University of Tennessee, Chattanooga Technical Report:
Faculty Workload Survey

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Executive Summary

The 2020 Tennessee University Faculty Senate (TUFS) Faculty Workload Survey included 51 items on which respondents answered questions regarding details of their employment, workload, compensation, and stress. Data was divided by university for a more in-depth analysis. The survey results were split and analyzed based on status (part-time and full-time), tenure (tenured, tenure-track, and non-tenure), and contract (9-or-10-month and 12-month). This report highlights the key findings from University of Tennessee, Chattanooga.

Key Findings

The following are some key findings based on the research questions posed by TUFS:

1. In general, workload increased from 2019 to 2020 for both Fall and Summer. Moreover, there were significant changes in the number of hours spent on various tasks. Here is the summary of trends for specific groups:

Summer 2019 to Summer 2020

- Full-time faculty: Average hours per week worked for full-time faculty went from 30.67 hours in Summer 2019 to 36 hours in Summer 2020. The percent of time they spent preparing for class increased by 38.30%. The percent of time spent on research decreased by 38.30%.
- Part-time faculty: Average hours per week worked for part-time faculty went from 25.34 hours in Summer 2019 to 18.27 hours in Summer 2020. The percent of time they spent preparing for class increased by 20.12%. The percent of time spent on teaching decreased by 12.29%.
- Tenured faculty: Average hours per week worked for tenured faculty went from 29.61 hours in Summer 2019 to 37.11 hours in Summer 2020. The percent of time they spent preparing for classes increased by 65.73%. The percent of time spent on research decreased by 41%. The percent of time spent on administration increased by 24.87%.
- Tenure Track faculty: Average hours per week worked for tenure track faculty went from 33.29 hours in Summer 2019 to 38.47 hours in Summer 2020. The percent of time they spent preparing for classes increased by 37.15%. The percent of time spent on research decreased by 28.89%. The percent of time spent on administration decreased by 14.77%.
- Non-Tenure Track faculty: Average hours per week worked for non-tenure track faculty went from 27.6 hours in Summer 2019 to 28.96 hours in Summer 2020. The percent of time they spent preparing for classes increased by 22.96%. The percent of time spent teaching decreased by 22.96%.
- 9-or-10-Month faculty: Average hours per week worked for 9-or-10-Month faculty went from 29.26 hours in Summer 2019 to 34.34 hours in Summer 2020. The percent of time they spent preparing for classes increased by 51.71%. The percent of time spent researching decreased by 35%.
- 12-Month faculty: Average hours per week worked for 12-Month faculty went from 36.49 hours in Summer 2019 to 43.25 hours in Summer 2020. The percent of time they spent

preparing for classes increased by 62.35%. The percent of time they spent on administration increased by 19.82%. The percent of time spent researching decreased by 57.30%.

Fall 2019 to Fall 2020

- Full-time faculty: Average hours per week worked for full-time faculty went from 45.09 hours in Fall 2019 to 50.49 hours in Fall 2020. The percent of time they spent on teaching increased by 9.98%. The percent of time they spent on administration increased by 10.32%. The percent of time spent on research decreased by 25.41%.
- Part-time faculty: Average hours per week worked for part-time faculty went from 19.25 hours in Fall 2019 to 21.93 hours in Fall 2020.
- Tenured faculty: Average hours per week worked for tenured faculty went from 45.82 hours in Fall 2019 to 52.13 hours in Fall 2020. The percent of time they spent teaching increased by 13.85%. The percent of time they spent on research decreased by 23.35%.
- Tenure Track faculty: Average hours per week worked for tenure track faculty went from 47.72 hours in Fall 2019 to 53.8 hours in Fall 2020. The percent of time spent preparing for class increased by 41.59%. The percent of time spent on administration increased by 25.60%. The percent of time spent on research decreased by 33.21%.
- Non-Tenure Track faculty: Average hours per week worked for non-tenure track faculty went from 36.43 hours in Fall 2019 to 37.53 hours in Fall 2020.
- 9-or-10 Month faculty: Average hours per week worked for 9-or-10 Month faculty went from 46.56 hours in Fall 2019 to 51.25 hours in Fall 2020. The percent of time spent on administration increased by 16.29%. The percent of time spent on research decreased by 35.43%.
- 12-Month faculty: Average hours per week worked for 12-month faculty went from 43 hours in Fall 2019 to 49.03 hours in Fall 2020. The percent of time spent on administration increased by 10.32%. The percent of time spent on research decreased by 25.41%.

2. A large majority 9-month faculty report "uncompensated" for most of their tasks except teaching. The following table summarizes the percentage of people who report uncompensated across a variety of tasks along with average number of hours spent on those tasks. It is worth noting that research occupies a huge proportion of their time, but a majority of 9-month faculty report being uncompensated for it.

Percent Uncompensated per Task in Summer

	%Uncompensated 2019	Mean hours per week 2019	%Uncompensated 2020	Mean hours per week 2020
Preparing for next semester	84.70%	6.29	90.10%	12.31
Teaching	8.50%	6.40	9.40%	8.02
Research	77.50%	12.68	77.30%	9.38
Service	82.40%	2.90	84.40%	3.35
Administration	62.10%	0.99	61.30%	1.28

3. Non-tenure track faculty worked on average 289 hours in Summer 2019 and 310 hours in Summer 2020. They spent the most time in teaching in Summer 2019; 15.57 hours per week. This is the case in Summer 2020 as well; however, they spent 9.21 hours preparing for the next semester, which is a significant rise from 6.82 hours in Summer 2019. Only 21% of non-tenure track faculty were fully compensated for that in Summer 2020. Please refer to the table below for more information.

Percent Compensated for Non-Tenure Track Faculty

	Summer 2019				Summer 2020			
	Average Weekly Hours	Not Compensated	Somewhat Compensated	Fully Compensated	Average Weekly Hours	Not Compensated	Somewhat Compensated	Fully Compensated
Prep for next semester	6.82	60.0%	8.0%	32.0%	9.21	72.7%	6.1%	21.2%
Teaching	15.57	4.3%	4.3%	91.3%	14.56	8.0%	12.0%	80.0%
Research	3.43	54.5%	9.1%	36.4%	2.93	66.7%	16.7%	16.7%
Service	1.42	50.0%	25.0%	25.0%	1.58	70.6%	5.9%	23.5%

4. When comparing modality and time spent teaching, it was found that in Summer 2019, those who taught a mix of online and face-to-face classes spent more hours per week teaching than those who taught all online

5. When comparing modality for Fall and time spent preparing to teach during the Summer, it was found that those who taught a mix of face-to-face and online classes in Fall 2020 spent more time in Summer 2020 preparing for Fall classes than those who taught all online. Those who taught all face-to-face in Fall 2019 spent more time in Summer 2019 preparing for Fall classes than those who taught a mix of face-to-face and online classes.

6. The average total teaching effort for Fall 2020 is 41.72 hours. This includes time spent preparing for Fall 2020 classes during Summer 2020, time spent teaching in Fall 2020, and time spent preparing to teach in Fall 2020 for the next semester.

Recommendations for Action Planning

Survey research suggests 20% of an organizational survey effort should be on planning, developing, and administering the survey, and 80% should be on action planning following survey administration[1]. With regards to the survey results, here are some recommended steps for developing action plans.

1. Establish 2-3 priorities that align with overall goals and are likely to be accomplished.
2. Conduct focus groups or townhalls with faculty to better understand why the results occurred.
3. Communicate survey results to all faculty. Use a cascade approach where TUFS representatives communicate first to leaders at their universities, and then out to faculty.
4. Develop, communicate, and implement action plans aimed at the 2-3 priorities.
5. Monitor progress on action plans.

Recommendations for Changes to the TUFS Faculty Workload Survey

A major limitation of this study was the lack of accuracy in determining compensation. Future surveys should ask the number of hours compensated for in order to capture a more specific and nuanced representation of actual compensation. It would also establish compensation as a continuous variable rendering it more suitable for analyses.

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[1] Wiley, J. W. (2010). Strategic Employee Surveys: Evidence-Based Guidelines for Driving Organizational Success: Sane Francisco: Jossey-Bass.

Introduction

Background

The Tennessee University Faculty Senates (TUFS) is an association of the faculty senates of the 10 four-year public universities in Tennessee. They represent the interests of its 10,000 faculty members and advocate for improvements in higher education. In recent times, TUFS has been increasingly concerned about faculty workload in that faculty are not being recognized for the number of hours they work, and they are not compensated for many of their essential duties. This observation may be exacerbated in the year 2020 due to COVID-19, when faculty have often complained about burnout due to long hours. Hence, TUFS partnered with the Center of Organizational and Human Resource Effectiveness (COHRE) at Middle Tennessee State University (MTSU) to design a faculty workload survey that addresses these concerns.

The following universities took part in the survey: East Tennessee State University; Middle Tennessee State University; Tennessee State University; Tennessee Tech University; University of Memphis; University of Tennessee, Chattanooga; University of Tennessee, Health Sciences Center; University of Tennessee, Knoxville; and University of Tennessee Martin. Austin Peay State University was the only TUFS member university that did not participate.

Purpose

The purpose of this project is to create, implement, analyze, and present the results of the 2020 Faculty Workload Survey for TUFS. The survey assesses workload distribution, level of compensation, faculty stress, and technology interactions. Recommended actions for the TUFS based on survey responses will be provided. This report presents the summarized data for University of Tennessee, Chattanooga.

Confidentiality

Data were gathered via Qualtrics through an anonymous link. No identifying data was collected for participants to remain completely anonymous. Results are provided only on an aggregated basis. Even then, for a group's combined data to be reported, at least ten individuals from that group had to have provided data.

Methods

Survey Description

The survey had 6 different sections. The first section included initial demographic questions regarding status, tenure, contract, and university. The next few sections were structured the same way but asked questions regarding different semesters; Summer 2019, Fall 2019, Summer 2020, and Fall 2020. Each section asked questions about modality, credit hours taught, average number of hours worked per week, percentage of time spent of different types of task, work stress, and non-work stress. Some questions were unique to certain sections; only summer semesters asked participants to rank their level of compensation for different tasks and to enter the number of weeks worked, and only Summer 2020 and Fall 2020 sections asked participants to rate their perception of increased workload since the previous semester. The final section covered demographic questions related to ethnicity, age, and gender.

Item scales tended to vary. Most demographical variables were categorical. Items like credit hours, work hours, and percentage of time spent of different types of task just required participants to type in their answers. The stress scales were rated on a 4-point agreement scale (1=Strongly Disagree, 2=Disagree, 3=Agree, 4=Strongly Agree). There was also an "N/A or Do Not Know" option. Compensation was rated on a 3-point ordinal scale (1=Not Compensated, 2=Somewhat Compensated,3=Fully Compensated). Additionally, there was an "N/A or Do Not Know" option.

Survey Preparation

TUFS and COHRE actively collaborated to create the survey content. Through several meetings, two topics emerged as the most importance: Workload and compensation. In addition, TUFS wished to explore modality and stress. TUFS was particularly interested in the following questions:

1. How did workloads shift from 2019 to 2020? How did they shift for different groups (12-month, 9-month, tenured, tenure-track, full-time non-tenure, part-time non-tenure)?

2. How much work do 9-month faculty do in the summers? How much in uncompensated?

3. How much work do non-tenure track faculty do over the summer? How much is uncompensated?

4. Are there differences in amount of time spent preparing to teach and teaching based on modalities taught?

5. What is the total teaching effort, per credit hour for Fall 2020?

The content was fine-tuned through several review sessions to ensure that the questions were relevant and clear. Best efforts were made to decrease the length of the survey to ensure that participants do not have to view and answer questions not relevant to them. The survey was also internally pre-tested prior to launching. The survey team which consisted of four COHRE

members and three TUFS members as well as a few Middle Tennessee University Psychology department faculty took part in the internal testing.

Communication Plan

The project involved three main email communications. The first was the email sent out by the TUFS presidents to the Senate presidents, informing them of the survey, and asking for their commitment to send out the survey launch email to their respective university faculty on the launch date. The survey team drafted the survey launch email as well as the reminder email to be sent out to the faculty by the Senate presidents. These can be found in Appendix B.

The next email communication was the actual survey launch email sent out on November 19th by the faculty Senate presidents. The last email communication was the reminder email sent out by the senate presidents on December 1st to complete the survey before closure.

Table 1. Email Communication Dates

Date	E-mail Description
November 3	E-mail to Senate presidents
November 19	Survey lunch e-mail
December 1	Survey reminder e-mail

Participant Data

Raw faculty workload survey data was extracted from Qualtrics. Participants who completed at least one semester of questions were retained for data analysis. After the data cleaning process, the final dataset for the University of Tennessee, Chattanooga contained 219 participants. The results consisted of tenured (39.3%), tenure-track (21.9%), and non-tenure track (26%) faculty. Results were also segmented by employee contract. 62.6% of respondents were on a 9- or 10-month contract, 17.8% were on a 12-month contract, and 17.8% were on a semester contract. The sample was primarily female (54.8%). 203 people reported their ethnicity. Participants were primarily white (84.9%). Breakdown of minorities could not be provided due to small samples. 203 individuals reported individuals reported their age. Respondents in the 41-50 age category had the most responses (29.2%), followed by the 31-40 age group (21.5%), the 51-60 age group (19.2%), and the 61-70 age group (16.4%). The participation rate for UTC was 28.89% Those who marked "other" or did not answer were excluded from relevant analyses.

Participants were gathered from 9 four-year universities in Tennessee. Their participation was calculated based on data received from TUFS members about current number of faculty members employed at their represented university. The overall participation rate for UTC was 28.89% Please see chart below for participation results broken down by university:

	ETSU	MTSU	TSU	TTU	UM	UTC	UTHSC	UTK	UTM	Overall
Participation	311	380	122	107	223	219	89	333	108	1,892
Employed	1,037	1,356	438	607	1,443	758	1,566	2,096	515	9,816
Percent Participation	29.99%	28.02%	27.85%	17.63%	15.45%	28.89%	5.68%	15.89%	20.97%	19.27%

## Full Summary Statistics: University of Tennessee, Chattanooga

This section will provide an overall analysis of survey items broken down by semester. General trends and findings will be discussed. For a further, in-depth, breakdown of results please refer to Appendix C.

Average number of credit hours taught by faculty did not fluctuate much between Summer or Fall semesters. The Summer semesters averaged 4.50 (Summer 2019) and 4.44 (Summer 2020) credit hours taught. The Fall semesters averaged 8.86 (Fall 2019) and 8.63 (Fall 2020) credit hours taught. Although number of credit hours taught did not fluctuate, the average number of hours worked per week did. Average hours per week worked in the Summer went from 29.76 in Summer 2019 to 34.63 in Summer 2020. Average hours worked per week in the Fall went from 41.91 in Fall 2019 to 46.20 in Fall 2020.

When looking specifically at Summer semesters there was a small increase in number of weeks worked. With faculty working on average 9.85 weeks on Summer 2019 and 10.60 weeks in Summer 2020. Total hours worked in the Summer semesters saw a large increase from Summer 2019 to 2020. With the increase going from on average a total of 305 hours worked in Summer 2019 to an average of 382 hours work in Summer 2020.

Participants were asked to rate their level of agreement with the following statement: "I worked more hours in Fall/Summer 2020 compared to Fall/Summer 2019." They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. On average respondents rated 4.37 for working more hours in Summer 2020 than Summer 2019. On average respondents rated 4.25 for working more hours in Fall 2020 than Fall 2019.

Participants were asked to report whether they delivered their classes all online, online and face-to-face, or all face-to-face for Summer 2019, Summer 2020, Fall 2019, and Fall 2020 semesters. There was a large spike in online classes from Summer 2019 to Summer 2020, even though a large portion of faculty taught completely online classes in Summer 2019. This same trend is observed for fall, along with a decline in only face-to-face classes and an increase in a mixed of face-to-face and online classes.

MODALITY OF CLASSES

■ All Online Classes   ■ A Mix of Face-to-Face and Online Classes   ■ All Face-to-Face Classes
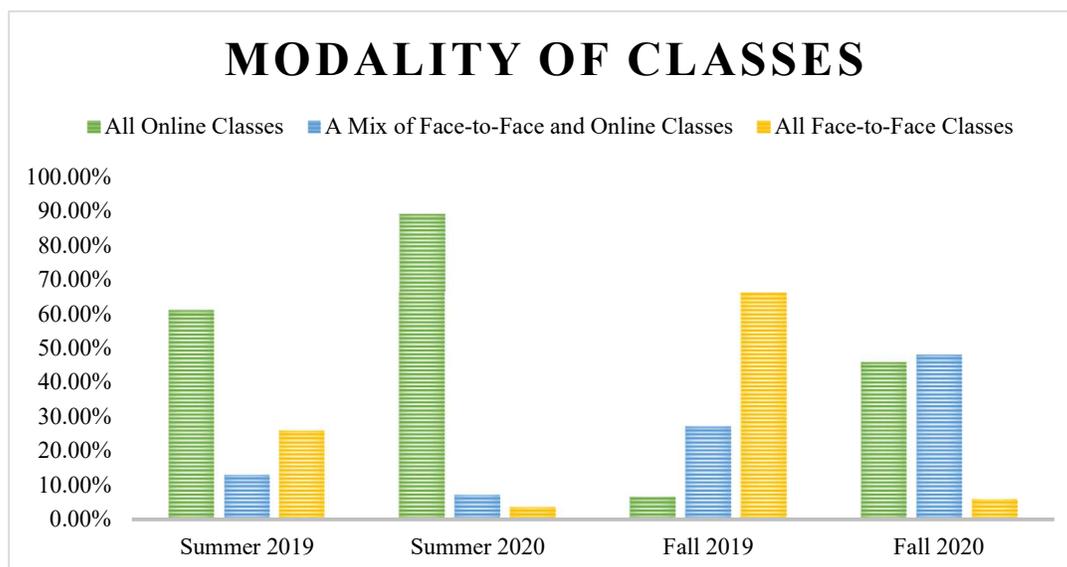
The table listed below show an analysis of time spent teaching each semester by the modality used to deliver classes. This analysis was done to determine if faculty spent more time teaching when teaching all online than when teaching all face-to-face. The results indicate in Summer 2019 those who taught a mix of online and face-to-face classes spent more hours per week teaching than those who taught all online. There is a similar pattern in Fall 2019 and Fall 2020. Not all the data could be reported for Summer 2020 due to low sample size.

Time Spent Teaching by Modality in Hours per Week		Summer 2019	Fall 2019	Summer 2020	Fall 2020
All Online	**Mean**	12.48	20.45	15.95	26.25
	S.E.	1.307	4.752	1.355	1.595
	N	47	12	61	83
A Mix of Face-to-Face and Online	**Mean**	15.10	23.09	---	28.53
	S.E.	3.463	1.349	---	1.587
	N	11	49	6	87
All Face-to-Face	**Mean**	14.34	22.65	---	26.50
	S.E.	2.108	1.056	---	4.359
	N	20	118	3	11

The table below shows an analysis of time spent preparing to teach in the Summer compared to modality used to deliver classes the following Fall semester. Not all data could be reported due to low sample size. However, in those who taught a mix of face-to-face and online classes in Fall 2020 spent more time in Summer 2020 preparing for Fall classes than those who taught all online. We are unable to compare against those who taught all face-to-face in Summer 2020. Those who taught all face-to-face in Fall 2019 spent more time in Summer 2019 preparing for Fall classes than those who taught a mix of face-to-face and online classes. We are unable to compare against those who taught all online in Summer 2019.

