. By ensuring the option for remote participation, organizers are putting in the work to genuinely diversify our fields, which have often been so exclusionary. Many of the most marginalized scholars are the ones who derive the greatest benefit from online and hybrid/blended events; people from multi-generational homes, people with chronic illnesses, caregivers, people with

social anxiety, non-speaking people, people with mobility restrictions, people with low incomes, and so many others who are underrepresented in academia and scholarship can finally engage when remote options are offered. Remember also that because so many marginalized scholars make the most use of remote options, accessibility must always be on organizers' minds. If you can't get live transcription, at least turn on automatic captioning and transcript for every session; this can benefit many attendees, such as caregivers who might need to step away to tend to a dependent, people with auditory processing challenges, d/Deaf attendees, and so many others. Offer attendees a space to make accommodation requests, such as requests for ASL interpretation, but don't assume that an accommodation isn't needed just because it wasn't requested. Allow attendees the choice to leave their cameras and microphones off. Ensure that all attendees—including presenters!—feel that they can safely and comfortably participate in whatever ways feel most comfortable for them by asking for ongoing feedback. Most importantly, I thank organizers of online and hybrid/blended events for putting in the work to make our disciplines better.

If it's a conference, work to provide social space or opportunities for interaction outside panels, even if they are hybrid. Otherwise, a two-tier system where those in person get hard-to-quantify but definitely real benefits will continue.

Try to include more opportunities for discussion groups and networking outside of paper sessions.

Please take time zones into account. It would be wonderful if East Coast and UK events considered starting later in the day.

THINK HARD ABOUT WHETHER YOUR EVENT NEEDS TO HAPPEN AT ALL, OR WHETHER IT WILL JUST BE A TIME SUCK AND A SOURCE OF STRESS. Then give careful attention to designing the event. Best case seems to me a series of steps, starting with an asynchronous exchange of papers and written responses, followed by a synchronous conversation between participants carefully moderated by someone who has read all the contributions. This could be a way to encourage people's productivity (a kind of shared interest reading/writing group) and I think it could be a good way to lend mutual support among scholars by rank (e.g. a group of mid-career people), or gender, or other shared identity groups, or by grouped by scholarly interest (e.g. people who work on military history, or civic religion, or a specific author, genre, or period). In the latter case, a series of preliminary hybrid events might lay the groundwork for a joint publication, such as an edited volume.

Make the schedule, format, and expectations very clear. Pre-circulated papers and planned discussion seem to work well for hybrid events, better than just presentations with regular Q&A.

Continue to have them. They help teachers and students to continue their education and participate in a community of learners with a common interest.

Make sure that all hybrid / telecasting functionalities have been tested by both moderators and users ahead of time, and that the presence and use of these functionalities is made clear to all participants, especially virtual participants.

I do like it when one has the option of showing their face at a talk - and one can see who is there - rather than impersonal webinar mode where one has no idea who is witnessing the talk - who is present. One can always turn off their camera if they don't want to be seen, but is it nice to see our fellow attendees when possible.

Build in more time for questions. They can start slowly but they snowball...

Be genuinely invested in ensuring that online events provide the same benefits as in-person, including socially. Organizers and presiders set the tone, and it is important to encourage people to actively engage both formally (question and answer period) and informally (chat, informal socials between event sessions). This has made a huge difference in how impactful events actually are.

KNOW YOUR TECH. Test it out beforehand. Have someone on hand whose only responsibility is to troubleshoot the tech. Figure out ahead of time who is doing what. THINK ahead of time about how you are going to handle Q and A. Post instructions in the chat for people who forget things that you think are obvious. Make sure that the whole session time is available for content discussions of the material in the session, not derailed by tech problems. I haven't been to a hybrid event -- my instinct is to suppose that the tech problems just multiply, but I don't really know. Beyond this, I think there are some of the same issues as with a "normal" conference: making sure that people don't feel silenced, that they have a chance to genuinely interact ... putting papers together that belong together but perhaps in unexpected ways. Leave time in between sessions for people to pee and get a drink of water, make spaces for informal interaction after a talk (I was at one on-line conference where this worked spectacularly well). There are too many conferences and conference papers that exist just so people can say "I gave a paper" and nothing intellectual really goes on there at all. Does a move to on-line conferences exacerbate this, or provide an opportunity to address the problem? I guess it's up to us.

They seem most effective for tightly-organized thematic conferences or events, rather than larger meetings of professional societies. So perhaps those societies, if they want to meet online, should redefine the purpose of their meetings and instead of one a year, organize more smaller opportunities to build and maintain professional relationships.

Take the time to learn and test your technology well before the event. Communicate to speakers about testing their audio and how you will cut them off. Instruct them on how to turn their camera's on/off and have someone reading online questions. Also, allow time for in-person questioners to get to the microphone so the presenter can hear the question.