Time Spent Preparing to Teach by Modality in Hours per Week		Summer 2019	Summer 2020
All Online	**Mean**	---	10.72
	S.E.	---	.986
	N	8	73
A Mix of Face-to-Face and Online	**Mean**	5.90	12.22
	S.E.	.712	1.412
	N	41	71
All Face-to-Face	**Mean**	6.30	---
	S.E.	.687	---
	N	82	8

Participants were asked to rate their level of compensation on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks for the Summer 2019 and Summer 2020 semesters. Please note that the compensation for extension tasks are not presented because of small subsample size. Level of compensation did not vary between the two semesters. Participants equally felt fully compensated for teaching in Summer 2019 and Summer 2020. In contrast, they also felt equally uncompensated for preparing for classes, research, service, and extension in Summer 2019 and Summer 2020.
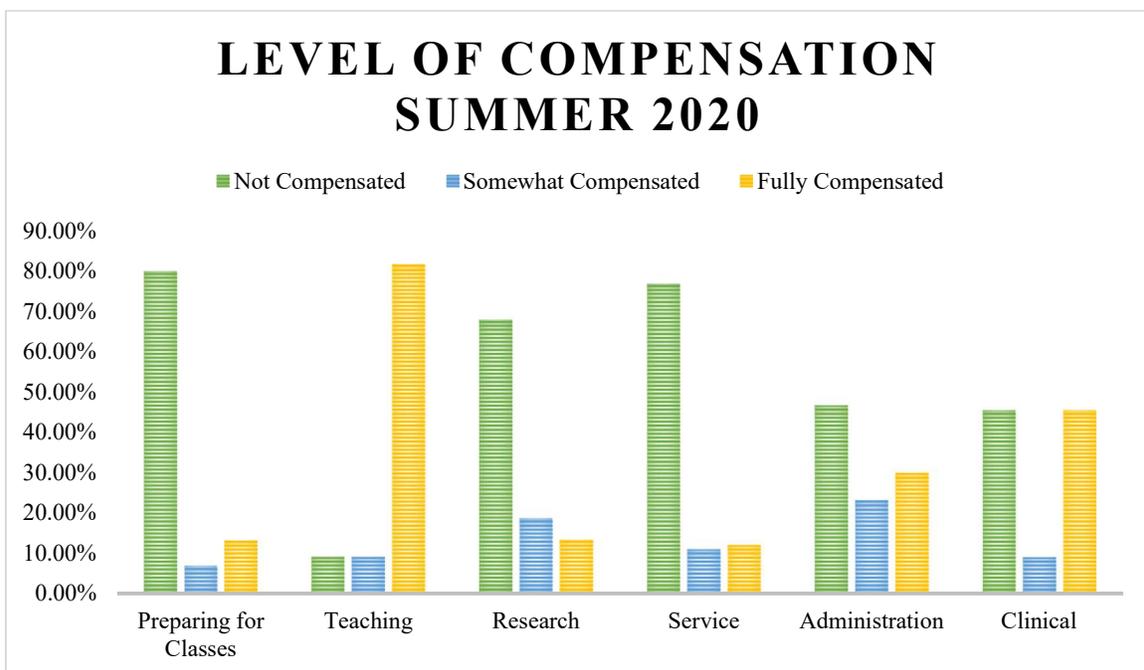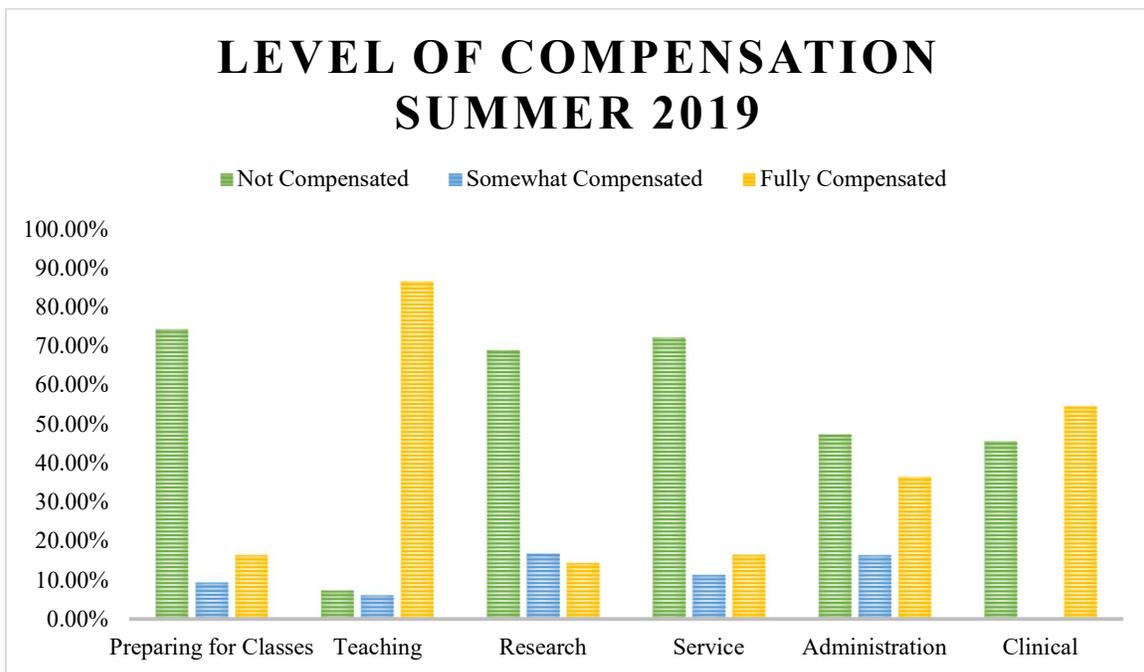
Respondents reported what percent of their time they spent on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks. It is important to note clinical, administrative, and extension tasks apply to a small subset of the sample, so the numbers may not fully represent the extent of work done on those tasks. There was not many fluctuations between the Fall semesters, although there is a decrease in percent of time spent on research. From Summer 2019 to Summer 2020, there is an increase in percent of time spent preparing for class and a decrease in percent of time spent on research.
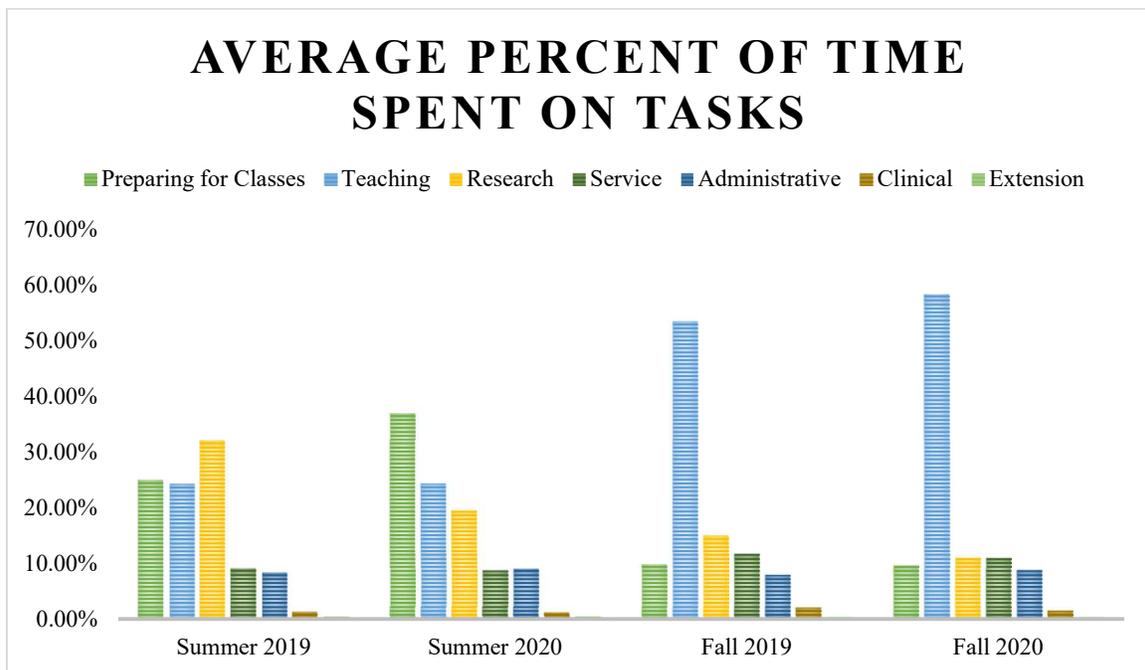
Percentage workload was converted into hours per week by multiplying the percentage workload by hours worked per week. This was done to have an additional interpretation and understanding of faculty workload distribution. Time spent preparing for classes and teaching increased from 2019 to 2020, for both Summer and Fall semesters. For both Summer and Fall, from 2019 to 2020, research hours dropped.

Workload Distribution in Hours per Week				
	Summer 2019	**Summer 2020**	**Fall 2019**	**Fall 2020**
Preparing for Classes	6.16	11.28	3.72	3.98
Teaching	6.78	8.53	21.82	26.45
Research	10.45	7.36	6.65	5.32
Service	3.06	3.12	5.49	5.43
Administration	2.70	3.73	3.53	4.35
Total Average Hours Worked per Semester	29.15	34.02	41.25	45.53

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. Work stress increased substantially from 2019 to 2020, for both Fall and Summer.

Summer 2019 vs Summer 2020

The following section evaluates and compares the Summer 2019 and Summer 2020 semesters Results have been segmented by status, tenure, and contract in order to better understand the results and identify trends among different subsamples. This section displays overall trends found in the data, for a detailed breakdown and analysis see Appendix C.

Status

Data was segmented into part-time and full-time faculty for the following analyses. To get the total number of full-time faculty, the categories of full professor, associate professor, assistant professor, and full-time instructor were combined to form a new variable. Adjuncts were part of the part-time segment. Respondents who selected the answer choice "other" were excluded from the analysis. Total sample size for each group was 41 for part-time faculty and 177 for full-time faculty.

Average number of credit hours taught by faculty could not be reported for part-time faculty due to sample size. For full-time faculty, credit hours did not fluctuate between Summer 2019 and Summer 2020. However, average number of hours worked in a week did increase for both part-time and full-time faculty between Summer 2019 and Summer 2020. Hours for part-time faculty increased from 14.40 hours in Summer 2019 to 18.53 hours in Summer 2020. Hours for full-time faculty increased from 31.30 in Summer 2019 to 36.6 hours in Summer 2020. worked

When looking specifically at Summer semesters, number of weeks worked did not fluctuate between Summer 2019 and Summer 2020 for both part-time faculty and full-time faculty. However, the average total hours worked by part-time faculty and full-time faculty increased from Summer 2019 to Summer 2020. On average, Part-time faculty worked 137.53 hours in Summer 2019 and 161.16 hours in Summer 2020. Full-time faculty worked 324.01 hours in Summer 2019 and 410.38 hours in Summer 2020.

Participants were asked to rate their level of agreement with the following statement: "I worked more hours in Summer 2020 compared to Summer 2019." They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. There were no differences between full and part-time faculty ratings. On average part-time faculty rated their agreement as 4.37. On average full-time faculty rated their agreement as 4.36.

The breakdown for part-time faculty was not included because the sample size was less ten. For full-time faculty, there was an increase in completely online classes from about 60% in Summer 2019 to 89.3% in Summer 2020. There was a decrease in all face-to-face classes and a mix of face-to-face and online classes.
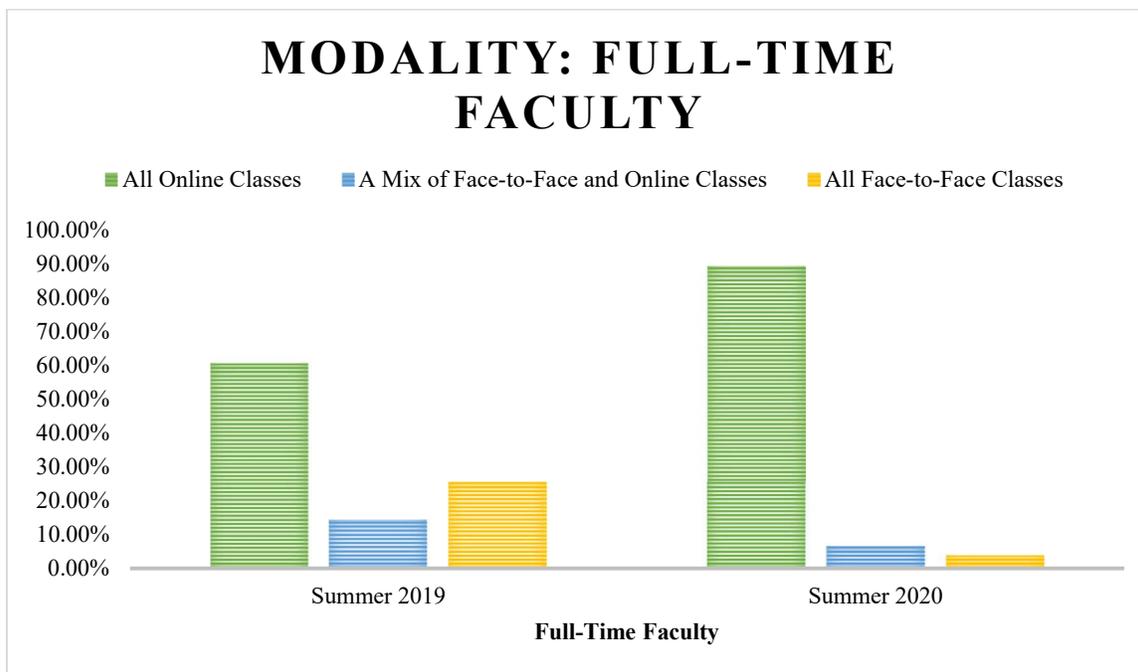
Note: Part-Time faculty data were excluded from this chart due to small subsample.

Participants were asked to rate their level of compensation on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks for the Summer 2019 and Summer 2020 semesters. Extension and clinical tasks were not included in this section of the report due to a low amount of the subsample not engaging in those activities. Part time faculty data was excluded due to low sample size. For full time faculty across both summer the only noticeable difference was found in administrative work. Less employees felt as though they were not compensated or fully compensated in Summer 2020, but more felt as though they were somewhat compensated. Overall, in both semesters teaching was the highest reported task that was fully compensated. While preparing for next semester's classes was least compensated, followed closely by research and service.
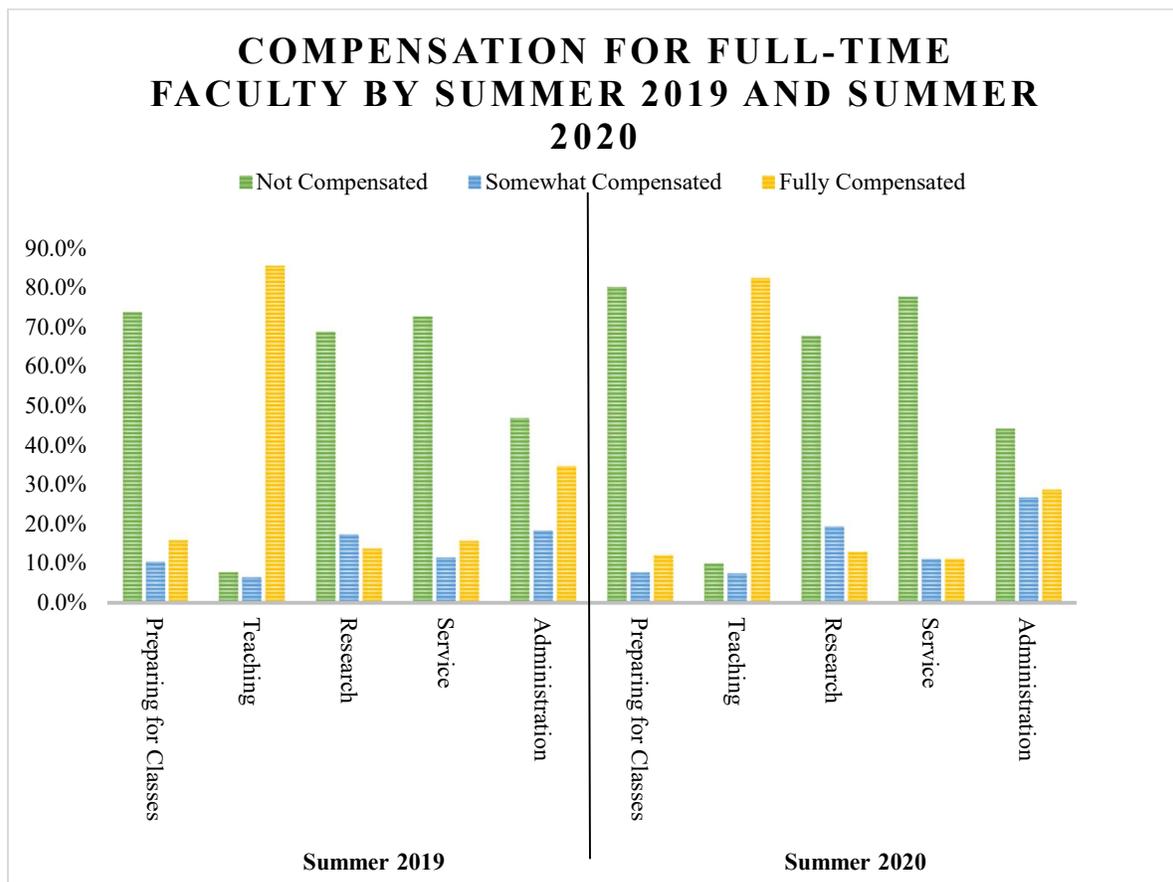
Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks. Part Time Faculty were excluded due to low sample size.

Respondents reported what percent of their time they spent on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks. It is important to note clinical, administrative, and extension tasks apply to a small subset of the sample, so the numbers may not fully represent the extent of work done on those tasks.

Part-time faculty spent more time preparing for classes than full-time faculty, for both semesters. Full-time faculty spent a larger percent of their time on research and service than part-time faculty. Full-time faculty spent a smaller percent of their time on research in Summer 2020 than they did in Summer 2019 and spent a greater percent of time preparing for classes.
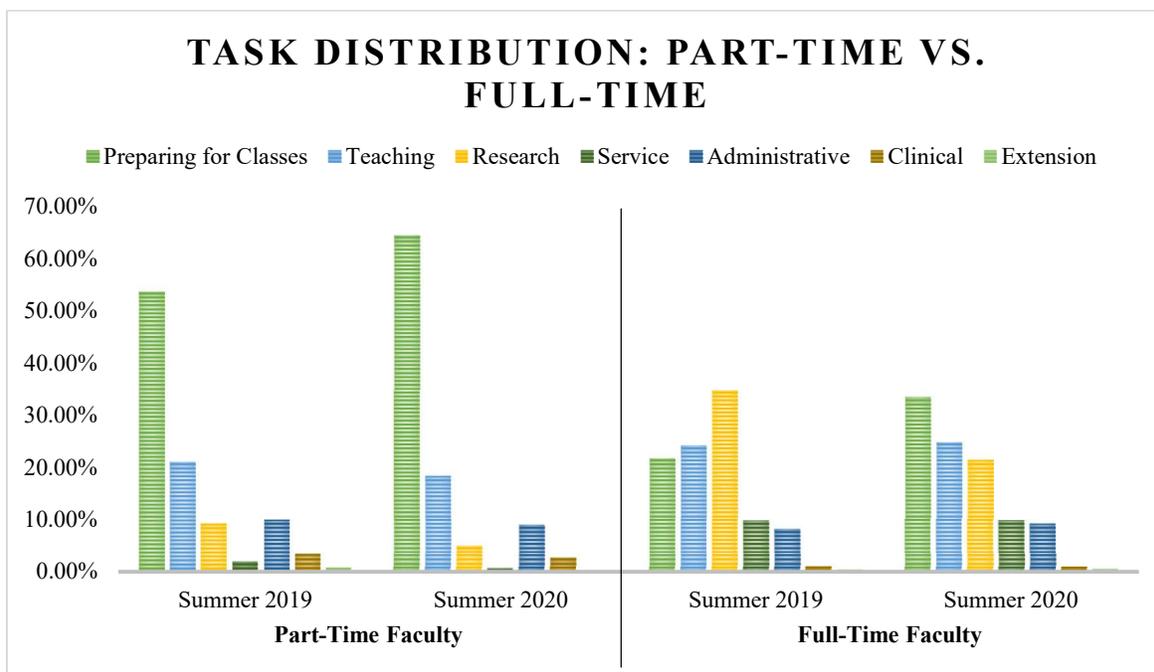
The table below shows percent changes between Summer 2019 and Summer 2020 on different tasks. Research shows the largest percent decrease for part-time and full-time faculty, but part-time faculty saw a steeper decrease. Preparing for next semester's classes saw the largest percent increase, but full-time faculty had a steeper increase.

Percent Change Summer 2019-Summer 2020		
	Part-Time Faculty	**Full-Time Faculty**
Preparing for Classes	20.12%	53.82%
Teaching	-12.29%	2.48%
Research	-46.41%	-38.30%
Service	-73.50%	0.41%
Administrative	-10.50%	12.10%

Note: Service shows a larger percent decrease due to small numbers.

Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension. The percentages of workload distribution were converted into hours per week for additional interpretation. Clinical and extension hours are not presented because they only apply to a very small subsample who spend a large majority of their time on such tasks. Most faculty report a "0". Hence the average, is a very low number, and is not a very accurate representation of reality.

In Summer 2019, full-time faculty spent most time on research. They spent an average of 11.53 hours per week on research. In Summer 2020, this went down to around 8.19 hours. Full time faculty spent 11.52 hours per week preparing for the next semester and 8.87 hours per week teaching in Summer 2020. Part-time faculty spent most of their time preparing for fall classes in Summer 2019; about 5.31 hours, followed by teaching; 3.79 hours. This same trend can be observed in Summer 2020 as well, though more time was spent on each task. The table below compare the hours worked by Full-time and Part-time faculty during Summer 2019 and 2020. Work is distributed quite differently. In general, full-time faculty worked more hours teaching, researching, and service.

Workload Distribution by Status in Hours per Week						
	Summer 2019		**Summer 2020**		**Percent Change**	
	Part-Time	**Full-Time**	**Part-Time**	**Full Time**	**Part-Time**	**Full-Time**
Preparation for Class (next semester)	5.31	6.23	9.08	11.52	71.00%	84.91%
Teaching	3.79	6.86	4.91	8.87	29.55%	29.30%
Research	1.34	11.53	1.39	8.19	3.73%	-28.97%
Service	0.28	3.39	0.21	3.52	-25.00%	3.83%
Administration	3.17	2.66	2.68	3.90	-15.46%	46.62%
Total Average Hours Worked per Week	25.34	30.67	18.27	36.00	-27.90%	17.38%

Note: For service the numbers are very small which causes an inflated percent increase

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. For both part time and full-time faculty there is about a 1-2-point increase in work stress and non-work stress. Full time faculty had overall more work stress in both Summer 2019 and Summer 2020 (7.14) than part time faculty in Summer 2019 (3.43) and 2020 (5.74). Please refer to the table for a visualization of the results.
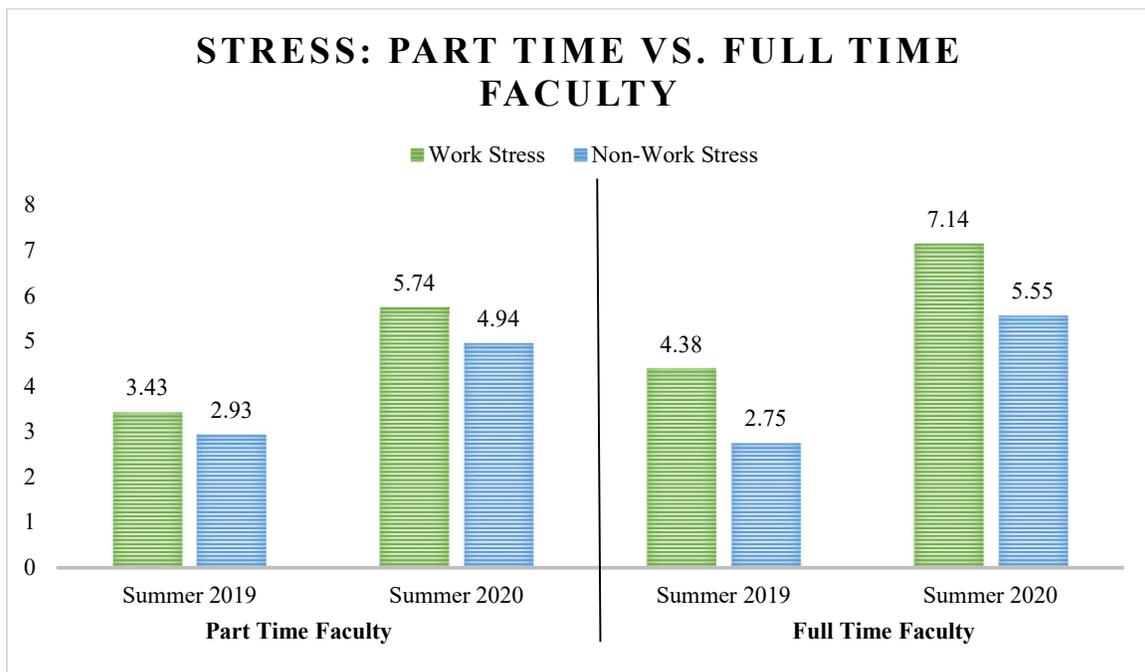
STRESS: PART TIME VS. FULL TIME FACULTY

■ Work Stress   ■ Non-Work Stress

Part Time Faculty — Summer 2019: 3.43 (Work Stress), 2.93 (Non-Work Stress); Summer 2020: 5.74 (Work Stress), 4.94 (Non-Work Stress)

Full Time Faculty — Summer 2019: 4.38 (Work Stress), 2.75 (Non-Work Stress); Summer 2020: 7.14 (Work Stress), 5.55 (Non-Work Stress)

Tenure

Data was segmented by tenured, tenure-track, and non-tenure track faculty. Those who selected the answer option "other" were excluded from the analysis. Total sample size for each group was 86 for tenure, 48 for tenure-track, and 57 for non-tenure track.

Average number of credit hours taught by faculty did not fluctuate between Summer semesters for tenure, tenure track, and non-tenure track faculty. All three groups taught on average about the same number of credit hours. Tenured faculty taught on average 4.47 credit hours in Summer 2019 and 4.42 credit hours in Summer 2020. Tenure track faculty taught on average 4.45 credit hours in Summer 2019 and 4.61 credit hours in Summer 2020. Non-tenure track faculty taught on average 4.67 credit hours in Summer 2019 and 4.31 credit hours in Summer 2020. Although number of credit hours taught did not fluctuate, the average number of hours worked per week did. Average hours worked per week for tenured faculty went from 29.86 hours in Summer 2019 to 37.32 hours in Summer 2020. Average hours for tenure-track faculty went from 33.68 hours per week in Summer 2019 to 39.39 hours in Summer 2020. For non-tenure track faculty, average hours worked per week went from 29.96 in Summer 2019 to 30.26 in Summer 2020.

When looking specifically at Summer semesters there was an increase in number of weeks worked. Tenured faculty worked on average 10.14 weeks in Summer 2019 and 11.07 weeks in Summer 2020. Tenure track faculty worked on average 10.05 weeks in Summer 2019 and 11.03 in Summer 2020. Non-tenure track faculty worked on average 9.52 weeks in Summer 2019 and 9.71 weeks in Summer 2020. On average, tenured faculty worked about 320 hours in Summer 2019 and 422 hours in Summer 2020. Tenure track faculty worked an average of 337 hours in Summer 2019 and 445 hours in Summer 2020. Non-tenure track faculty worked on average 289 hours in Summer 2019 and 310 hours in Summer 2020.

Participants were asked to rate their level of agreement with the following statement: "I worked more hours in Summer 2020 compared to Summer 2019." They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. There were little to no differences between tenure, tenure track, and non-tenure track faculty. On average tenured faculty rated 4.36, tenure track faculty rated 4.32, and non-tenure track faculty rated 4.37.

Respondents were asked to identify their means of delivering their classes in Summer 2019 and Summer 2020. They had three options: all online classes, a mix of face-to-face and online classes, or all face-to-face classes. As can be seen in the chart below, similar trends can be observed across tenure, tenure track, and non-tenure track faculty in terms of the significant increase in all online classes and decrease in all face-to-face classes. It can also be observed that even in Summer 2019, all online classes were the most common modality, especially for tenured faculty. Levels in mix of face-to-face and online classes decreased more for tenured and tenure track faculty than non-tenure track faculty.
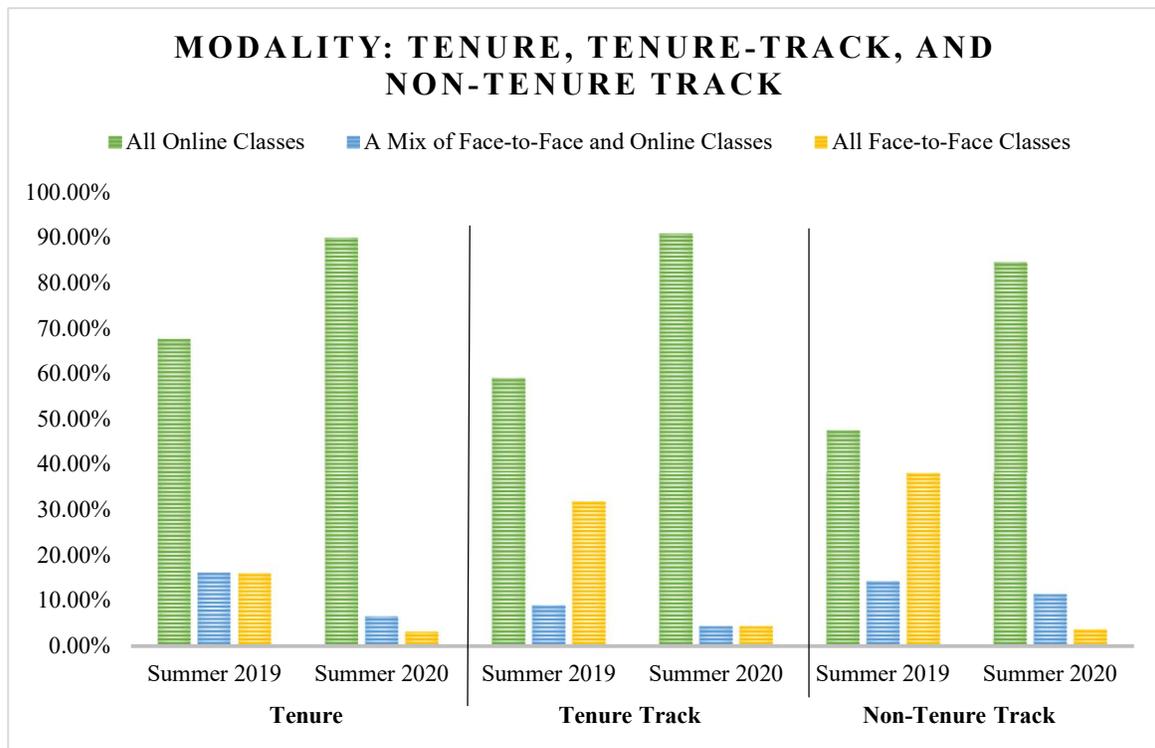
MODALITY: TENURE, TENURE-TRACK, AND NON-TENURE TRACK

Participants were asked to rate their level of compensation on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks for the Summer 2019 and Summer 2020 semesters. Clinical and extension tasks were excluded from this section of the report due to small subsample who engaged in these tasks. For non-tenure track faculty administrative tasks were excluded from the analysis due to low sample size. For all groups faculty most fully compensated for teaching in Summer 2019 and 2020. In Summer 2019, non-tenure track faculty rated tasks more frequently as fully compensated. Tenure and tenure track faculty showed similar patterns in amount compensated. In Summer 2020, there is an increase the amount not compensated for all tasks. Please see charts below and Appendix C for more detail.
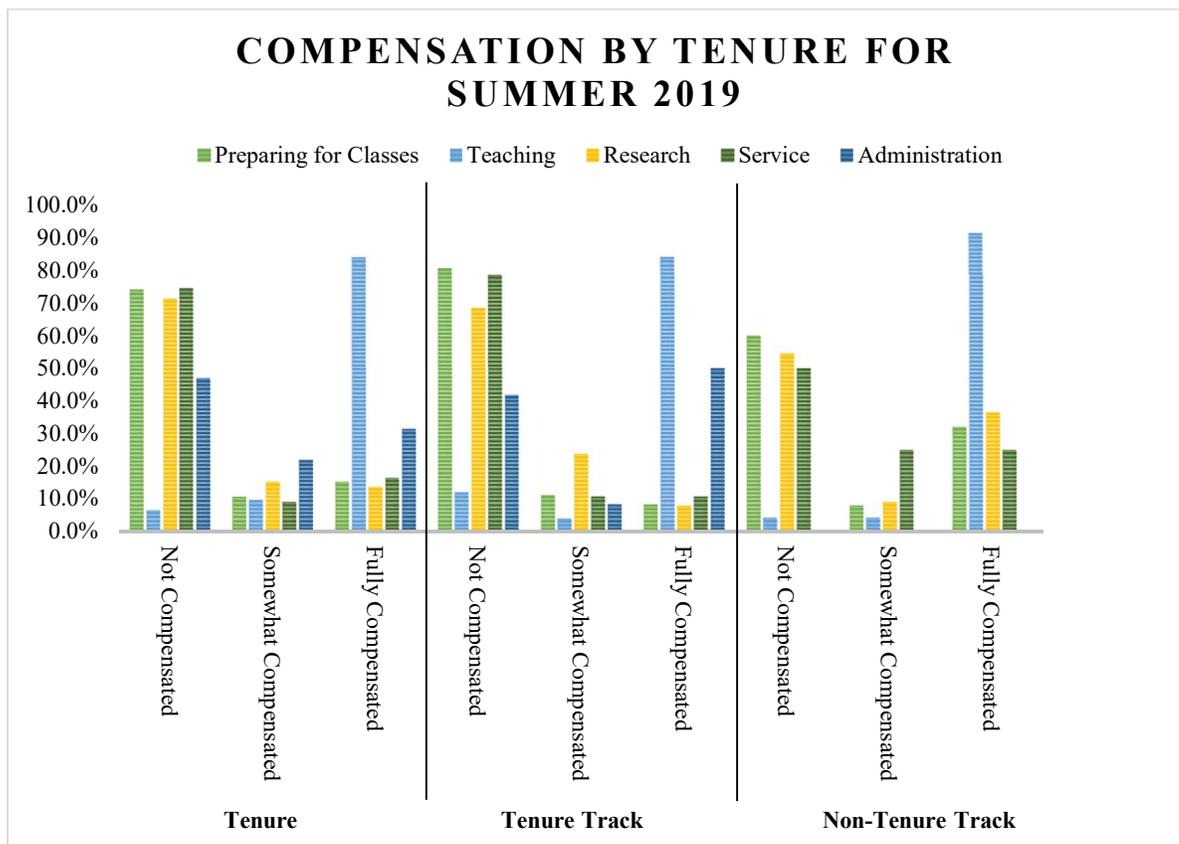
Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks. Administration was not reported for non-tenure track faculty due to low sample size.
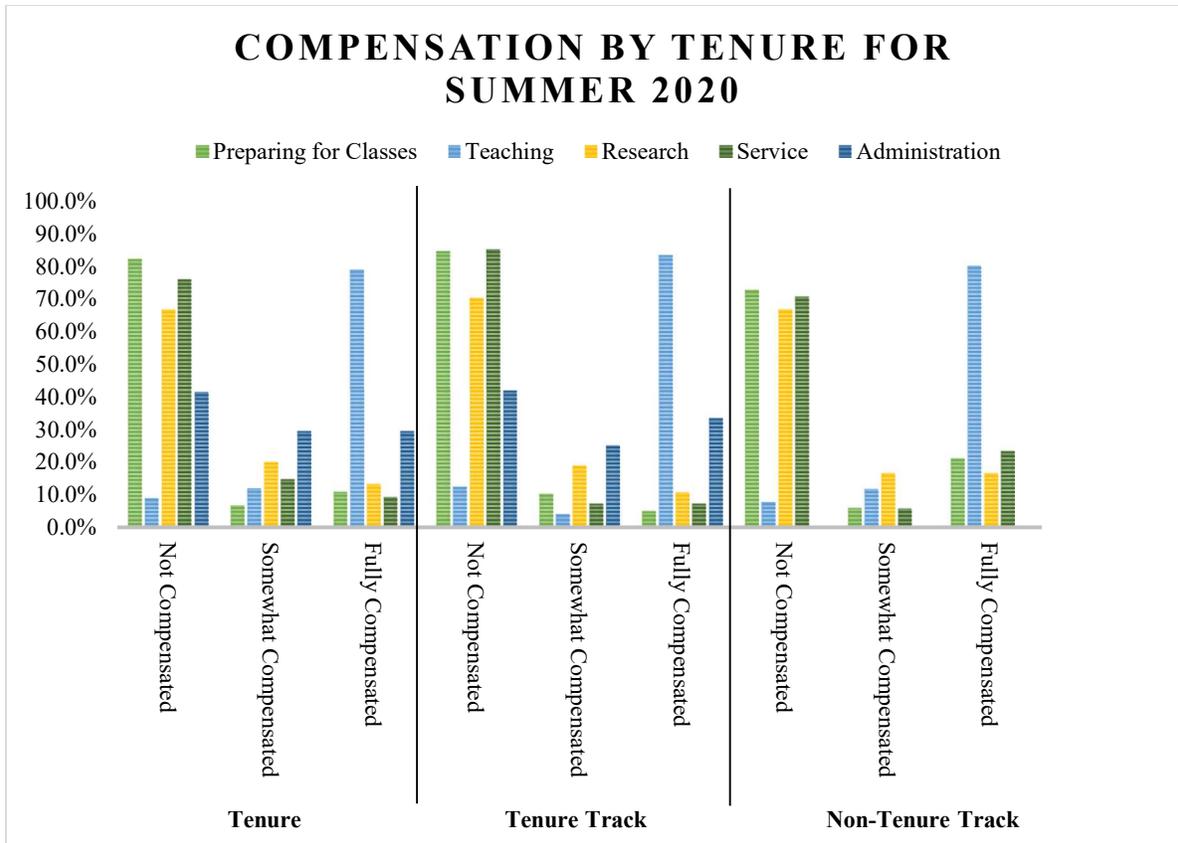
COMPENSATION BY TENURE FOR SUMMER 2020

Legend: Preparing for Classes · Teaching · Research · Service · Administration

Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks. Administrative tasks were excluded for non-tenure track faculty due to low sample size.

Respondents reported what percent of their time they spent on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks. It is important to note clinical, administrative, and extension tasks apply to a small subset of the sample, so the numbers may not fully represent the extent of work done on those tasks. Tenure and tenure track faculty had a decrease in the percent of time they spent on research. All three groups saw an increase in percent of time spent on preparing for the following semesters classes. Service, administrative, clinical, and extension remained similar across semesters within each group.

WORKLOAD DISTRIBUTION: TENURE, TENURE TRACK, NON-TENURE TRACK
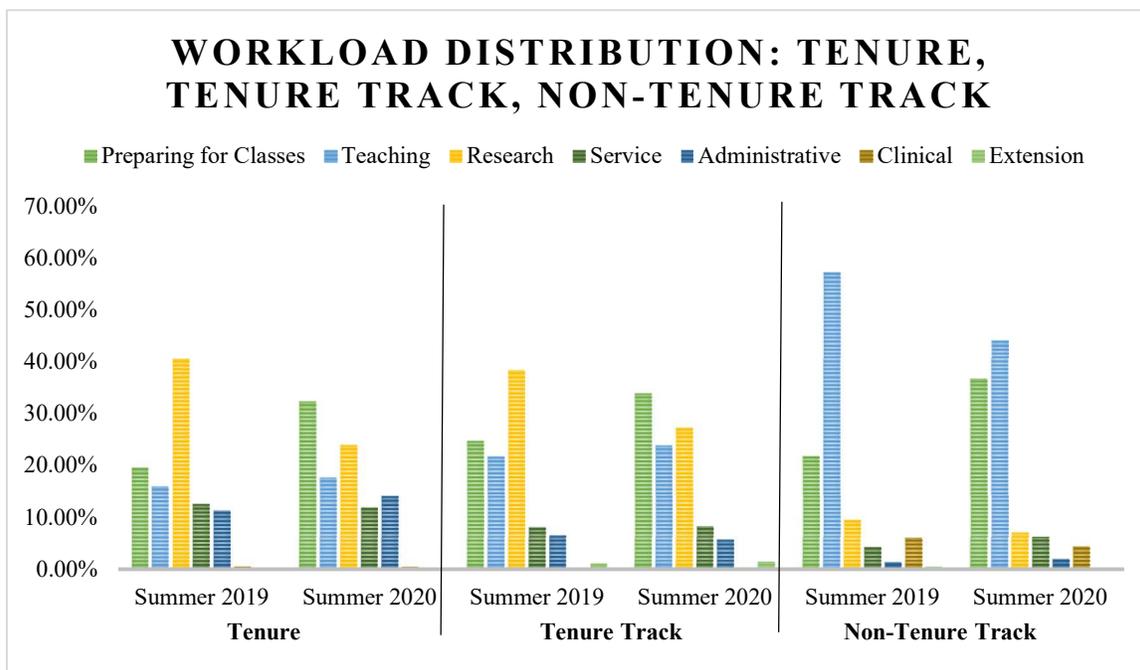
The table below shows percent change in average time spent on tasks per week between Summer 2019 and Summer 2020. Preparing for next semesters classes saw the largest percent increase from Summer 2019 to Summer 2020 for all three groups (tenure, tenure track, and non-tenure track), but tenure and non-tenure track saw the largest increases. Research had the largest percent decrease for all three groups between Summer 2019 and Summer 2020, but tenured faculty had the largest decrease.

Percent Change Summer 2019-Summer 2020

	Tenure	Tenure Track	Non-Tenure Track
Preparing for Classes	65.73%	37.15%	68.74%
Teaching	10.16%	9.94%	-22.96%
Research	-40.99%	-28.89%	-25.53%
Service	-4.59%	2.12%	47.96%
Administrative	24.87%	-14.77%	58.82%

Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension. The percentages of workload distribution were converted into hours per week for additional interpretation. Tenure track faculty spent most time on research in 2019; about 14.45 hours, however, this went down to 11.24 hours in 2020. The time they spent preparing for class increased substantially from 2019 to 2020, across all groups. Tenure Track faculty saw similar trends to tenured faculty. Time spent on research decreased, whereas there was an increase in time spent preparing for classes.

Workload Distribution by Tenure in Hours per Week

	Summer 2019			Summer 2020			Percent Change		
	Tenure	Tenure Track	Non-Tenure Track	Tenure	Tenure Track	Non-Tenure Track	Tenure	Tenure Track	Non-Tenure Track
Preparing for Classes	4.93	7.81	6.82	11.61	12.71	9.21	135.50%	62.74%	35.04%
Teaching	4.64	5.95	15.57	6.71	8.74	14.56	44.61%	46.89%	-6.49%
Research	12.26	14.45	3.43	8.59	11.24	2.93	-29.93%	-22.21%	-14.58%
Service	4.15	2.96	1.42	4.36	3.20	1.58	5.06%	8.11%	11.27%
Administration	3.63	2.12	0.36	5.84	2.58	0.68	60.88%	21.70%	88.89%
Total Average Hours Worked per Week	29.61	33.29	27.6	37.11	38.47	28.96	25.33%	15.56%	4.93%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. All subgroups reported higher levels of stress in Summer 2020, compared to Summer 2019. Tenure track faculty reported the highest stress level at 7.83. For each group and each semester work-stress is higher on average than non-work stress and Summer 2020 work and non-work stress on average is higher than Summer 2019. Please see the chart below for details.
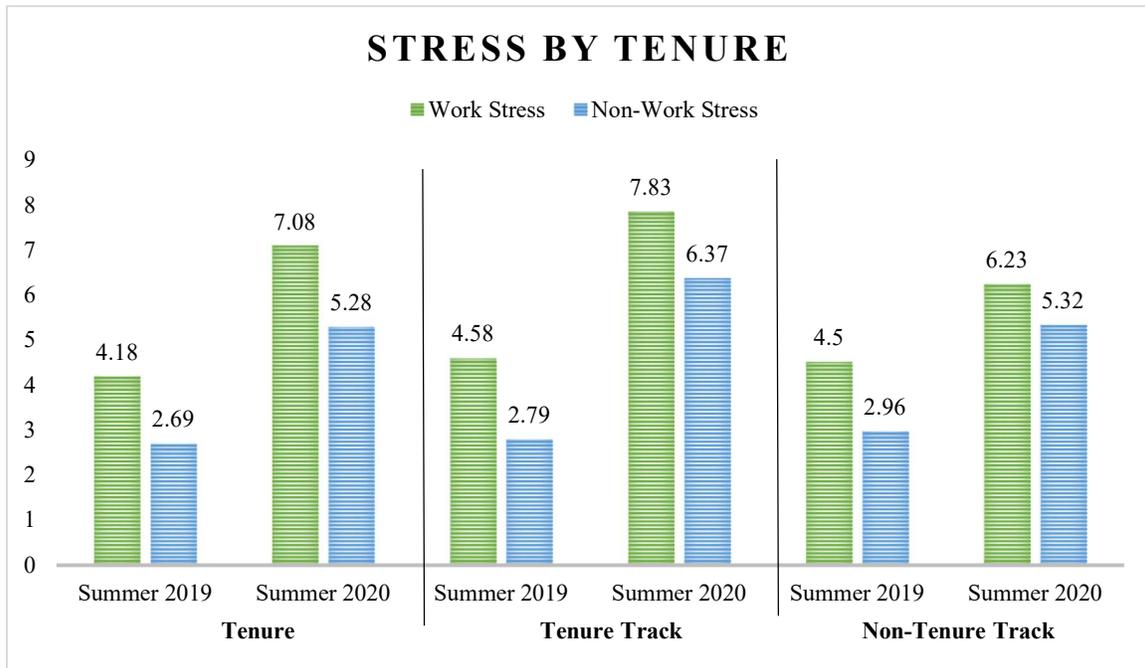
STRESS BY TENURE

■ Work Stress   ■ Non-Work Stress

	Tenure		Tenure Track		Non-Tenure Track	
	Summer 2019	Summer 2020	Summer 2019	Summer 2020	Summer 2019	Summer 2020
Work Stress	4.18	7.08	4.58	7.83	4.5	6.23
Non-Work Stress	2.69	5.28	2.79	6.37	2.96	5.32

Contract

The data was further segmented by contract (9- or 10-month faculty and 12-month faculty). Participants who chose "other" or "semester" when asked to report their contract type were excluded from the analysis. Semester contracts were excluded from the analysis because of the heavy overlap with the previous analysis of part-time faculty. Total sample size for each group was 137 for 9- or 10-month contract and 39 for 12-month contracts.