Be creative with the format, and don't feel the need to make online events quite as formal as in-person events tend to be. For conferences, all-day events are difficult online; I have preferred spacing things out (2-3 hours each session, over some weeks). Asynchronous events are great for people in different time zones, though it's nice to have some interaction synchronously so that you can make connections with people. Online only events may provide a better experience to everyone than hybrid.

have lots of grad students to help. You didn't ask, but I co-ran one with a friend in Germany. We needed help but got it.

Presenters should record their presentation ahead of time, which mitigates the problems of connection difficulties and technological incompetence. Remote audience members at hybrid events should not expect to be fully participatory.

You will never be able to replicate the in-person experience for those attending online. Instead think of what your ideal online experience would be and work towards that.

Have separate sessions that are in person or online but don't combine them.

Most people handle online events really well that I have seen.

Make sure all participants are comfortable with the format and that the options for presenting/viewing are clear. For example if an in-person presenter only wants to be recorded for audio and not video or if listeners are unwilling or unable (due to connectivity issues) to have their camera on, this should be made clear that it's okay (for example, some think it's rude to have cameras turned off, but sometimes it's not possible due to bandwidth, location, etc.). Having clear policies for events about this so someone knows whether to apply or attend or not is helpful.

Have dedicated, paid tech support on hand and consider consolidating blocks of online presentations at hybrid events

<p>Plan time exclusively for participation by those in the online space when doing a blended event. Also use the online format in ways that facilitate participation (break-out rooms, encourage chat box, etc.) Use online format for social networking by re-arranging break-out rooms within a single session (i.e. so that participants meet more than just one small group).</p>
<p>Make sure to give speakers/panelists equal time to speak.</p>
<p>Nothing over 60 minutes, ever. And if 60 minutes, incorporate at least one break. Make a rule that cameras must be on for meetings of 50 or fewer.</p>
<p>Keep offering online conferences and lectures post-pandemic! They make Classics more accessible.</p>
<p>Try to go for hybrid if possible, to accommodate diverse needs. I find pure digital to be a second class experience that I only utilize if I'm forced to do so. It's kind of like the difference between eating nutrient paste to stay alive, and having a full meal at a nice restaurant. They'll both keep you alive but only one really enriches body &amp; soul. Maybe my feeling is due to my age (70).</p>
<p>I don't find any of the platforms useful for networking. so i'd give up the idea that you can usefully network at an online conference and make it more about efficient (and customizable) delivery of content. please record and let people watch after.</p>
<p>Remember to repeat the questions for the zoom/networked audience, so that Q&amp;As are accessible to all!</p>
<p>In-person sharing is so important. Everyone wants online to work but it's so very limited in terms of how people can interact.</p>
<p>Use the opportunity to acknowledge the localities of attendees, encourage them to contribute to local economies....</p>
<p>Depending on the event build in discussion time, give opportunity for feedback, built in social activities or interactions, make sure online events are accessible e.g. close captioning, use platforms that are easy to use and navigate.</p>
<p>Ensure that presenters have had instruction on how to share their screens appropriately. Ensure that security is accounted for so unwelcome visitors cannot join. Provide optional social networking opportunities after the event in the form of breakout rooms or activities.</p>
<p>I have only attended one hybrid conference (non-work related), and it was very awkward when things were running late in-person. Those of us attending remotely didn't know what was happening and how long we should wait for things to actually start. So be careful with time.</p>
<p>Be sure to incorporate ways to include and engage hybrid attendees if there is room to do so in the event format (i.e. Q&amp;As or interactive polls).</p>
<p>I think there needs to be more effort put into creating a sense of rapport in the digital room and enabling discussion. I still am not quite sure what strategies work best.</p>
<p>Keep in mind that it is not possible to be all things to all people: in-person is best for scholarly success but too exclusive; online allows greater inclusivity but worse intellectual results; hybrid hopes to be the best of both worlds but too often fails. I will be holding my first hybrid event in the fall, and it will be spread over three afternoons (in Spain) to ensure participation from both US and EU timezones. We expect to have a small in-person audience (30 people?) and a larger, online attendance. If your best-practices results are in by November, I would love to know so that I can apply them to my event!</p>
<p>Remember that people still need breaks so keep sessions to time. It's tricky with timezones but UK events are often organised to suit a US audience too and end up being scheduled for late afternoon/early evening, which is the worst time of day if you have a small child. It's nice when organisers attempt some kind of social event as well as the main conference/workshop. Give clear instructions and (short) time limits if you have breakout rooms.</p>

Make sure you have practiced with all the technology you will be using during the event and make sure your speakers know what to do (how to share screen, play video over Zoom, etc). I was forgiving in the early days, but now there is no excuse for not having this down.

Be thoughtful about how you make the hybrid work. Don't make virtual attendees an afterthought.

Make sure your software is robust and effective. Poor online experiences are a real turn off. Encourage participation, introductions, cameras on, and as much collaboration as feasible. If your event is sponsored, find ways to encourage collaboration with sponsors or vendors, otherwise they will cease to provide financial support as it delivers less and less of a return on investment. In this regard, online or hybrid events have been significantly worse than in-person.

Hybrid/blended events can only work if both in-person and remote participants can be equally supported and included. I've attended plenty of hybrid events remotely and not felt like I was acknowledged--yes, the experiences will be different, but there are ways to enrich hybrid experiences for remote participants. Additionally, being prepared to support assistive technologies is key to a successful online event--this means captioning, sharing presentation materials, including plenty of description for those with low/no vision, etc. Everyone benefits from the availability of these technologies, and they support plenty of our colleagues with invisible disabilities.

Make sure the tech works! And perhaps make it easier for participants to keep in touch afterwards.

Zoom bombing hasn't been much of a problem in my circles but protections against that still seem necessary. Also, don't assume that all materials can be sent through the chat. It's nice to have them ahead of time.

Please, please, please REMIND EVERYONE TO MUTE. Have someone with moderator privileges (who is not busy doing the speaker introductions or admitting attendees) to PUT EVERYONE ON MUTE. I know we all think that 'everyone knows how to Zoom these days' but that's not a fair assumption to make. That one person who forgets to mute themselves or who is a bit under-confident with technology and doesn't know how, can really spoil things for everyone else. Second piece of advice is to practice with the technology beforehand--inevitably technical errors happen and people are very understanding, but some preparation can keep the effects of these to a minimum. Thirdly, if the format of your event allows it, please consider ways to enable attendees to socialise and connect outside of a conference or workshop--perhaps by including breakout rooms, or getting attendees to circulate contact details. Post the speaker's social media handles or email in your chat. Obviously, a large amount of this is on attendees themselves, but organisers can do small things to encourage people to use online events to connect with each other. And finally, please keep organising online events! I cannot stress how helpful and energizing it has been to be able to follow and catch up with classics and medieval studies research around the world.

Ensure they are recorded to enable carers to benefit

Online only is fairly straightforward: hybrid is more difficult. At present it is important to learn from one another. In some cases it can be difficult for the online participant to hear and follow those presentations which are happening in the room, and easier to follow those speaking remotely. Will the new normal mean that all speakers present on a screen/via Zoom, whether they are in the room or not? Question sessions may also be difficult. At present the quality of such events is also dependent on the resources of particular institutions. It is also not yet clear, for conferences, what the business model should be. Should/can remote attendees be charged? And if so how much? Should the proceedings be made available online after the event? For free? Is this the end of printed conference proceedings? (Let's hope so)

They're all different because they do different things.

Keep them hybrid, even if the technology isn't as great as it could be. Just hearing these events is better than not attending at all.
Always invest the time, energy and resources in the technical aspect of the event. Don't underestimate the energy and time it requires to successfully carry out such an event. Test your online environment and have someone full-time during the event to take care of the smoothness of broadcast/recording, etc. Don't ignore problems with connectivity, your platform, etc.
Fully online is much easier to run, but hybrid is ultimately more accessible if fully resourced and run efficiently.
Commit to it! Sit down and think about all the aspects, decide who is responsible for the online participants, and brainstorm options. Check that technology works on the day and that there is someone who can fix things should a problem arise. The main argument against hybrid or online events is that networking doesn't work. This can be remedied through organised, moderated breakout rooms between sessions. Nobody will keep talking on the Zoom main screen during the break instead of going to the kitchen and getting a coffee. However, an organised 'chat room' with a person who is motivated to support the conversation can be an efficient way to let those people who do want to talk connect with other online participants. Ask the audience? If people are registering, ask them if they would prefer an online participation option, and if they have any advice.
Keep the tools as simple as possible, but still allow discussion between the remote attendees and those present. Give the same value to all attendees,
Make sure your presenter knows how the system works. Do a trial run.
Make sure the people attending online can see both the presenters and the audience: very often only the presenters are broadcasted, but then when people say something from the audience, one has no idea what happened because there is no camera pointing to the audience.
Keep organising them.
Run two separate events.
Pay attention to the way the periods for questions are organized -- maximize time for questions and wherever possible try to use a discussion format, rather than questions typed into a box only. The formal content of the presentations I've seen came through fine, at least when the connection was good, but the informal discussions really suffered.
More group work, time to socialize, on line activities for networking, or thematic interactive workshops.
Please keep organising hybrid sessions, even if it's a single-way broadcasting. This is essential for us with visa barriers.
Hybrid events are ideal provided there is the tech to support equal interaction (e.g. Slack channel for online participants to hold discussions, pose questions etc.). For hybrid and online, ensure cameras allow all participants to be seen properly (not just like 'ants' in a room, far from an overhead camera). Prepare well.
to keep in mind that you have two sets of equally important audiences
It might work to schedule 10 minutes of informal chat in the middle of an event.
Have a stable internet connection, and test your equipment beforehand to check if everything works. Having a tryout of sorts is not a bad idea to check if everything works as it should. Also, prepare engaging questions to keep the conversation going.