Average number of credit hours taught by faculty did not fluctuate between Summer semesters for 9- or 10-month faculty and 12-month faculty. However, 9- or 10-month faculty taught on average on less credit hour than 12-month faculty. 9- or 10-month faculty averaged 4.06 credit hours in Summer 2019 and 4.05 credit hours in Summer 2020. 12-month faculty averaged 6.36 credit hours taught in Summer 2019 and 6.21 credit hours in Summer 2020. Although number of credit hours taught did not fluctuate, the average number of hours worked per week did. Average hours per week worked for 9- or 10-month faculty went from 29.28 hours in Summer 2019 to 34.34 hours in Summer 2020. Average hours per week worked for 12-month faculty went from 37.77 in Summer 2019 to 45.07 in Summer 2020.

When looking specifically at Summer semesters there was a very small increase in number of weeks worked for 9- or 10-month faculty and a very small decrease for 12-month faculty. On average 9- or 10-month faculty worked 9.74 weeks in Summer 2019 and 10.83 weeks in Summer 2020. 12-month faculty on average worked 10.97 weeks in Summer 2019 and 10.87 weeks in Summer 2020. Faculty with a 9- or 10-month contract worked an average of 294 hours in Summer 2019 and 380 hours in Summer 2020. Faculty with a 12-month contract worked an average of 421 hours in Summer 2019 and 519 hours in Summer 2020.

Participants were asked to rate their level of agreement with the following statement: "I worked more hours in Summer 2020 compared to Summer 2019." They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. There was little difference between 9- or 10-month and 12-month faculty ratings. On average 9- or 10-month faculty rated their agreement as 4.35. On average 12-month faculty rated their agreement as 4.45.

Participants were asked to select their modality of delivering their classes in Summer 2019 and Summer 2020. They chose from all online classes, a mix of face-to-face and online classes, or all face-to-face classes. The percent of faculty teaching all online classes increased for both 9- or 10-month faculty and 12-month faculty between Summer 2019 and Summer 2020. There is also a large decrease in all face-to-face classes for 9- or 10-month faculty. 12-month faculty were more likely than 9- or 10-month faculty to teach a mix of face-to-face and online classes. However, this too decreased in Summer 2020.
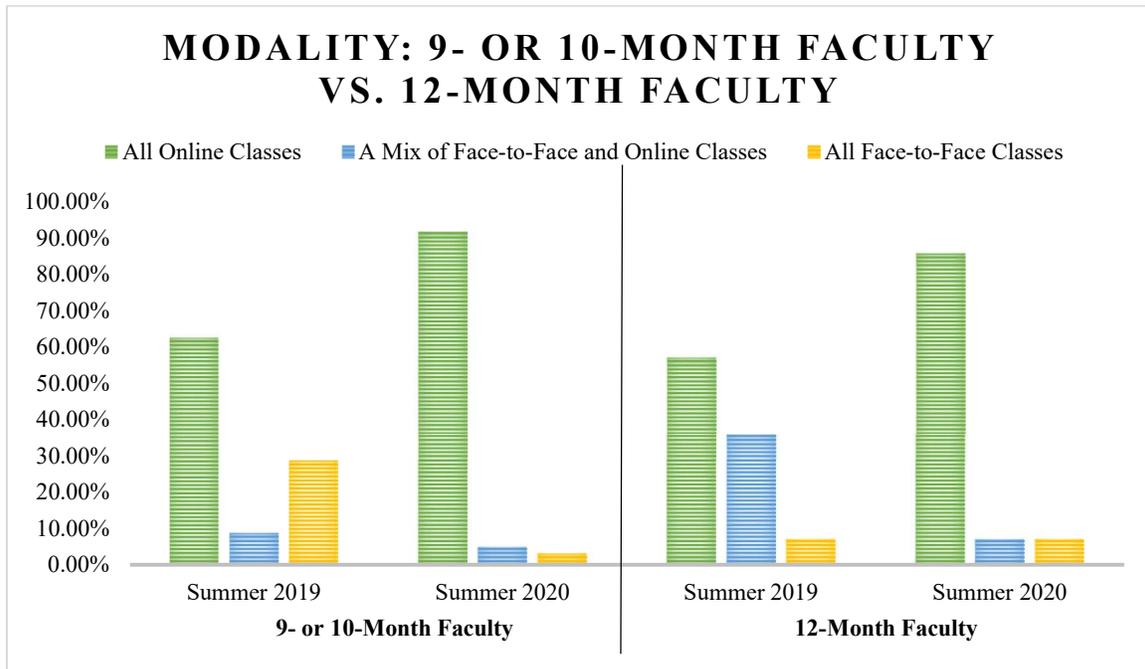
MODALITY: 9- OR 10-MONTH FACULTY VS. 12-MONTH FACULTY

Participants were asked to rate their level of compensation on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks for the Summer 2019 and Summer 2020 semesters. In both Summer 2019 and Summer 2020 9- or 10-month faculty reported more frequently they were not compensated for preparing for classes, research, service, and administration than 12-month faculty. In summer 2020, fewer 12-month faculty reported less frequently they were fully compensated for all tasks except teaching.
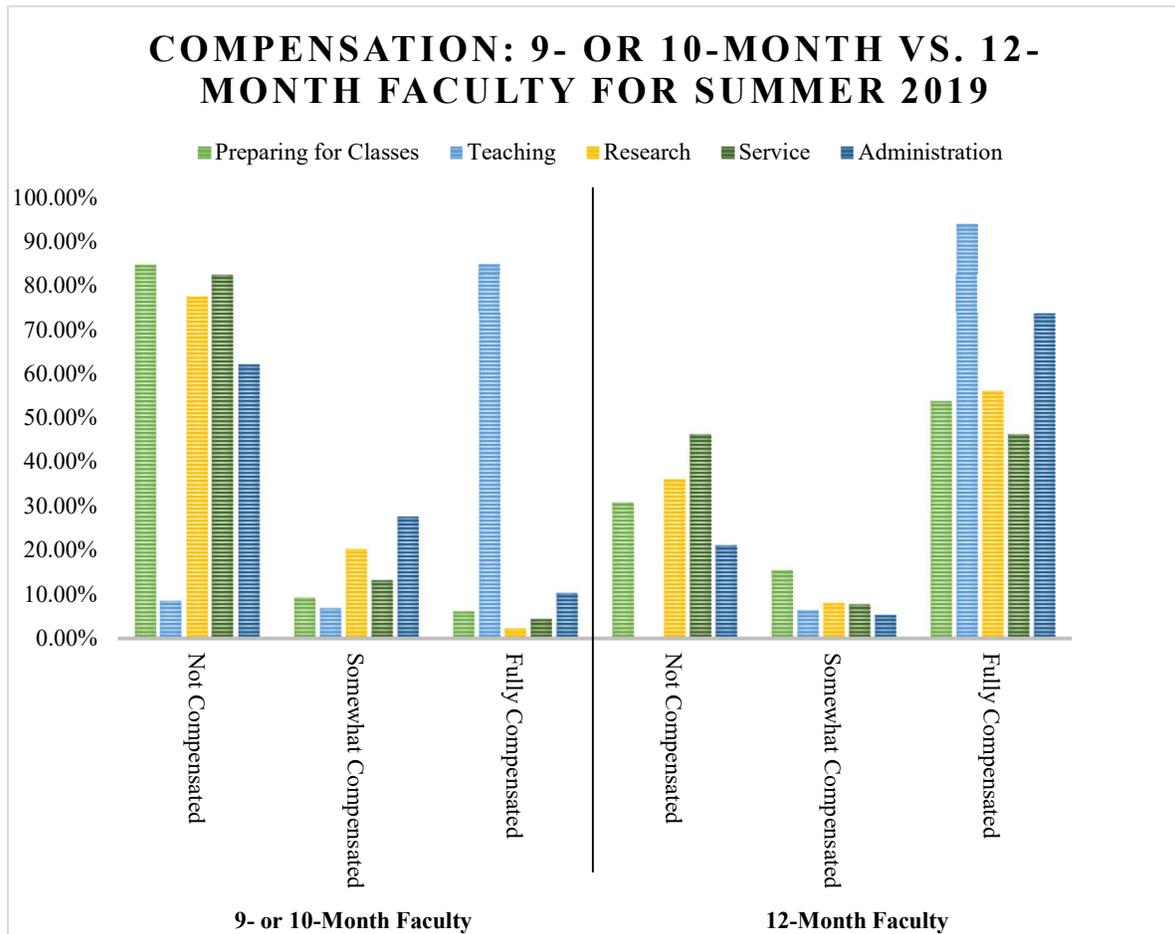
Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks.
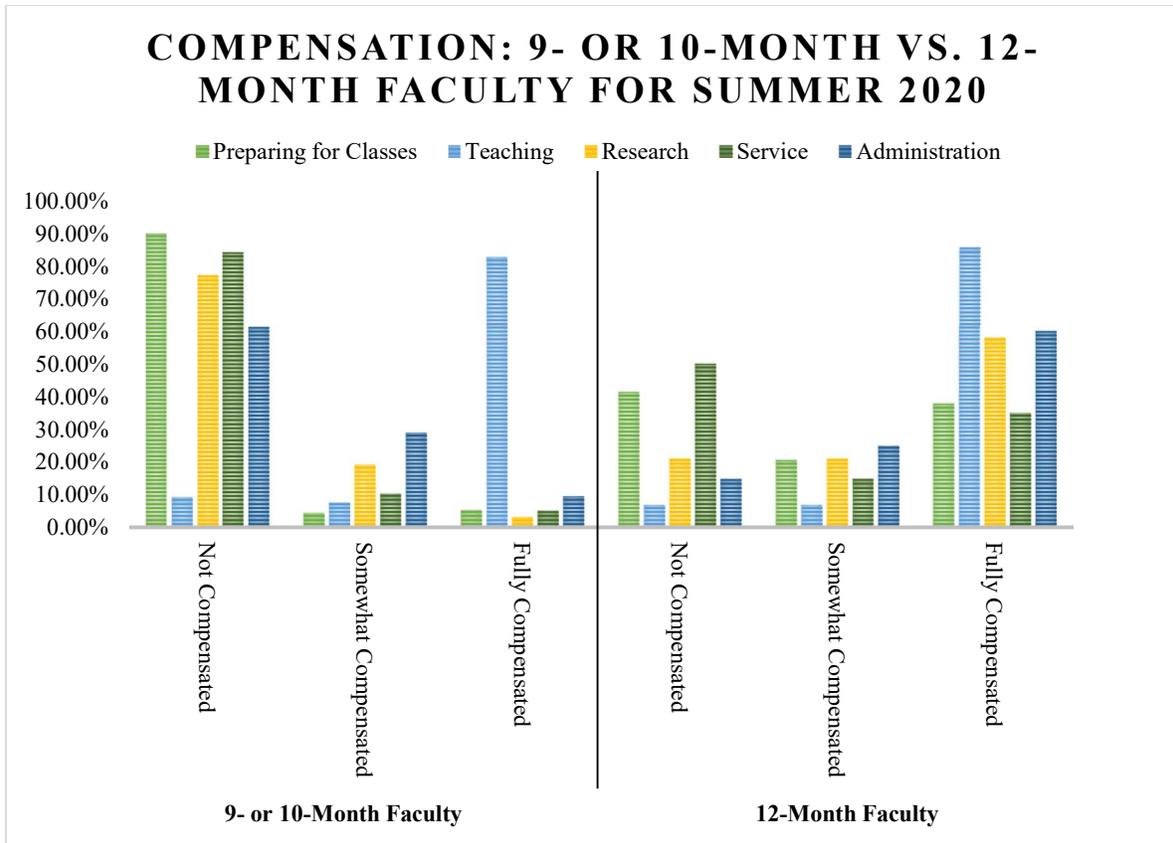
Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks.

Respondents reported what percent of their time they spent on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks. It is important to note clinical, administrative, and extension tasks apply to a small subset of the sample, so the numbers may not fully represent the extent of work done on those tasks. For both groups, time spent preparing for classes increased and time spent on research decreased from Summer 2019 to Summer 2020. 12-month faculty spent more time on administrative tasks than 9- or 10-month faculty.
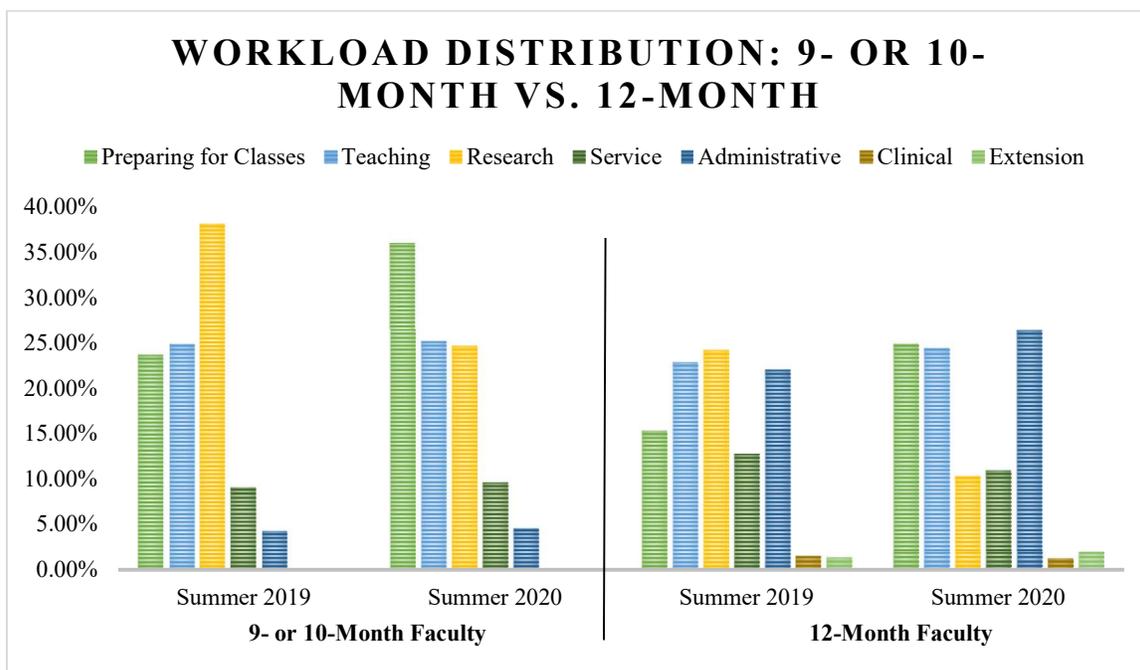
The table below shows percent change in time spent on tasks between Summer 2019 and Summer 2020 by contract. Preparing for classes has the largest percent increase for both 9- or 10-month and 12-month faculty and research had the largest percent decrease. However, 12-month faculty saw a larger percent increase/decrease than 9- or 10-month faculty.

Percent Change Summer 2019-Summer 2020		
	9-or-10-Month Faculty	**12-Month Faculty**
Preparing for Classes	51.71%	62.35%
Teaching	1.29%	6.66%
Research	-35.34%	-57.30%
Service	6.51%	-14.50%
Administrative	6.22%	19.82%

Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension. The percentages of workload distribution were converted into hours per week for additional interpretation. 9-or-10-month faculty spent most time on research, followed by teaching, in Summer 2019. This changed in 2020; they spent most time on preparing for the next semester, followed by teaching, then research. 12-month faculty spent most time on teaching, followed by administration and research, in Summer 2019. In 2020, their time spent preparing for the next semester and teaching increased. Administrative hours increased as well. Time spent on research decreased. The tables below compare the hours worked by tenured, tenure-track, and non-tenure track faculty during 2019 and 2020. In general, 12-month faculty spend much more time on administration than 9-or-10-month faculty.

Workload Distribution by Contract in Hours per Week						
	Summer 2019		**Summer 2020**		**Percent Change**	
	9- or 10-Month	**12-Month**	**9- or 10-Month**	**12-Month**	**9- or 10-Month**	**12-Month**
Preparing for Classes	6.29	6.19	12.31	8.97	95.71%	44.91%
Teaching	6.40	8.68	8.02	12.28	25.31%	41.47%
Research	12.68	7.86	9.38	4.03	-26.03%	-48.73%
Service	2.90	5.18	3.35	4.27	15.52%	-17.57%
Administration	0.99	8.58	1.28	13.70	29.29%	59.67%
Total Average Hours Worked	29.26	36.49	34.34	43.25	17.36%	18.53%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. Work stress increased from Summer 2019 to Summer 2020 for both subgroups.

STRESS: 9- OR 10-MONTH VS. 12-MONTH FACULTY

■ Work Stress   ■ Non-Work Stress

	9- or 10-Month Faculty		12-Month Faculty	
	Summer 2019	Summer 2020	Summer 2019	Summer 2020
Work Stress	4.42	7.1	4.17	7.39
Non-Work Stress	2.63	5.44	3.24	6.1
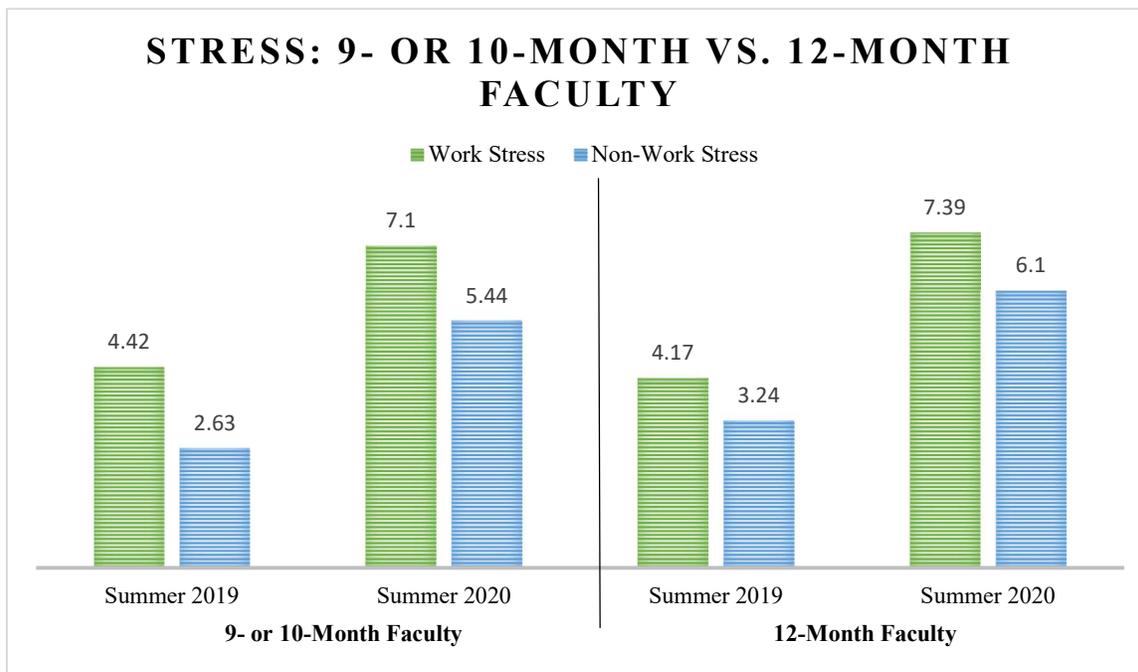
Fall 2019 vs Fall 2020

The following section evaluates and compares the Fall 2019 and Fall 2020 semesters Results have been segmented by status, tenure, and contract to better understand the results and identify trends among different subsamples. This section displays overall trends found in the data, for a detailed breakdown and analyses see Appendix C.

Status

Data was segmented into part-time and full-time faculty for the following analyses. To get the total number of full-time faculty full professor, associate professor, assistant professor, and full-time instructor were combined to form a new variable. Respondents who selected the answer choice "other" were excluded from the analysis. Total sample size for each group was 33 for part-time faculty and 163 for full-time faculty.

Average number of credit hours taught by faculty did not fluctuate much between Summer semesters for part-time and full-time faculty. Part-time faculty, naturally, taught less credit hours in than full-time faculty. Part-time faculty averaged 4.89 credit hours in Fall 2019 and 5.55 credit hours in Fall 2020. Full-time faculty averaged 9.53 credit hours taught in Fall 2019 and 9.26 in Fall 2020. The average number of hours worked per week increased for full-time faculty and increased to a lesser extent for part-time faculty. Average hours per week worked for part-time faculty went from 19.55 hours in Fall 2019 to 22.12 hours in Fall 2020. Average hours per week worked for full-time faculty went from 45.86 in Fall 2019 to 51.26 in Fall 2020.

Participants were asked to rate their level of agreement with the following statement: "I worked more hours in Fall 2020 compared to Fall 2019." They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. There was little difference between full and part-time faculty ratings. On average part-time faculty rated their agreement as 4.12. On average full-time faculty rated their agreement as 4.30.

Both part time and full-time faculty went from teaching mainly teaching all face-to-face classes in Fall 2019 to teaching mainly all online or a mix of online and face-to-face classes in Fall 2020. About 59% of the part-time respondents taught face-to-face classes in Fall 2019. Whereas, only about 3% of the respondents taught only face-to-face classes in 2020. About 68% of the respondents taught only face-to-face classes in Fall 2019, whereas, only about 7% of respondents taught face-to-face classes in Fall 2020. Part-time faculty were more likely to teach completely online classes than full-time faculty for both semesters.
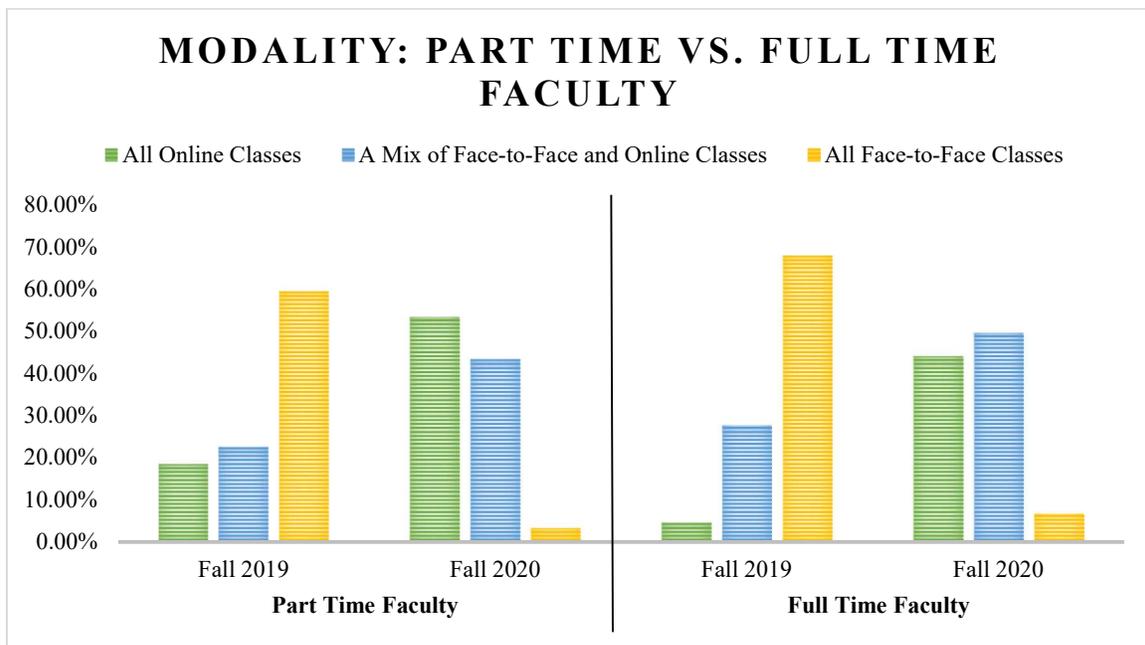
Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension.
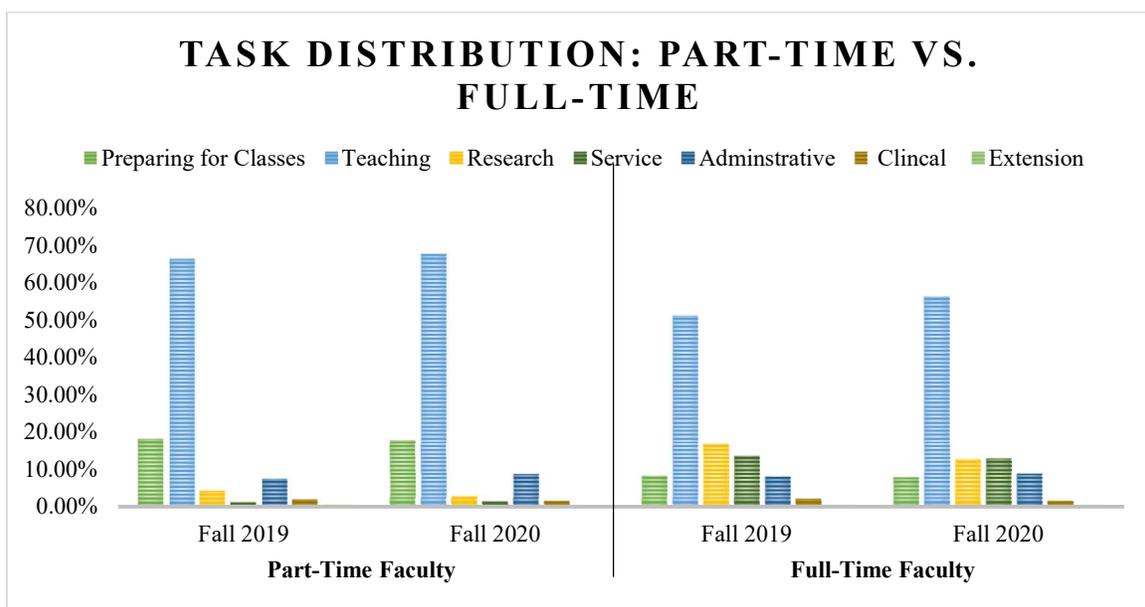
The table below shows percent change in time spent on tasks between Fall 2019 and Fall 2020 by faculty status. Research saw the largest percent decrease for part-time and full-time faculty from Fall 2019 to Fall 2020. However, part-time faculty has a larger percent decrease than full-time faculty.

Percent Change Fall 2019-Fall 2020		
	Part-Time Faculty	**Full-Time Faculty**
Preparing for Classes	-1.10%	-5.12%
Teaching	2.11%	9.98%
Research	-35.43%	-25.41%
Service	8.80%	-4.52%
Administrative	16.29%	10.32%

Note: For service smaller number caused an inflated percent increase

The percentages of workload distribution were converted into hours per week for interpretation. Similar to the summer semester analyses, the people who answered a value other than 0 at least once for clinical and extension were analyzed separately. In Fall 2019, full-time faculty spent most of their time on teaching. They spent an average of 23.51 hours per week teaching. In Fall 2020, full-time faculty spent most time on teaching as well, however, the average increased to 29.10 hours. Overall, full-time faculty worked a greater number of hours per week in 2020 compared to 2019. In Fall 2019 and Fall 2020, part-time faculty spent the most time on teaching compared to other tasks. Workload did not vary much for part-time faculty between Fall 2019 and Fall 2020, compared to full-time faculty.

Task Distribution by Status in Hours per Week						
	Fall 2019		**Fall 2020**		**Percent Change**	
	Part-Time	**Full-Time**	**Part-Time**	**Full-Time**	**Part-Time**	**Full-Time**
Preparing for Classes	3.66	3.74	4.34	3.91	95.71%	44.91%
Teaching	11.94	23.51	13.55	29.10	25.31%	41.47%
Research	0.87	7.70	0.98	6.25	-26.02%	-48.72%
Service	0.41	6.39	0.44	6.49	15.52%	-17.57%
Administration	2.37	3.75	2.62	4.74	29.29%	59.67%
Total Average Hours Spent on Tasks	19.25	45.09	21.93	50.49	17.36%	18.53%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. Stress levels increased for both subgroups from Fall 2019 to Fall 2020.
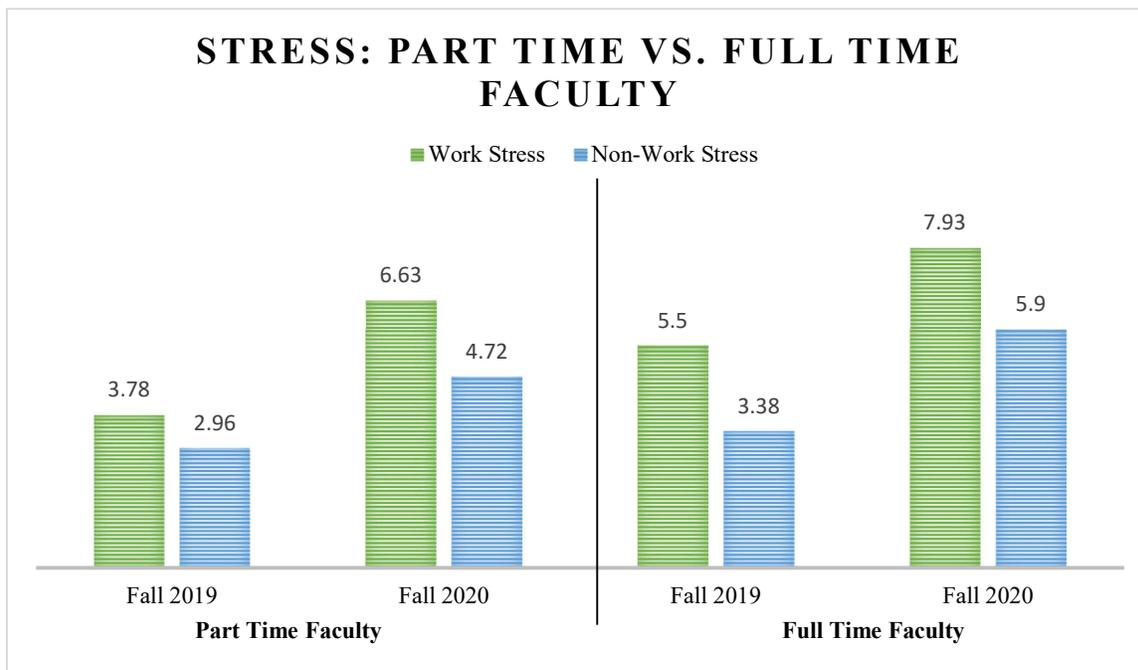
STRESS: PART TIME VS. FULL TIME FACULTY

■ Work Stress   ■ Non-Work Stress

Part Time Faculty:
- Fall 2019: Work Stress 3.78, Non-Work Stress 2.96
- Fall 2020: Work Stress 6.63, Non-Work Stress 4.72

Full Time Faculty:
- Fall 2019: Work Stress 5.5, Non-Work Stress 3.38
- Fall 2020: Work Stress 7.93, Non-Work Stress 5.9

Tenure

Data was segmented by tenured, tenure-track, and non-tenure track faculty. Those who selected the answer option "other" were excluded from the analysis. Total sample size for each group was 81 for tenured, 43 for tenure track, and 50 for non-tenure track faculty.

Average number of credit hours taught by faculty did not fluctuate between Fall semesters for tenure, tenure track, and non-tenure track faculty. Tenure and tenure track faculty taught on average about the same number of credit hours. Tenured faculty taught 8.84 credit hours in Fall 2019 and 8.28 credit hours in Fall 2020. Tenure track faculty taught on average 8.95 credit hours in Fall 2019 and 9.02 credit hours in Fall 2020. Non-tenure track faculty taught on average 10.23 credit hours in Fall 2019 and 9.84 credit hours in Fall 2020. Although number of credit hours taught did not much fluctuate within each group, the average number of hours worked per week did. Average hours worked per week for tenured faculty went from 46.12 hours in Fall 2019 to 52.34 hours in Fall 2020. Average hours for tenure-track faculty went from 48.69 hours per week in Fall 2019 to 54.19 hours in Fall 2020. For non-tenure track faculty, average hours worked per week went from 37.77 in Fall 2019 to 39.42 in Fall 2020.

Participants were asked to rate their level of agreement with the following statement: "I worked more hours in Fall 2020 compared to Fall 2019." They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. There was little difference between tenure, tenure track, and non-tenure track faculty. On average tenured faculty rated 4.25, tenure track faculty rated 4.49, and non-tenure track faculty rated 4.26.

Across all three groups in the Fall 2019 semester, faculty primarily taught all face-to-face classes. All three groups saw a large increase in all online classes in Fall 2020. Faculty on non-tenure track saw the least increase in all online classes compared to the other two groups in Fall 2020. However, non-tenure track faculty saw the greatest increase in a mix of face-to-face and online classes.
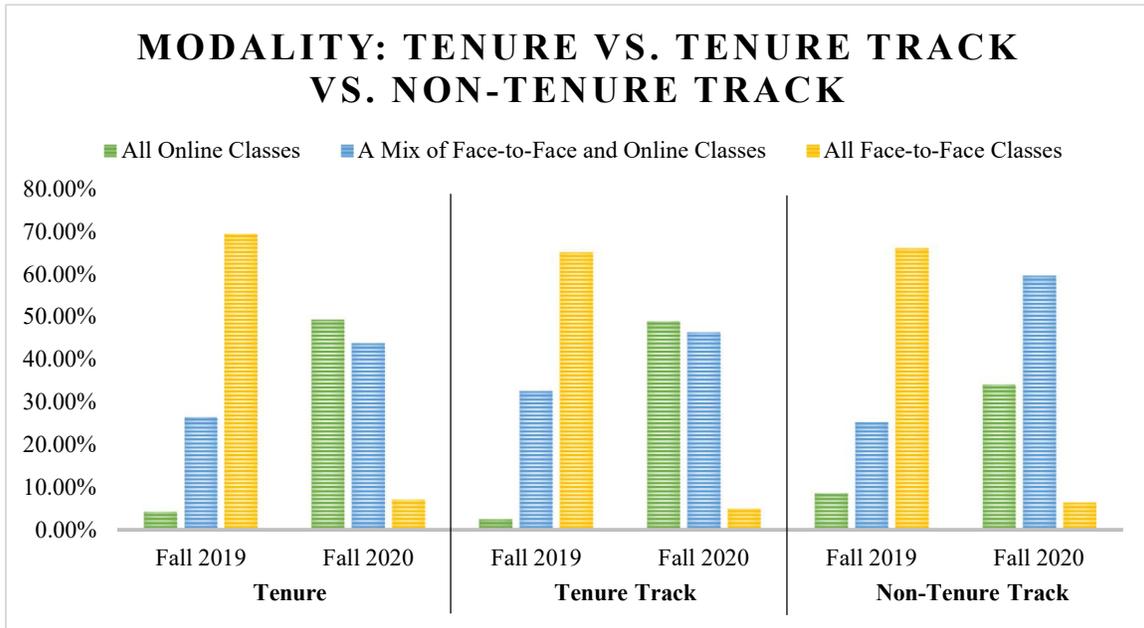
MODALITY: TENURE VS. TENURE TRACK VS. NON-TENURE TRACK

Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension. Workload did not shift significantly between both years for tenured, tenure-track, and non-tenure track faculty. In general, percentage of hours spent on research decreased for tenured and tenure track faculty.

WORKLOAD DISTRIBUTION: TENURE, TENURE TRACK, NON-TENURE TRACK
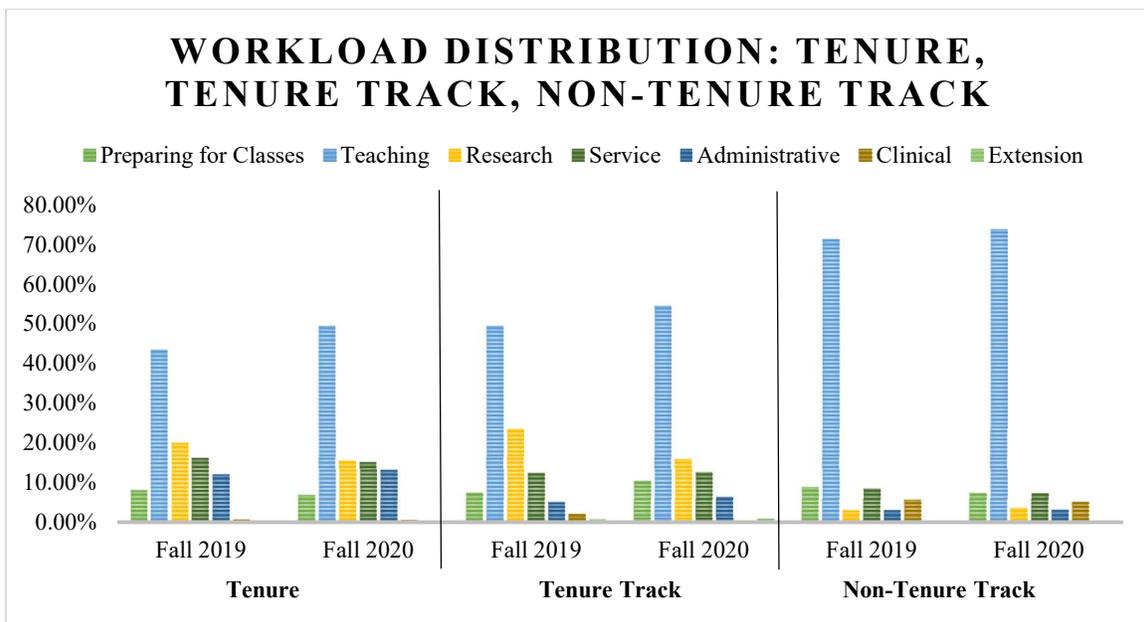
The table below shows percent change in time spent on tasks from Fall 2019 to Fall 2020 by tenure. Tenure track saw the largest percent increase in time spent preparing for classes, and the largest percent decrease in research. Tenured faculty also saw the largest percent decrease in research.

Percent Change Fall 2019-Fall 2020			
	Tenured	**Tenure Track**	**Non-Tenure Track**
Preparing for Classes	-15.79%	41.59%	-16.36%
Teaching	13.85%	10.21%	3.50%
Research	-23.35%	-33.21%	17.33%
Service	-6.30%	1.48%	-13.49%
Administrative	9.24%	25.60%	2.67%

The percentages of workload distribution were converted into hours per week for interpretation. Tenured and tenure-track faculty saw a substantial rise in teaching hours. The two groups also saw a drop in research hours and an increase in administrative hours. Overall, both groups worked a greater number of hours in 2020 compared to 2019. Tenure-track faculty had a rise in teaching hours and a rise in administrative hours. Tenure-track faculty spent the most hours working, overall, for both years.

Workload Distribution in Hours per Week									
	Fall 2019			**Fall 2020**			**Percent Change**		
	Tenure	**Tenure Track**	**Non-Tenure Track**	**Tenure**	**Tenure Track**	**Non-Tenure Track**	**Tenure**	**Tenure Track**	**Non-Tenure Track**
Preparing for Classes	3.39	3.61	3.85	3.24	5.46	3.10	-4.42%	51.25%	19.48%
Teaching	20.24	24.18	26.50	26.55	30.33	28.32	31.18%	25.43%	6.87%
Research	8.59	11.79	1.42	7.52	8.06	1.73	12.46%	31.64%	21.83%
Service	7.54	6.21	3.67	7.68	6.67	3.07	1.86%	7.41%	16.35%
Administration	6.06	1.93	0.99	7.14	3.28	1.31	17.82%	69.95%	32.32%
Total Average Hours Spent on Tasks	45.82	47.72	36.43	52.13	53.8	37.53	13.77%	12.74%	3.02%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. There was an increase in stress levels from Fall 2019 to Fall 2020 for all subgroups, particularly tenure-track faculty. They reported work stress level of 8.64 in Fall 2020.
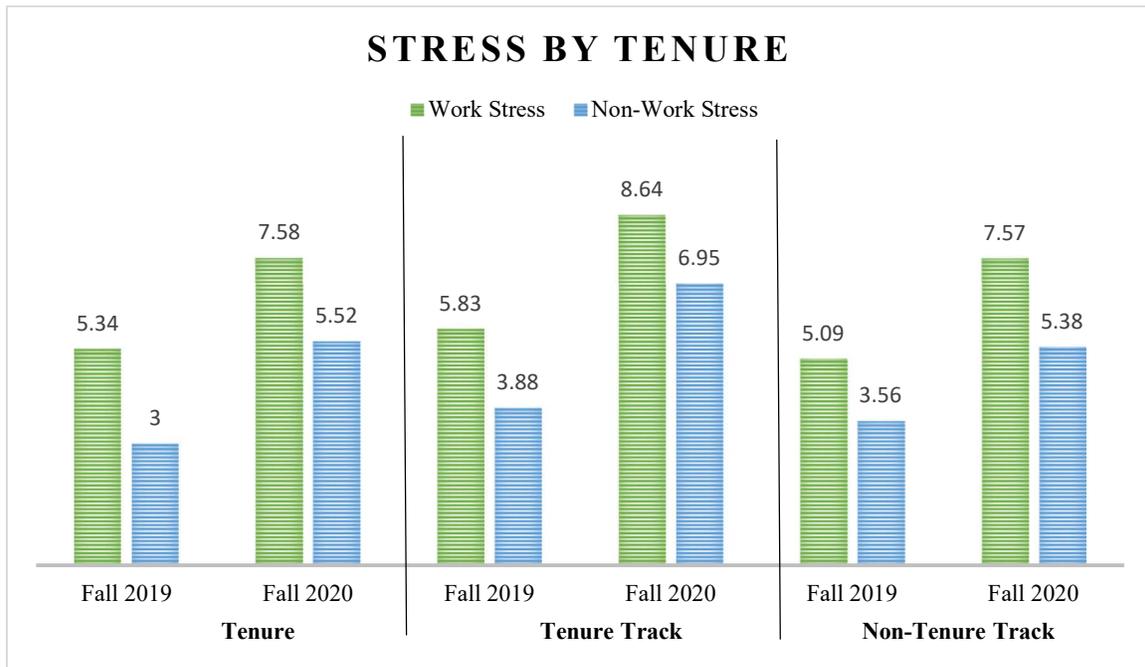
STRESS BY TENURE

■ Work Stress   ■ Non-Work Stress

Tenure		Tenure Track		Non-Tenure Track	
Fall 2019	Fall 2020	Fall 2019	Fall 2020	Fall 2019	Fall 2020
5.34	7.58	5.83	8.64	5.09	7.57
3	5.52	3.88	6.95	3.56	5.38

Contract

The data was further segmented by contract (9- or 10-month faculty and 12-month faculty). Participants who chose "other" or "semester" when asked to report their contract type were excluded from the analysis. Semester contracts were excluded from the analysis because of the heavy overlap with the previous analysis of part-time faculty. Total sample size for each group was 128 for 9- or 10-month contract and 34 for 12-month contract faculty.

Average number of credit hours taught by faculty fluctuated somewhat between Fall semesters for 9- or 10-month faculty and 12-month faculty. 9- or 10-month faculty averaged 9.94 credit hours in Fall 2019 and 9.65 credit hours in Fall 2020. 12-month faculty averaged 8.03 credit hours taught in Fall 2019 and 7.77 in Fall 2020. The average number of hours worked per week fluctuated to a greater degree. Average hours per week worked for 9- or 10-month faculty went from 46.94 hours in Fall 2019 to 51.64 hours in Fall 2020. Average hours per week worked for 12-month faculty went from 43.09 in Fall 2019 to 50.13 in Fall 2020.

Participants were asked to rate their level of agreement with the following statement: "I worked more hours in Fall 2020 compared to Fall 2019." They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. There were little differences between 9- or 10-month and 12-month faculty ratings. On average 9- or 10-month faculty rated their agreement as 4.27. On average 12-month faculty rated their agreement as 4.44.

Trends in modality used to deliver classes experienced the same trends between both groups for Fall 2019 and Fall 2020. Both groups saw a large increase in teaching all online classes and teaching a mix of face-to-face and online classes in Fall 2020. Both groups also saw a decrease in teaching all face-to-face classes in Fall 2020.
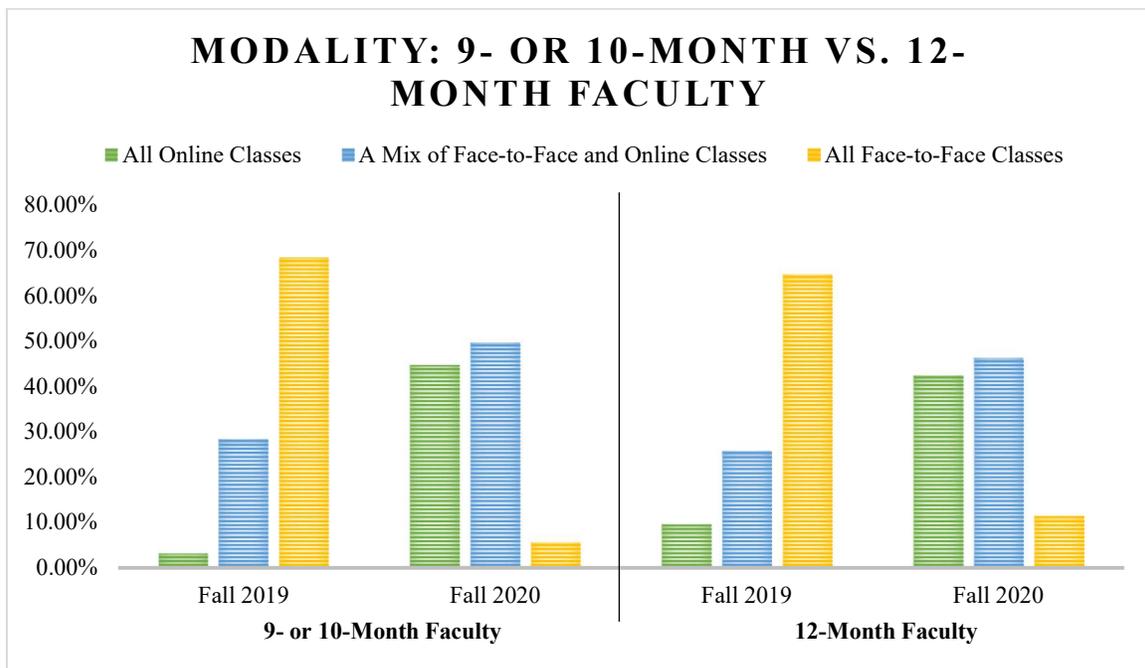
Respondents reported what percent of their time they spent on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks. It is important to note clinical, administrative, and extension tasks apply to a small subset of the sample, so the numbers may not fully represent the extent of work done on those tasks. Workload did not shift to a great extent between Fall 2019 and Fall 2020 for both groups. Research decreased for 9-or-10-month faculty. Administrative duties increased for 12-month faculty.
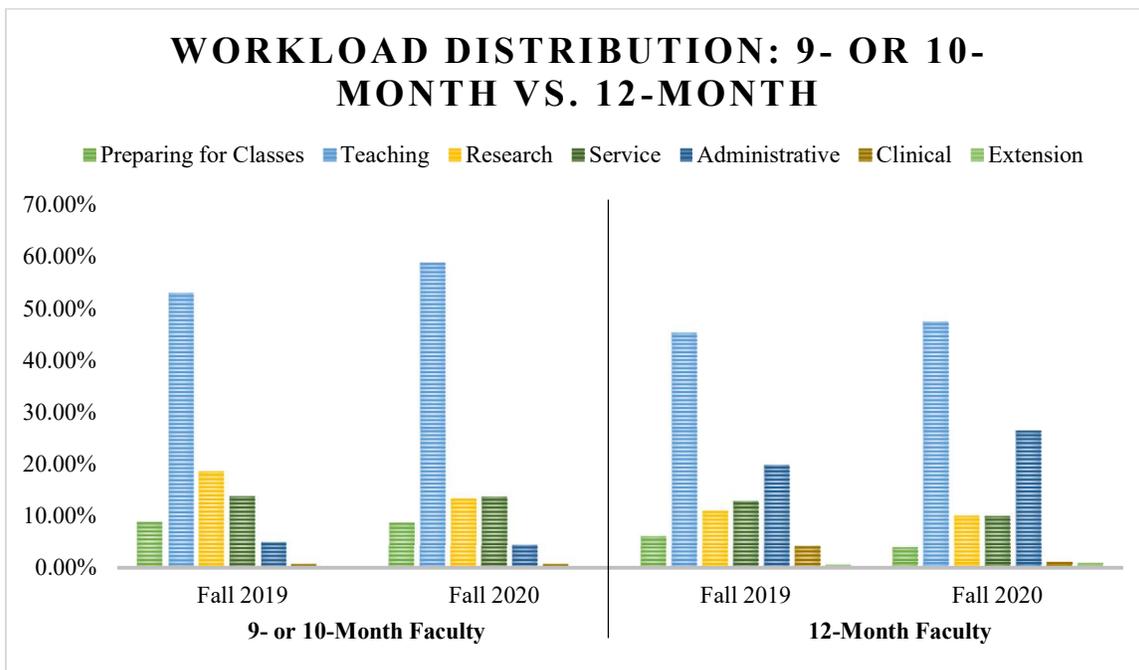
WORKLOAD DISTRIBUTION: 9- OR 10-MONTH VS. 12-MONTH

The table below shows percent change in time spent on tasks between Fall 2019 and Fall 2020 by contract. Research had the largest percent decrease for both 9- or 10-month and 12-month faculty, but 9- or 10-month faculty had a steeper decrease.

Percent Change Fall 2019-Fall 2020		
	9-or-10 Month	12-Month
Preparing for Classes	-1.10%	-5.12%
Teaching	2.11%	9.98%
Research	-35.43%	-25.41%
Service	8.80%	-4.52%
Administrative	16.29%	10.32%

The percentages of workload distribution were converted into hours per week for interpretation. Both groups saw an increase in teaching hours from Fall 2019 to Fall 2020. There was a drop in research hours from 8.58 hours in Fall 2019 to 6.68 hours in Fall 2020 for 9-or 10-month faculty. There was also an increase in service hours for 9-or 10-month faculty. Administrative hours increased drastically for 12-month faculty from 9 hours in Fall 2019 to 14.53 hours in Fall 2020. In general, 9-and-10-month faculty seem to spend more time on teaching and research compared to 12-month faculty. Whereas, 12-month faculty spend more time on administration compared to 9-and-10-month faculty.

Workload Distribution in Hours per Week						
	Fall 2019		Fall 2020		Percent Change	
	9- or 10-Month	12-Month	9- or 10-Month	12-Month	9- or 10-Month	12-Month
Preparing for Classes	4.04	4.69	4.38	2.15	7.76%	-118.14%
Teaching	24.83	19.36	30.83	23.21	19.46%	16.59%
Research	8.58	4.72	6.68	4.74	-28.44%	0.42%
Service	6.76	5.22	7.07	4.40	4.38%	-18.64%
Administration	2.35	9.00	2.29	14.53	-2.62%	38.06%
Total Average Hours Spent on Tasks	46.56	42.99	51.25	49.03	9.15%	12.32%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. Stress levels for both groups increased from Fall 2019 to Fall 2020. However, 9-or 10-month faculty reported a higher stress level of 8.02 in Fall 2020.

STRESS: 9- OR 10-MONTH VS. 12-MONTH FACULTY

■ Work Stress   ■ Non-Work Stress

	9- or 10-Month Faculty		12-Month Faculty	
	Summer 2019	Summer 2020	Summer 2019	Summer 2020
Work Stress	5.6	8.02	5.13	7.66
Non-Work Stress	3.32	5.91	3.69	5.97
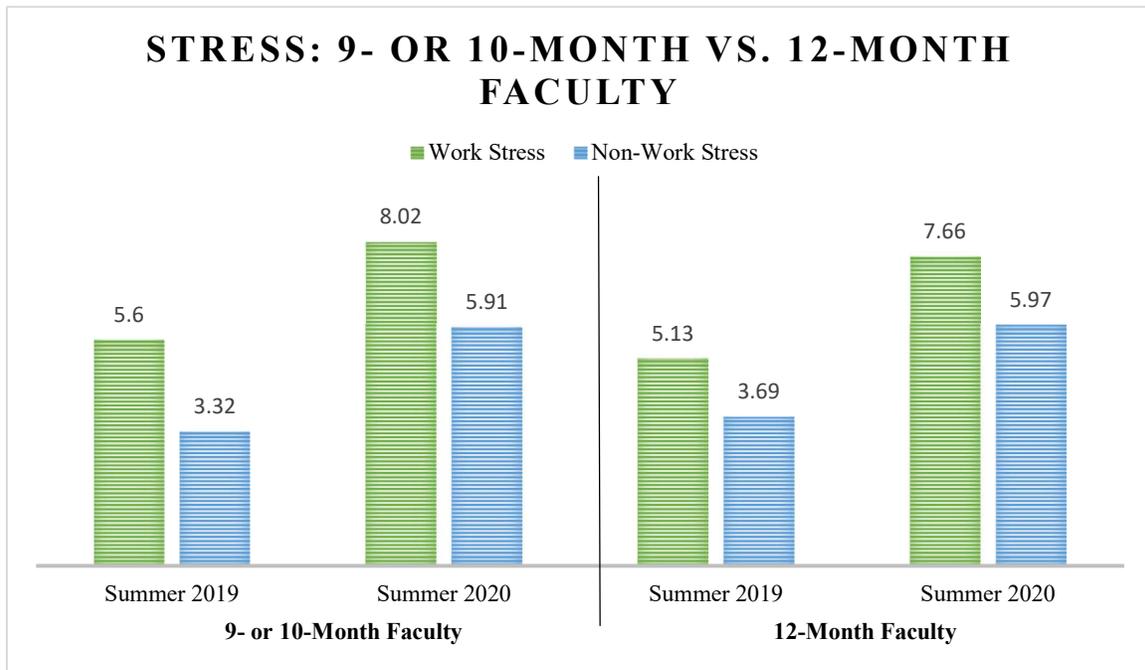
Appendices

Appendix A: Survey

Introduction

Tennessee University Faculty Senates

The objective of this survey is to identify and measure distribution of faculty work effort and overall workload, including work during the Covid-19 pandemic. Faculty leaders and TUFS will use this information to advocate for faculty in higher education in the spirit of shared governance.

This survey is completely **anonymous** and should take approximately **10 minutes** to complete.

TUFS, the Tennessee University Faculty Senates, is an association of the Faculty Senates of the ten four-year public universities in Tennessee. It represents the interests of over 10,000 faculty members across the state. We work to improve the lives of faculty members and advocate for improvements for higher education. For more information, you can visit the TUFS website at: https://tnfacultysenates.org/

COHRE, Center of Organizational and Human Resource Effectiveness is a university-based consulting unit with a wide range of human resources expertise. COHRE's purpose is to serve its students, represent the University with pride, contribute to the community, and impact organizations and the people in them with integrity. For more information, you can visit the COHRE website at: https://www.mtsu.edu/cohre/

The questions of this survey will ask about what percent of your time was spent in preparation for class, teaching, service, administration, research, clinical, and extension for the **Summer 2019, Fall 2019, Summer 2020,** and **Fall 2020** semesters. It will also ask for how many hours you taught, what modality you used to teach, and which university(ies) you taught/worked at during **Summer 2019, Fall 2019, Summer 2020,** and **Fall 2020.**

Demographic 1

Which of the following applies to your current faculty status?

○ Tenured
○ Tenure track

○ Non-tenure track

○ Other

What is your current rank?

○ Full Professor

○ Associate Professor

○ Assistant Professor

○ Full-Time Instructor

○ Part-Time Instructor/Adjunct

○ Other

Indicate your type of current employee contract.

○ 9-month or 10-month faculty

○ 12-month faculty

○ Semester

○ Other

What is your current distribution of your workload, as of Fall 2020? Please indicate your responses in percent. (Must add up to 100). If any of the activities do not apply to you, enter 0 .

Research	0
Teaching	0
Service	0
Administration	0
Clinical	0
Extension	0
Total	0

Have you worked for the same university since **Summer 2019**?

○ Yes

○ No

Select the university at which you are currently employed.

○ Austin Peay State University
○ East Tennessee State University
○ Middle Tennessee State University
○ Tennessee State University
○ Tennessee Tech University
○ University of Memphis
○ University of Tennessee, Chattanooga
○ University of Tennessee, Health Sciences Center
○ University of Tennessee, Knoxville/UTIA/UTSI
○ University of Tennessee, Martin

Summer 2019

Please answer the following questions regarding your workload during **Summer 2019** (pre-pandemic).

Did you do any work, compensated or uncompensated, for a university during **Summer 2019**?

○ Yes
○ No

Select the University you were working at during **Summer 2019**:

○ Austin Peay State University
○ East Tennessee State University
○ Middle Tennessee State University
○ Tennessee State University
○ Tennessee Tech University
○ University of Memphis
○ University of Tennessee, Chattanooga
○ University of Tennessee, Health Sciences Center
○ University of Tennessee, Knoxville/UTIA/UTSI
○ University of Tennessee, Martin

○ None of the above

Did you teach in **Summer 2019**?

○ Yes
○ No

What modality did you use to deliver your classes in **Summer 2019?**

○ All online classes (including any remote delivery approach)
○ A mix of face-to-face and online classes (including any remote delivery approach)
○ All face-to-face classes

How many credit hours did you teach in **Summer 2019**?

[   ]

On an average week how many hours, compensated or uncompensated, did you work during **Summer 2019?**

[   ]

Approximately how many weeks did you work, compensate or uncompensated, during **Summer 2019?**

[   ]

On an average work week during **Summer 2019** (pre-pandemic), what percent of the time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0 .

Preparation for Fall classes	0
Teaching Summer classes	0
Research	0
Service	0
Administration	0
Clinical	0

| Extension | 0 |

| Total | 0 |

Select your level of compensation for each of the following activities for **Summer 2019.** If the activity does not apply to you select the option "N/A".

	Not compensated	Somewhat compensated	Fully compensated	N/A
Preparing for Fall classes	O	O	O	O
Teaching Summer classes	O	O	O	O
Research	O	O	O	O
Service	O	O	O	O
Administration	O	O	O	O
Clinical	O	O	O	O
Extension	O	O	O	O

Using the bar below, indicate your average level of _**work**_ stress during **Summer 2019**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.

No Stress				Moderate Stress				High Stress		
0	1	2	3	4	5	6	7	8	9	10

Using the bar below, indicate your average level of _**non-work**_ stress during **Summer 2019**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.

No Stress				Moderate Stress				High Stress		
0	1	2	3	4	5	6	7	8	9	10

Fall 2019

Please answer the following questions regarding your workload during **Fall 2019** (pre-pandemic).

Did you do any work, compensated or uncompensated, for university during **Fall 2019**?

O Yes

O No

Select the University you were working at during **Fall 2019**:

○ Austin Peay State University
○ East Tennessee State University
○ Middle Tennessee State University
○ Tennessee State University
○ Tennessee Tech University
○ University of Memphis
○ University of Tennessee, Chattanooga
○ University of Tennessee, Health Sciences Center
○ University of Tennessee, Knoxville/UTIA/UTSI
○ University of Tennessee, Martin
○ None of the above

Did you teach in **Fall 2019**?

○ Yes
○ No

What modality did you use to deliver your classes in **Fall 2019**?

○ All online classes (including any remote delivery approach)
○ A mix of face-to-face and online classes (including any remote delivery approach)
○ All face-to-face classes

How many credit hours did you teach in **Fall 2019**?

[ ]

On an average week how many hours, compensated or uncompensated, did you work during **Fall 2019**?

[ ]

On an average work week during **Fall 2019**, what percent of the time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0 .

Preparation for Winter/Spring classes [0]

Teaching Fall classes	0
Research	0
Service	0
Administration	0
Clinical	0
Extension	0
Total	0

Using the bar below, indicate your average level of _**work**_ stress during **Fall 2019**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.

No Stress					Moderate Stress				High Stress	
0	1	2	3	4	5	6	7	8	9	10

Using the bar below, indicate your average level of _**non-work**_ stress during **Fall 2019**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.

No Stress					Moderate Stress				High Stress	
0	1	2	3	4	5	6	7	8	9	10

Summer 2020

Please answer the following questions regarding your workload during **Summer 2020** during the pandemic.

Did you do any work, compensated or uncompensated, for university during **Summer 2020**?

O Yes
O No

Select the University you were working at during **Summer 2020**:

O Austin Peay State University
O East Tennessee State University
O Middle Tennessee State University

○ Tennessee State University
○ Tennessee Tech University
○ University of Memphis
○ University of Tennessee, Chattanooga
○ University of Tennessee, Health Sciences Center
○ University of Tennessee, Knoxville/UTIA/UTSI
○ University of Tennessee, Martin
○ None of the above

Did you teach in **Summer 2020**?

○ Yes
○ No

What modality did you use to deliver your classes in **Summer 2020**?

○ All online classes (including any remote delivery approach)
○ A mix of face-to-face and online classes (including any remote delivery approach)
○ All face-to-face classes

How many credit hours did you teach in **Summer 2020**?

[   ]

On an average week how many hours, compensated or uncompensated, did you work during **Summer 2020**?

[   ]

Approximately how many weeks did you work, compensated or uncompensated, in **Summer 2020**?

[   ]

On an average work week during **Summer 2020** (during the pandemic), what percent of time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0 .

Preparation for Fall classes   [0]

Teaching Summer classes	0
Research	0
Service	0
Administration	0
Clinical	0
Extension	0
Total	0

Select your level of compensation for each of the following activities for **Summer 2020**. If the activity does not apply to you select the option "N/A".

	Not compensated	Somewhat compensated	Fully compensated	N/A
Preparing for Fall classes	O	O	O	O
Teaching Summer classes	O	O	O	O
Research	O	O	O	O
Service	O	O	O	O
Administration	O	O	O	O
Clinical	O	O	O	O
Extension	O	O	O	O

Using the bar below, indicate your average level of _**work**_ stress during **Summer 2020**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.

No Stress				Moderate Stress			High Stress		
0	1	2	3	4	5	6	7	8	9	10

Using the bar below, indicate your average level of _**non-work**_ stress during **Summer 2020**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.

No Stress				Moderate Stress			High Stress		
0	1	2	3	4	5	6	7	8	9	10

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I worked more hours in **Summer 2020** compared to **Summer 2019**	O	O	O	O	O

Fall 2020

Please answer the following questions regarding your workload during **Fall 2020** during the pandemic.

Did you do any work, compensated or uncompensated, for the university during **Fall 2020**?

O Yes
O No

Select the University you were working at during **Fall 2020**:

O Austin Peay State University
O East Tennessee State University
O Middle Tennessee State University
O Tennessee State University
O Tennessee Tech University
O University of Memphis
O University of Tennessee, Chattanooga
O University of Tennessee, Health Sciences Center
O University of Tennessee, Knoxville/UTIA/UTSI
O University of Tennessee, Martin
O None of the above

Did you teach in **Fall 2020**?

O Yes
O No

What modality did you use to deliver your classes in **Fall 2020**?

○ All online classes (including any remote delivery approach)
○ A mix of face-to-face and online classes (including any remote delivery approach)
○ All face-to-face classes

How many credit hours did you teach in **Fall 2020**?

[ ]

On an average week how many hours, compensated or uncompensated, did you work during **Fall 2020**?

[ ]

On an average work week during **Fall 2020** (during the pandemic), what percent of time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0 .

Preparation for Winter/Spring classes	0
Teaching Fall classes	0
Research	0
Service	0
Administration	0
Clinical	0
Extension	0
Total	0

Using the bar below, indicate your average level of _**work**_ stress during **Fall 2020**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.

No Stress	Moderate Stress	High Stress
0 1 2 3	4 5 6 7	8 9 10

[ ]

Using the bar below, indicate your average level of _**non-work**_ stress during **Fall 2020**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.

No Stress	Moderate Stress	High Stress

0 No Stress	2	3	Moderate Stress	7	8 High Stress 0

0	1	2	3	4	5	6	7	8	9	10

[   ]

Rate your level of agreement with the following statement.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I worked more hours in **Fall 2020** compared to **Fall 2019**	O	O	O	O	O

Demographic 2

Select your ethnicity.

- O African American or Black
- O Asian
- O White
- O Hispanic or Latino/Latina/Latinx
- O Native American or Alaska Native
- O Native Hawaiian or other Pacific Islander
- O Other

Select your age range.

- O Under 20
- O 20-30
- O 31-40
- O 41-50
- O 51-60
- O 61-70
- O 71-80
- O Over 80

Select your gender.

- O Man

○ Woman
○ Transgender
○ Other
○ Prefer not to say

Block 7

Thank you for your participation! If you have any questions concerning the survey or TUFS, please contact us at **cohrefortufs@mtsu.edu.**

Appendix B: Communications

Email 1- Email to Senate presidents

<u>Subject line:</u> TUFS Survey Coming November 18

<u>Date:</u> November 3rd

Dear TUFS Colleagues,

I hope this message finds you all well at a stressful time, and I hope you are finding ways to manage that stress. Oh that we may see better times, and soon!

I'm also hoping that our current TUFS project to create a TUFS-wide data set about faculty time spent and lost during the pandemic will be a help to you. Charlene Simmons at UTC and Rick Cottle at MTSU have taken this idea to a professional level in a way that will benefit all of us. With help from the COHRE Center at MTSU and two outstanding graduate students (Shelby French and Mariyam Sumaiya), we are going to have a thoroughly professional survey that is brief, high-impact, and with a thorough data analysis conducted and supervised by the COHRE group that makes visible faculty work that might otherwise go unnoticed. You will get a report on your campus and a report on the overall results. This should allow each campus to lobby on behalf of faculty as needed on your campus and it should allow us to present a coherent big picture for larger TN audiences.

Here's what we need from you. We need every Senate president to commit to sending out the email message with the survey link on November 18 to all of your faculty, Tenure and Non-Tenure Track, with the best distribution list you have on your campus. Then, we'll need you to send the reminder/closing date email on December 4. The message and the survey will be all prepared; you just have to send on time. The first message will explain the context and benefits of the entirely anonymous survey, which is faculty-driven with faculty best interest in mind, designed to make visible the extra labor of teaching and researching in the Covid-19 era. It will have the link to the survey, followed by a brief explanation of what TUFS is and what the COHRE group's role is as our partners in administering and analyzing this survey. The second is just a reminder/follow up before the survey closes.

I'm also asking you to pre-test the survey some time between Nov. 13-17 as we confirm that it does not hit snags on different servers or machines. That will also show you in detail what is in the survey. We hope that the results will include better advocacy through the UFC for the UT schools, better advocacy through the LGIs, and a powerful picture for all our lobbyists who may need to fight for higher ed funding.

I'm attaching the proposal that the MTSU folks put together, with extra thanks to Charlene, whose work at UTC catalyzed the idea for this project and who has continued to guide it. I also can't thank Rick Cottle, Bonnie Ownley, and Sandi Smith for their leadership and contributions here. This is TUFS at its best, folks, doing more than any one of us could do on our own, and

making your leadership role easier, not harder. (I've added a few TUFS alumni to this list so they can see what we're up to). All you have to do is say yes and forward the messages. If you have any questions or concerns, please let me know.

You're all wonderful leaders, and my hope is that this project of TUFS will be an easy lift with a big, big reward for all of us. Stay well, see you for our winter meeting on Dec. 5, and good luck to you all.

Much thanks,

Misty

Email 2- Survey launch email

<u>Subject line:</u> Faculty Workload Survey

<u>Date:</u> November 19th

Dear Faculty,

The Tennessee University Faculty Senates (TUFS), in collaboration with your Faculty Senate, is conducting a survey to assess faculty workload across the state universities in Tennessee. **<u>The objective of this survey is to identify and measure the volume of uncompensated work that faculty perform, including work during the Covid-19 pandemic. Faculty leaders and TUFS will use this information to make a case to campus leaders and legislative authorities for improving faculty conditions and honoring our work across all ranks.</u>**

The link to the survey is:

 https://mtsupsychology.az1.qualtrics.com/jfe/form/SV_0lAkfK9mrfJeYbr

Important Information:

1. The survey closes on ***December 4th 11:59 PM Central Time***

2. It only takes approximately 10 minutes to complete

3. If you want to preview the type of questions that will be asked, please see the attached pdf for the type of questions you will be asked

4. The survey findings will be discussed and disseminated to all faculty senate presidents and TUFS and will be reviewed for an action plan at their March meeting.

5. This survey is completely ***anonymous***

a. TUFS has partnered with the Center of Organizational and Human Resource Effectiveness (COHRE) from the Middle Tennessee State University (MTSU) to administer and analyze the survey

b. Ownership of the raw data will remain with the lead faculty consultants from COHRE, Dr. Rick Moffett and Dr. Michael Hein

c. No uniquely identifiable information will be collected in this survey

d. COHRE will aggregate participants responses at the university level

6. Questions about TUFS or the survey can be directed to cohrefortufs@mtsu.edu

TUFS, the Tennessee University Faculty Senates, is an association of the Faculty Senates of the ten four-year public universities in Tennessee. It represents the interests of over 10,000 faculty

members across the state. We work to improve the lives of faculty members and advocate for improvements in higher education.

COHRE is a university-based consulting unit with a wide range of human resources expertise. COHRE's purpose is to serve its students, represent the University with pride, contribute to the community, and impact organizations and the people in them with integrity.

Thank you,

(insert senate representative here)

Email 3- Survey reminder email

Subject line: Reminder: Faculty Workload survey will close in 3 days!

Date: December 1st

Dear faculty,

You have 3 days remaining to complete the Faculty Workload Survey by the Tennessee University Faculty Senate. The survey closes on December 4th at 11:59 pm Central Time.

The link to the survey is:

https://mtsupsychology.az1.qualtrics.com/jfe/form/SV_0lAkfK9mrfJeYbr

This survey is anonymous (no uniquely identifiable information will be collected) and is administered and analyzed by the Center of Organizational Human Resource Effectiveness (COHRE) from the Middle Tennessee State University (MTSU). The objective of this survey is to identify and measure the volume of uncompensated work performed by faculty.

Questions about TUFS or the survey can be directed to cohrefortufs@mtsu.edu

TUFS, the Tennessee University Faculty Senates, is an association of the Faculty Senates of the ten four-year public universities in Tennessee. It represents the interests of over 10,000 faculty members across the state. We work to improve the lives of faculty members and advocate for improvements in higher education.

COHRE is a university-based consulting unit with a wide range of human resources expertise. COHRE's purpose is to serve its students, represent the University with pride, contribute to the community, and impact organizations and the people in them with integrity.

Thank you,

(insert senate representative here)

Appendix C: Item Analysis by Overall, Contract, Tenure, Status, Ethnicity, Gender, and Age

Appendix C-1: Overall Item-Level Analysis

Modality and Compensation in Percent					
		Summer 2019	Summer 2020	Fall 2019	Fall 2020
What modality did you use to deliver your classes in …?	**All online classes**	61.0	89.0	6.7	45.9
	A mix of face-to-face and online classes	13.0	7.3	27.2	48.1
	All face-to-face classes	26.0	3.7	66.1	6.1
	N	77	82	180	181
Select your level of compensation for each of the following activities… **Preparing for Classes**	Not Compensated	74.3	79.9		
	Somewhat Compensated	9.3	6.9		
	Fully Compensated	16.4	13.2		
	N	140	159		
Select your level of compensation for each of the following activities… **Teaching**	Not Compensated	7.3	9.2		
	Somewhat Compensated	6.1	9.2		
	Fully Compensated	86.6	81.6		
	N	82	87		
Select your level of compensation for each of the following activities… **Research**	Not Compensated	68.9	67.9		
	Somewhat Compensated	16.8	18.8		
	Fully Compensated	14.3	13.4		
	N	119	112		
Select your level of compensation for each of the following activities… **Service**	Not Compensated	72.2	76.8		
	Somewhat Compensated	11.3	11.1		
	Fully Compensated	16.5	12.1		
	N	97	99		
Select your level of compensation for each of the following activities… **Administration**	Not Compensated	47.3	46.7		
	Somewhat Compensated	16.4	23.3		
	Fully Compensated	36.4	30.0		
	N	55	60		
Select your level of compensation for each of the following activities… **Clinical**	Not Compensated	45.5	45.5		
	Somewhat Compensated	0.0	9.1		
	Fully Compensated	54.5	45.5		
	N	11	11		
Select your level of compensation for each of the following activities… **Extension**	Not Compensated	---	---		
	Somewhat Compensated	---	---		
	Fully Compensated	---	---		
	N	5	5		

Credit Hours, Compensation, and Stress					
	Value	Summer 2019	Summer 2020	Fall 2019	Fall 2020
How many credit hours did you teach in …?	Mean	4.50	4.44	8.86	8.63
	SE	.260	.238	.276	.270
	N	77	84	184	189
Total Hours taught in …	Mean	305.32	382.09		
	SE	16.300	17.699		
	N	151	166		
On an average week, how many hours, compensated or uncompensated, did you work during …?	Mean	29.76	34.63	41.91	46.20
	SE	1.328	1.341	1.134	1.226
	N	152	167	189	193
Approximately how many weeks did you work, compensated or uncompensated, during …?	Mean	9.85	10.60		
	SE	.248	.202		
	N	151	166		
On an average work week during … (pre-pandemic), what percent of the time did you spend **preparing for classes**?	Mean	24.84	36.98	9.67	9.53
	SE	1.948	2.290	.849	1.006
	N	153	167	192	194
On an average work week during … (pre-pandemic), what percent of the time did you spend **teaching**?	Mean	24.26	24.29	53.46	58.29
	SE	2.373	2.269	1.745	1.820
	N	153	167	192	194
On an average work week during … (pre-pandemic), what percent of the time did you spend **on research**?	Mean	32.03	19.44	14.98	10.87
	SE	2.436	1.883	1.215	1.049
	N	153	167	192	194
On an average work week during … (pre-pandemic), what percent of the time did you spend **on service**?	Mean	9.00	8.75	11.72	10.89
	SE	.965	1.008	.738	.856
	N	153	167	192	194
On an average work week during … (pre-pandemic), what percent of the time did you spend on **administrative tasks**?	Mean	8.31	9.09	7.91	8.78
	SE	1.403	1.443	1.125	1.241
	N	153	167	192	194
On an average work week during … (pre-pandemic), what percent of the time did you spend on **clinical tasks**?	Mean	1.24	1.10	2.08	1.48
	SE	.716	.648	.760	.632
	N	153	167	192	194
On an average work week during … (pre-pandemic), what percent of the time did you spend **on extension tasks**?	Mean	0.33	0.36	0.17	0.15
	SE	.269	.359	.121	.155
	N	153	167	192	194
Using the bar below, indicate your average level of work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	4.30	6.99	5.24	7.70
	SE	.170	.178	.164	.160
	N	151	167	189	192
Using the bar below, indicate your average level of non-work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	2.78	5.48	3.32	5.68
	SE	.147	.195	.140	.184
	N	148	165	184	190
I worked more hours in … 2020 compared to … 2019. 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree	Mean		4.37		4.25
	SE		.085		.086
	N		167		193

Appendix C-2: Item-Level Analysis by Contract

Credit Hours, Compensation, and Stress by Contract									
		9- and 10-Month Faculty				12 Month Faculty			
	Value	Summer 2019	Summer 2020	Fall 2019	Fall 2020	Summer 2019	Summer 2020	Fall 2019	Fall 2020
How many credit hours did you teach in …?	Mean	4.06	4.05	9.94	9.65	6.36	6.21	8.03	7.77
	SE	.217	.201	.299	.307	.987	.973	.721	.698
	N	56	62	123	124	14	14	32	30
Total Hours taught in …	Mean	294.16	380.22	■	■	421.60	519.03	■	■
	SE	18.92	19.385			33.014	44.525		
	N	104	114			30	31		
On an average week, how many hours, compensated or uncompensated, did you work during …?	Mean	29.28	34.34	46.94	51.64	37.77	45.07	43.09	50.13
	SE	1.582	1.431	1.013	1.062	2.157	3.412	2.420	2.821
	N	105	115	125	126	30	31	34	32
Approximately how many weeks did you work, compensated or uncompensated, during …?	Mean	9.74	10.83	■	■	10.97	10.87	■	■
	SE	.287	.218			.562	.507		
	N	104	114			30	31		
On an average work week during … (pre-pandemic), what percent of the time did you spend preparing for classes?	Mean	23.73	36.00	8.81	8.81	15.33	24.84	6.18	3.97
	SE	2.072	2.45	.922	1.123	2.222	4.469	1.078	1.088
	N	106	115	128	127	30	31	34	32
On an average work week during … (pre-pandemic), what percent of the time did you spend teaching?	Mean	24.81	25.13	52.99	58.83	22.83	24.35	45.38	47.44
	SE	2.849	2.667	1.60	1.966	4.923	5.583	4.021	4.879
	N	106	115	128	127	30	31	34	32
On an average work week during … (pre-pandemic), what percent of the time did you spend on research?	Mean	38.06	24.61	18.56	13.32	24.17	10.32	11.03	10.08
	SE	2.992	2.490	1.583	1.407	4.612	2.330	2.130	2.190
	N	106	115	128	127	30	31	34	32
On an average work week during … (pre-pandemic), what percent of the time did you spend on service?	Mean	9.06	9.65	13.81	13.70	12.83	10.97	12.85	10.06
	SE	1.190	1.176	.859	1.001	2.180	2.982	1.867	2.602
	N	106	115	128	127	30	31	34	32
On an average work week during … (pre-pandemic), what percent of the time did you spend on administrative tasks?	Mean	4.34	4.61	5.00	4.53	22.00	26.36	19.71	26.34
	SE	1.106	1.120	.943	.893	4.463	4.933	4.093	5.020
	N	106	115	128	127	30	31	34	32
On an average work week during … (pre-pandemic), what percent of the time did you spend on clinical tasks?	Mean	0.00	0.00	0.82	0.82	1.50	1.23	4.26	1.17
	SE	.000	.000	.453	.450	.801	.556	2.390	.701
	N	106	115	128	127	30	31	34	32
On an average work week during … (pre-pandemic), what percent of the time did you spend on extension tasks?	Mean	0.00	0.00	0.00	0.00	1.33	1.94	0.59	0.94
	SE	.000	.000	.000	.000	1.333	1.935	.588	.937
	N	106	115	128	127	30	31	34	32
Using the bar below, indicate your average level of work stress during … 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	4.42	7.10	5.60	8.02	4.17	7.39	5.13	7.66
	SE	.215	.213	.199	.169	.294	.401	.280	.450
	N	106	115	128	126	29	31	32	32
Using the bar below, indicate your average level of non-work stress during … 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	2.63	5.44	3.32	5.91	3.24	6.10	3.69	5.97
	SE	.171	.228	.167	.215	.367	.471	.352	.463
	N	103	114	126	125	29	31	32	31
I worked more hours in … 2020 compared to … 2019. **1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree**	Mean	■	4.35	■	4.27	■	4.45	■	4.44
	SE		.110		.111		.166		.168
	N		115		126		31		32

Modality and Compensation in Percent by Contract									
		9- and 10 Month Faculty				12-Month Faculty			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in …?	**All online classes**	62.5	91.7	3.3	44.7	57.1	85.7	9.7	42.3
	A mix of face-to-face and online classes	8.9	5.0	28.3	49.6	35.7	7.1	25.8	46.2
	All face-to-face classes	28.6	3.3	68.3	5.7	7.1	7.1	64.5	11.5
	N	56	60	120	123	14	14	31	26
Select your level of compensation for each of the following activities… Preparing for Classes	Not Compensated	84.7	90.1			30.8	41.4		
	Somewhat Compensated	9.2	4.5			15.4	20.7		
	Fully Compensated	6.1	5.4			53.8	37.9		
	N	98	111			26	29		
Select your level of compensation for each of the following activities… Teaching	Not Compensated	8.5	9.4			0.0	7.1		
	Somewhat Compensated	6.8	7.8			6.3	7.1		
	Fully Compensated	84.7	82.8			93.8	85.7		
	N	59	64			16	14		
Select your level of compensation for each of the following activities… Research	Not Compensated	77.5	77.3			36.0	21.1		
	Somewhat Compensated	20.2	19.3			8.0	21.1		
	Fully Compensated	2.2	3.4			56.0	57.9		
	N	89	88			25	19		
Select your level of compensation for each of the following activities… Service	Not Compensated	82.4	84.4			46.2	50.0		
	Somewhat Compensated	13.2	10.4			7.7	15.0		
	Fully Compensated	4.4	5.2			46.2	35.0		
	N	68	77			26	20		
Select your level of compensation for each of the following activities… Administration	Not Compensated	62.1	61.3			21.1	15.0		
	Somewhat Compensated	27.6	29.0			5.3	25.0		
	Fully Compensated	10.3	9.7			73.7	60.0		
	N	29	31			19	20		
Select your level of compensation for each of the following activities… Clinical	Not Compensated	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	N	5	4			4	5		
Select your level of compensation for each of the following activities… Extension	Not Compensated	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	N	4	4			1	1		

Appendix C-3: Item-Level Analysis by Tenure

Credit Hours, Compensation, and Stress by Tenure, Tenure Track, and Non-Tenure Track													
		Tenure				Tenure Track				Non-Tenure Track			
	Value	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
How many credit hours did you teach in …?	Mean	4.47	4.42	8.84	8.28	4.45	4.61	8.95	9.02	4.67	4.31	10.23	9.84
	SE	.449	.437	.406	.407	.404	.439	.513	.547	.549	.418	.586	.538
	N	31	31	75	74	22	23	41	42	21	26	47	50
Total Hours taught in …	Mean	319.96	421.68			336.90	444.75			289.32	310.26		
	SE	23.462	24.021			31.399	38.993			38.044	34.848		
	N	74	76			39	40			25	35		
On an average week, how many hours, compensated or uncompensated, did you work during …?	Mean	29.86	37.32	46.12	52.34	33.68	39.39	48.69	54.19	29.96	30.26	37.77	39.42
	SE	1.683	1.796	1.216	1.296	2.904	2.865	1.898	2.163	3.092	2.747	2.606	2.458
	N	74	76	78	77	40	41	42	43	25	35	47	50
Approximately how many weeks did you work, compensated or uncompensated, during …?	Mean	10.14	11.07			10.05	11.03			9.52	9.71		
	SE	.330	.257			.517	.398			.641	.495		
	N	74	76			39	40			25	35		
On an average work week during …, what percent of the time did you spend preparing for classes?	Mean	19.49	32.30	7.98	6.72	24.63	33.78	7.31	10.35	21.69	36.60	8.68	7.26
	SE	2.008	2.889	1.198	1.093	3.757	4.240	1.113	2.414	4.030	5.362	1.358	1.837
	N	74	76	81	78	40	41	42	43	26	35	47	50
On an average work week during …, what percent of the time did you spend teaching?	Mean	15.95	17.57	43.48	49.50	21.63	23.78	49.48	54.53	57.15	44.03	71.38	73.88
	SE	2.583	2.967	2.358	2.659	3.820	3.962	3.015	3.690	6.575	5.699	2.681	2.906
	N	74	76	81	78	40	41	42	43	26	35	47	50
On an average work week during …, what percent of the time did you spend on research?	Mean	40.47	23.88	20.04	15.36	38.25	27.20	23.52	15.71	9.44	7.03	3.00	3.52
	SE	3.621	3.099	2.028	1.772	4.124	3.737	2.251	2.400	3.901	2.399	1.081	1.356
	N	74	76	81	78	40	41	42	43	26	35	47	50
On an average work week during …, what percent of the time did you spend on service?	Mean	12.41	11.84	16.04	15.03	8.00	8.17	12.19	12.37	4.17	6.17	8.30	7.18
	SE	1.648	1.784	1.232	1.672	1.496	1.350	1.301	1.315	1.228	2.048	1.148	1.131
	N	74	76	81	78	40	41	42	43	26	35	47	50
On an average work week during …, what percent of the time did you spend on administrative tasks?	Mean	11.22	14.01	11.91	13.01	6.50	5.54	5.00	6.28	1.19	1.89	3.00	3.08
	SE	2.278	2.589	2.040	2.387	2.273	2.181	2.023	2.429	.695	.846	1.113	1.017
	N	74	76	81	78	40	41	42	43	26	35	47	50
On an average work week during …, what percent of the time did you spend on clinical tasks?	Mean	0.47	0.39	0.56	0.38	0.00	0.07	2.03	0.06	5.96	4.29	5.64	5.08
	SE	.307	.225	.329	.199	.000	.073	1.670	.058	4.057	3.027	2.615	2.376
	N	74	76	81	78	40	41	42	43	26	35	47	50
On an average work week during …, what percent of the time did you spend on extension tasks?	Mean	0.00	0.00	0.00	0.00	1.00	1.46	0.48	0.70	0.38	0.00	0.00	0.00
	SE	.000	.000	.000	.000	1.000	1.463	.476	.698	.385	.000	.000	.000
	N	74	76	81	78	40	41	42	43	26	35	47	50
Using the bar below, indicate your average level of work stress during … 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	4.18	7.08	5.34	7.58	4.58	7.83	5.83	8.64	4.50	6.23	5.09	7.57
	SE	.235	.264	.255	.275	.361	.344	.321	.204	.409	.387	.306	.306
	N	73	76	79	78	40	41	42	42	26	35	46	49
Using the bar below, indicate your average level of non-work stress during … 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	2.69	.5.28	3.00	5.52	2.79	6.37	3.88	6.95	2.96	5.32	3.56	5.38
	SE	.218	.279	.201	.266	.270	.390	.317	.356	.366	.454	.289	.393
	N	72	76	78	77	38	41	41	42	26	34	45	48
I worked more hours in … 2020 compared to … 2019. 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree	Mean		4.36		4.25		4.32		4.49		4.37		4.26
	SE		.129		.139		.196		.171		.159		.151
	N		76		77		41		43		35		50

Modality and Compensation in Percent by Tenure, Tenure Track, and Non-Tenure Track												
		Tenure				Tenure Track				Non-Tenure Track			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in …?	All online classes	67.7	90.0	4.2	49.3	59.1	90.9	2.5	48.8	47.6	84.6	8.5	34.0
	A mix of face-to-face and online classes	16.1	6.7	26.4	43.7	9.1	4.5	32.5	46.3	14.3	11.5	25.2	59.6
	All face-to-face classes	16.1	3.3	69.4	7.0	31.8	4.5	65.0	4.9	38.1	3.8	66.0	6.4
	N	31	30	72	71	22	22	40	41	21	26	47	47
Select your level of compensation for each of the following activities… Preparing for Classes	Not Compensated	74.2	82.2			80.6	84.6			60.0	72.7		
	Somewhat Compensated	10.6	6.8			11.1	10.3			8.0	6.1		
	Fully Compensated	15.2	11.0			8.3	5.1			32.0	21.2		
	N	66	73			36	39			25	33		
Select your level of compensation for each of the following activities… Teaching	Not Compensated	6.5	9.1			12.0	12.5			4.3	8.0		
	Somewhat Compensated	9.7	12.1			4.0	4.2			4.3	12.0		
	Fully Compensated	83.9	78.8			84.0	83.3			91.3	80.0		
	N	31	33			25	24			23	25		
Select your level of compensation for each of the following activities… Research	Not Compensated	71.2	66.7			68.4	70.3			54.5	66.7		
	Somewhat Compensated	15.2	20.0			23.7	18.9			9.1	16.7		
	Fully Compensated	13.6	13.3			7.9	10.8			36.4	16.7		
	N	66	60			38	37			11	12		
Select your level of compensation for each of the following activities… Service	Not Compensated	74.5	75.9			78.6	85.2			50.0	70.6		
	Somewhat Compensated	9.1	14.8			10.7	7.4			25.0	5.9		
	Fully Compensated	16.4	9.3			10.7	7.4			25.0	23.5		
	N	55	54			28	27			12	17		
Select your level of compensation for each of the following activities… Administration	Not Compensated	46.9	41.2			41.7	41.7			---	---		
	Somewhat Compensated	21.9	29.4			8.3	25.0			---	---		
	Fully Compensated	31.3	29.4			50.0	33.3			---	---		
	N	32	34			12	12			5	7		
Select your level of compensation for each of the following activities… Clinical	Not Compensated	---	---			---	---			---	---		
	Somewhat Compensated	---	---			---	---			---	---		
	Fully Compensated	---	---			---	---			---	---		
	N	4	4			3	3			4	4		
Select your level of compensation for each of the following activities… Extension	Not Compensated	---	---			---	---			---	---		
	Somewhat Compensated	---	---			---	---			---	---		
	Fully Compensated	---	---			---	---			---	---		
	N	2	1			3	3			0	1		

Appendix C-4: Item-Level Analysis by Status

Modality and Compensation in Percent by Status		Part-Time Faculty				Full-Time Faculty			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in …?	All online classes	---	---	18.5	53.3	60.6	89.3	4.6	44.0
	A mix of face-to-face and online classes	---	---	22.2	43.3	14.1	6.7	27.6	49.6
	All face-to-face classes	---	---	59.3	3.3	25.4	4.0	67.8	6.7
	N	5	6	27	30	71	75	152	150
Select your level of compensation for each of the following activities… Preparing for Classes	Not Compensated	78.6	76.5			73.6	80.1		
	Somewhat Compensated	0.0	0.0			10.4	7.8		
	Fully Compensated	21.4	23.5			16.0	12.1		
	N	14	17			125	141		
Select your level of compensation for each of the following activities… Teaching	Not Compensated	---	---			7.9	10.1		
	Somewhat Compensated	---	---			6.6	7.6		
	Fully Compensated	---	---			85.5	82.3		
	N	5	7			76	79		
Select your level of compensation for each of the following activities… Research	Not Compensated	---	---			68.7	67.6		
	Somewhat Compensated	---	---			17.4	19.4		
	Fully Compensated	---	---			13.9	13.0		
	N	4	4			115	108		
Select your level of compensation for each of the following activities… Service	Not Compensated	---	---			72.6	77.6		
	Somewhat Compensated	---	---			11.6	11.2		
	Fully Compensated	---	---			15.8	11.2		
	N	2	1			95	98		
Select your level of compensation for each of the following activities… Administration	Not Compensated	---	---			46.9	44.2		
	Somewhat Compensated	---	---			18.4	26.9		
	Fully Compensated	---	---			34.7	28.8		
	N	6	8			49	52		
Select your level of compensation for each of the following activities… Clinical	Not Compensated	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	N	1	1			10	10		
Select your level of compensation for each of the following activities… Extension	Not Compensated	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	N	0	0			5	5		

Credit Hours, Compensation, and Stress by Part and Full-Time Faculty									
		Part-Time Faculty				Full-Time Faculty			
	Value	Summer 2019	Summer 2020	Fall 2019	Fall 2020	Summer 2019	Summer 2020	Fall 2019	Fall 2020
How many credit hours did you teach in …?	Mean	---	---	4.89	5.55	4.54	4.47	9.53	9.26
	SE	---	---	.382	0.477	.277	0.255	.285	.286
	N	5	6	27	33	71	77	156	155
Total Hours taught in …	Mean	137.53	161.16	■		324.01	410.38	■	
	SE	41.222	32.985			16.941	18.389		
	N	15	19			135	146		
On an average week, how many hours, compensated or uncompensated, did you work during …?	Mean	14.40	18.53	19.55	22.12	31.30	36.64	45.86	51.26
	SE	3.639	3.317	2.478	2.495	1.349	1.373	.982	1.014
	N	15	19	28	33	136	147	160	159
Approximately how many weeks did you work, compensated or uncompensated, during …?	Mean	8.67	8.68	■		10.01	10.85	■	
	SE	.882	.738			.257	.201		
	N	15	19			135	146		
On an average work week during …, what percent of the time did you spend preparing for classes?	Mean	53.67	64.47	18.14	17.91	21.72	33.41	8.21	7.79
	SE	9.813	8.974	3.395	3.524	1.705	2.176	.763	.930
	N	15	19	28	33	137	147	163	160
On an average work week during …, what percent of the time did you spend teaching?	Mean	21.00	18.42	66.32	67.70	24.20	24.80	51.09	56.19
	SE	8.622	7.235	5.970	5.139	2.45	2.392	1.724	1.900
	N	15	19	28	33	137	147	163	160
On an average work week during …, what percent of the time did you spend on research?	Mean	9.33	5.00	4.46	2.88	34.75	21.44	16.88	12.59
	SE	4.626	2.197	1.861	1.269	2.577	2.067	1.343	1.203
	N	15	19	28	33	137	147	163	160
On an average work week during …, what percent of the time did you spend on service?	Mean	2.00	0.53	1.25	1.36	9.83	9.87	13.53	12.89
	SE	1.448	.526	.610	.731	1.044	1.112	.780	.955
	N	15	19	28	33	137	147	163	160
On an average work week during …, what percent of the time did you spend on administrative tasks?	Mean	10.00	8.95	7.43	8.64	8.18	9.17	8.04	8.87
	SE	5.936	4.501	3.094	2.676	1.433	1.537	1.217	1.402
	N	15	19	28	33	137	147	163	160
On an average work week during …, what percent of the time did you spend on clinical tasks?	Mean	3.33	2.63	1.96	1.52	1.02	0.90	2.12	1.48
	SE	3.333	2.632	1.788	1.515	.714	.656	.843	.702
	N	15	19	28	33	137	147	163	160
On an average work week during …, what percent of the time did you spend on extension tasks?	Mean	0.67	0.00	0.43	0.00	0.29	0.41	0.12	0.19
	SE	.667	.000	.429	.000	.292	.408	.123	.188
	N	15	19	28	33	137	147	163	160
Using the bar below, indicate your average level of work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	3.43	5.74	3.78	6.63	4.38	7.14	5.50	7.93
	SE	.521	.529	.472	.479	.179	.187	.168	.162
	N	14	19	27	32	136	147	161	159
Using the bar below, indicate your average level of non-work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	2.93	4.94	2.96	4.72	2.75	5.55	3.38	5.90
	SE	.450	.618	.392	.486	.156	.206	.151	.195
	N	14	18	24	32	133	146	159	157
I worked more hours in … 2020 compared to … 2019.	Mean	■	4.37	■	4.12	■	4.36	■	4.30
	SE		.205		.208		.093		.094
	N		19		33		147		159

Appendix C-5: Item-Level Analysis by Ethnicity

Unable to present results for ethnicity breakdown due to small sample sizes for minority groups.

Appendix C-6: Item-Level Analysis by Gender

Modality and Compensation in Percent by Gender									
		Male				Female			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in …?	**All online classes**	45.5	88.0	6.1	35.9	68.0	88.9	6.6	51.3
	A mix of face-to-face and online classes	13.6	12.0	25.8	57.8	14.0	5.6	27.4	42.5
	All face-to-face classes	40.9	0.0	68.2	6.3	18.0	5.6	66.0	6.2
	N	22	25	66	64	50	54	106	113
Select your level of compensation for each of the following activities… Preparing for Classes	**Not Compensated**	76.6	81.5			76.5	79.0		
	Somewhat Compensated	2.1	3.7			12.3	9.0		
	Fully Compensated	21.3	14.8			11.1	12.0		
	N	47	54			81	100		
Select your level of compensation for each of the following activities… Teaching	**Not Compensated**	8.0	14.8			8.0	7.1		
	Somewhat Compensated	4.0	7.4			6.0	8.9		
	Fully Compensated	88.0	77.8			86.0	83.9		
	N	25	27			50	56		
Select your level of compensation for each of the following activities… Research	**Not Compensated**	65.9	60.0			74.2	73.1		
	Somewhat Compensated	19.5	27.5			13.6	13.4		
	Fully Compensated	14.6	12.5			12.1	13.4		
	N	41	40			66	67		
Select your level of compensation for each of the following activities… Service	**Not Compensated**	62.5	71.8			83.6	80.4		
	Somewhat Compensated	15.6	12.8			7.3	10.7		
	Fully Compensated	21.9	15.4			9.1	8.9		
	N	32	39			55	56		
Select your level of compensation for each of the following activities… Administration	**Not Compensated**	50.0	55.6			45.2	42.5		
	Somewhat Compensated	16.7	16.7			19.4	27.5		
	Fully Compensated	33.3	27.8			35.5	30.0		
	N	18	18			31	40		
Select your level of compensation for each of the following activities… Clinical	**Not Compensated**	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	N	3	2			7	8		
Select your level of compensation for each of the following activities… Extension	**Not Compensated**	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	N	1	1			4	4		

Credit Hours, Compensation, and Stress by Gender									
		Males				Females			
	Value	Summer 2019	Summer 2020	Fall 2019	Fall 2020	Summer 2019	Summer 2020	Fall 2019	Fall 2020
How many credit hours did you teach in …?	Mean	3.59	3.80	8.39	8.16	4.81	4.62	9.16	8.93
	SE	.292	.332	.441	.460	.332	.292	.361	.340
	N	22	25	67	70	50	55	108	114
Total Hours taught in …	Mean	318.29	353.59			288.99	385.94		
	SE	31.112	28.532			19.978	22.585		
	N	52	59			86	101		
On an average week, how many hours, compensated or uncompensated, did you work during …?	Mean	30.67	32.76	42.41	44.70	28.20	34.56	41.19	47.04
	SE	2.353	2.249	1.882	1.945	1.777	1.691	1.450	1.595
	N	52	59	70	73	87	102	111	115
Approximately how many weeks did you work, compensated or uncompensated, during …?	Mean	9.81	10.46			9.92	10.67		
	SE	.414	.325			.320	.263		
	N	52	59			86	101		
On an average work week during …, what percent of the time did you spend **preparing for classes**?	Mean	25.00	32.46	9.30	10.58	23.83	40.94	9.77	9.10
	SE	3.283	3.953	1.285	1.733	2.517	2.861	1.178	1.278
	N	53	59	71	73	87	102	112	116
On an average work week during …, what percent of the time did you spend **teaching**?	Mean	21.13	22.37	53.07	56.52	27.20	23.98	53.65	58.65
	SE	4.203	4.024	2.980	2.912	3.130	2.702	2.282	2.385
	N	53	59	71	73	87	102	112	116
On an average work week during …, what percent of the time did you spend **on research**?	Mean	33.63	24.92	17.54	13.47	31.16	15.89	13.50	9.41
	SE	4.342	3.659	2.300	1.963	3.245	2.058	1.453	1.224
	N	53	59	71	73	87	102	112	116
On an average work week during …, what percent of the time did you spend **on service**?	Mean	11.65	11.36	12.85	11.77	7.00	7.36	10.84	10.47
	SE	2.204	1.971	1.363	1.541	.903	1.169	.889	1.049
	N	53	59	71	73	87	102	112	116
On an average work week during …, what percent of the time did you spend on **administrative tasks**?	Mean	7.64	8.05	6.48	6.918	8.86	10.03	8.98	10.12
	SE	2.187	2.309	1.597	1.646	2.003	1.945	1.623	1.789
	N	53	59	71	73	87	102	112	116
On an average work week during …, what percent of the time did you spend on **clinical tasks?**	Mean	0.94	0.85	0.77	0.75	1.49	1.21	3.08	2.00
	SE	.943	.847	.707	.687	1.118	.940	1.217	.964
	N	53	59	71	73	87	102	112	116
On an average work week during …, what percent of the time did you spend on **extension tasks?**	Mean	0.00	0.00	0.00	0.00	0.46	0.59	0.18	0.26
	SE	.000	.000	.000	.000	.460	.588	.179	.259
	N	53	59	71	73	87	102	112	116
Using the bar below, indicate your average level of work stress during … 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	4.37	6.41	5.20	7.15	4.13	7.27	5.26	7.99
	SE	.284	.305	.291	.311	.221	.222	.202	.172
	N	52	59	69	73	86	102	111	114
Using the bar below, indicate your average level of non-work stress during … 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	2.94	5.14	3.52	5.43	2.64	5.73	3.28	5.87
	SE	.275	.318	.250	.301	.177	.249	.173	.235
	N	51	58	66	72	84	101	109	113
I worked more hours in … 2020 compared to … 2019. 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree	Mean		3.98		4.05		4.56		4.36
	SE		.175		.151		.089		.106
	N		59		73		102		115

Appendix C-7: Item-Level Analysis by Age

Modality and Compensation in Percent by Age Group																	
		31-40				41-50				51-60				61-70			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in …?	All online classes	55.0	95.0	0.0	47.6	59.3	86.7	7.3	45.8	60.0	88.9	5.0	43.2	---	---	9.7	41.9
	A mix of face-to-face and online classes	15.0	5.0	27.0	42.9	14.8	10.0	30.9	50.8	13.3	11.1	30.0	54.1	---	---	25.8	48.4
	All face-to-face classes	30.0	0.0	73.0	9.5	25.9	3.3	61.8	3.4	26.7	0.0	65.0	2.7	---	---	64.5	9.7
	N	20	20	37	42	27	30	55	59	15	18	40	37	10	9	31	31
Select your level of compensation for each of the following activities… Preparing for Classes	Not Compensated	79.4	87.8			78.3	80.0			74.1	78.8			68.4	68.0		
	Somewhat Compensated	17.6	9.8			4.3	3.8			7.4	9.1			10.5	8.0		
	Fully Compensated	2.9	2.4			17.4	15.4			18.5	12.1			21.1	24.0		
	N	34	41			46	52			27	33			19	25		
Select your level of compensation for each of the following activities… Teaching	Not Compensated	9.5	9.1			0.0	3.3			18.8	20.0			---	---		
	Somewhat Compensated	14.3	13.6			0.0	6.7			6.3	15.0			---	---		
	Fully Compensated	76.2	77.3			100.0	90.0			75.0	65.0			---	---		
	N	21	22			28	30			16	20			10	10		
Select your level of compensation for each of the following activities… Research	Not Compensated	78.8	77.1			61.5	57.1			76.0	76.9			---	---		
	Somewhat Compensated	15.2	17.1			25.6	25.7			4.0	7.7			---	---		
	Fully Compensated	6.1	5.7			12.8	17.1			20.0	15.4			---	---		
	N	33	35			39	35			25	26			8	9		
Select your level of compensation for each of the following activities… Service	Not Compensated	81.5	85.7			72.4	74.1			76.2	80.8			63.6	53.8		
	Somewhat Compensated	11.1	10.7			10.3	11.1			9.5	15.4			18.2	7.7		
	Fully Compensated	7.4	3.6			17.2	14.8			14.3	3.8			18.2	38.5		
	N	27	28			29	27			21	26			11	13		
Select your level of compensation for each of the following activities… Administration	Not Compensated	---	50.0			33.3	41.7			---	57.1			---	---		
	Somewhat Compensated	---	21.4			25.0	25.0			---	21.4			---	---		
	Fully Compensated	---	28.6			41.7	33.3			---	21.4			---	---		
	N	10	14			24	24			10	14			6	7		
Select your level of compensation for each of the following activities… Clinical	Not Compensated	---	---			---	---			---	---			---	---		
	Somewhat Compensated	---	---			---	---			---	---			---	---		
	Fully Compensated	---	---			---	---			---	---			---	---		
	N	2	3			5	5			2	1			1	1		
Select your level of compensation for each of the following activities… Extension	Not Compensated	---	---			---	--			---	---			---	---		
	Somewhat Compensated	---	---			---	---			---	---			---	---		
	Fully Compensated	---	---			---	---			---	---			---	---		
	N	2	3			0	1			2	1			1	0		

		31-40				41-50				51-60				61-70			
Item Analysis by Age Group	Value	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
How many credit hours did you teach in …?	Mean	4.38	4.75	9.30	8.87	4.48	4.23	9.04	8.57	4.53	4.45	8.88	8.80	---	---	8.32	7.97
	SE	.342	.397	.596	.581	.435	.370	.407	.403	.654	.515	.621	.644	---	---	.728	.723
	N	20	20	37	45	27	30	57	60	15	20	41	40	10	9	31	31
Total Hours taught in …	Mean	316.27	389.07			289.34	405.13			307.31	413.67			292.65	266.50		
	SE	33.124	37.242			25.659	28.407			38.427	41.340			58.450	40.182		
	N	37	43			50	55			29	33			20	26		
On an average week, how many hours, compensated or uncompensated, did you work during …?	Mean	29.73	35.00	47.57	48.11	29.62	35.82	42.63	46.60	31.40	39.12	42.64	50.83	27.50	25.31	35.74	38.06
	SE	2.421	2.693	1.972	2.375	2.317	2.067	1.788	2.039	2.364	3.394	2.720	2.740	4.607	3.051	2.768	3.286
	N	37	43	37	45	50	55	59	63	30	34	42	40	20	26	33	32
Approximately how many weeks did you work, compensated or uncompensated, during …?	Mean	9.86	10.56			9.78	10.93			9.45	10.58			9.75	9.62		
	SE	.493	.419			.475	.331			.578	.431			.660	.587		
	N	37	43			50	55			29	33			20	26		
On an average work week during …, what percent of the time did you spend preparing for classes?	Mean	20.14	37.67	6.63	7.04	16.71	30.09	8.10	8.63	31.20	38.85	11.05	11.23	38.50	50.96	12.50	11.56
	SE	2.56	4.148	1.094	1.430	2.244	3.43	1.557	1.870	5.342	4.899	1.999	2.415	7.497	7.514	2.397	2.876
	N	37	43	38	45	51	55	60	64	30	34	42	40	20	26	34	32
On an average work week during …, what percent of the time did you spend teaching?	Mean	25.14	23.84	52.32	59.62	28.24	27.09	51.25	54.27	18.20	23.12	53.71	59.45	31.25	22.12	57.65	61.72
	SE	5.006	4.623	3.305	3.604	4.408	4.042	3.081	3.278	4.393	4.654	3.867	4.033	7.625	6.362	4.985	4.539
	N	37	43	38	45	51	55	60	64	30	34	42	40	20	26	34	32
On an average work week during …, what percent of the time did you spend on research?	Mean	41.08	24.19	22.11	12.33	31.72	19.09	13.55	11.23	31.03	14.74	12.95	9.03	15.25	12.69	12.06	9.53
	SE	4.703	3.533	2.943	1.989	4.050	3.508	1.810	2.103	6.150	3.522	2.086	1.678	6.225	4.361	3.950	2.973
	N	37	43	38	45	51	55	60	64	30	34	42	40	20	26	34	32
On an average work week during …, what percent of the time did you spend on service?	Mean	10.14	8.84	14.21	13.44	8.25	9.18	12.68	11.88	7.53	7.38	11.31	8.65	8.75	8.27	7.79	9.28
	SE	2.393	1.487	1.300	1.825	1.515	2.083	1.438	1.688	1.703	1.507	1.324	1.505	2.430	2.961	1.710	2.159
	N	37	43	38	45	51	55	60	64	30	34	42	40	20	26	34	32
On an average work week during …, what percent of the time did you spend on administrative tasks?	Mean	3.24	5.47	4.61	7.56	13.53	13.31	12.58	12.66	7.53	11.35	8.12	8.28	6.00	5.58	4.56	5.25
	SE	1.182	2.037	1.465	2.142	2.932	2.961	2.600	2.539	3.511	3.740	2.497	3.174	4.00	2.953	1.928	2.021
	N	37	43	38	45	51	55	60	64	30	34	42	40	20	26	34	32
On an average work week during …, what percent of the time did you spend on clinical tasks?	Mean	0.00	0.00	0.13	0.00	1.57	1.24	1.83	1.35	3.17	2.79	2.38	2.63	0.25	0.38	5.44	2.66
	SE	.000	.000	.132	.000	1.062	.927	.980	.865	3.167	2.794	2.262	2.382	.250	.385	2.723	1.680
	N	37	43	38	45	51	55	60	64	30	34	42	40	20	26	34	32
On an average work week during …, what percent of the time did you spend on extension tasks?	Mean	0.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.33	1.76	0.48	0.75	0.00	0.00	0.00	0.00
	SE	.270	.000	.000	.000	.000	.000	.000	.000	1.333	1.765	.476	.750	.000	.000	.000	.000
	N	37	43	38	45	51	55	60	64	30	34	42	40	20	26	34	32
Using the bar below, indicate your average level of work stress during … 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	4.41	7.93	5.66	8.42	4.58	7.25	5.79	7.90	4.10	6.88	5.14	7.58	3.63	5.12	4.26	6.56
	SE	.348	.234	.302	.207	.326	.317	.320	.279	.323	.375	.343	.380	.427	.481	.344	.416
	N	37	43	38	45	50	55	58	62	30	34	42	40	19	26	34	32
Using the bar below, indicate your average level of non-work stress during … 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	2.41	6.21	3.57	6.29	2.89	5.40	3.48	5.92	2.77	5.38	3.14	5.33	2.42	4.28	2.97	4.53
	SE	.261	.347	.325	.346	.271	.369	.274	.334	.270	.414	.270	.433	.400	.422	.316	.402
	N	37	42	37	45	47	55	56	60	30	34	42	40	19	25	32	32
I worked more hours in … 2020 compared to … 2019. (1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree)	Mean		4.40		4.60		4.49		4.21		4.32		4.00		4.19		4.13
	SE		.173		.125		.135		.152		.214		.221		.208		.219
	N		43		45		55		63		34		40		26		32

Note: 30 or younger and 70- or older were excluded from the analyses due to small sample size.