Objectives

- To query faculty perceptions of the University of Iowa’s response to the COVID-19 pandemic.
- To query faculty perceptions regarding the reopening of campus in Fall 2020.
- To utilize faculty-informed data to advocate for faculty and communicate faculty perspectives to campus.
Survey Protocol

- Survey developed from a template shared by the Higher Education Data Sharing Consortium (HED)—and modified with input from Faculty Senate Officers and individual representatives from Faculty Senate.
- The population was University of Iowa faculty holding 50% appointments or greater.
- The survey was distributed 5/27/2020, closed on 6/1/2020, and two reminders were sent.

Results
Respondent Characteristics

- Response rate: 39.7%
  - The survey was circulated to 2940 faculty members
  - 1167 faculty members responded to the survey

Respondent Characteristics

- Academic Track/Rank
  - Tenure-track/Tenured 59.3%
  - Clinical 21.3%
  - Research 1.7%
  - Instructional 16.0%
Respondent Characteristics

Collegiate home
- Liberal Arts and Sciences 39.9%
- Business 5.2%
- Dentistry 3.8%
- Education 4.4%
- Engineering 3.4%
- Law 2.9%
- Medicine 29.0%
- Nursing 3.9%
- Pharmacy 3.4%
- Other 1.9%

Age (years)
- 24-29 1.1%
- 30-35 8.7%
- 36-42 15.8%
- 42-47 18.0%
- 48-53 16.6%
- 54-59 14.5%
- 60-70 21.4%
- 71+ 3.7%
Respondent Characteristics

→ Gender
  • Male 45.3%
  • Female 47.1%
  • Non-binary 0.3%
  • Prefer not to answer 7.4%

→ Hispanic or Latino/a/x
  • Yes 3.8%
  • No 86.2%
  • Prefer not to answer 10.0%

→ Racial Identity
  • American Indian or Alaska Native 0.7%
  • Asian 7.4%
  • Black or African American 2.0%
  • White 75.2%
  • Prefer not to answer 14.7%
Overall, the University of Iowa has done a good job helping faculty adapt to the changes at the University brought on by the spread of Covid-19. 75%

Overall, the University of Iowa has helped faculty understand their work priorities given the changes at the institution brought on by the spread of COVID-19. 67%
Overall, the University of Iowa has shown care and concern for faculty as they respond to the spread of COVID-19.

- Strongly agree: 74%
- Agree: 13%
- Neither agree nor disagree: 13%
- Disagree: 13%
- Strongly disagree: 13%

Overall, how satisfied are you with the resources offered from the University of Iowa to help you adjust to the changes brought on by the spread of COVID-19?

- Very satisfied: 67%
- Generally satisfied: 22%
- Neither satisfied nor dissatisfied: 11%
- Generally dissatisfied: 11%
- Very dissatisfied: 11%
I know who to contact if I have questions about how changes at the University of Iowa in response to COVID-19 will affect me.

- Strongly agree: 68%
- Agree: 14%
- Neither agree nor disagree: 14%
- Disagree: 18%
- Strongly disagree: 18%

For me to feel comfortable teaching or attending meetings/events in person, the following safety measures would need to be in place. (choose all that apply) Item #4

- Mandatory cloth face masks for all: 61%
- Mandatory plastic face shields for all: 40%
- Hand hygiene/handwashing stations in every room: 74%
- Social distancing: 75%
- Health monitoring (e.g., temperature checks): 45%
Continued: For me to feel comfortable teaching or attending meetings/events in person, the following safety measures would need to be in place. (choose all that apply) Item #4

- Testing, contact tracing, and isolation/quarantine capabilities: 59%
- Ability to wipe down accommodations between uses: 69%
- Deep cleaning of all public areas used during each day: 56%
- Physical barriers, such as clear plastic panels, within rooms: 22%
- Facility will make me feel comfortable returning to campus in Fall 2020: 17%

Assuming the conditions specified in Item #4 can be met, I am comfortable returning to in-person teaching in Fall 2020.

- Strongly agree: 61%
- Agree: 14%
- Neither agree nor disagree: 25%
- Disagree: 14%
- Strongly disagree: 25%
I would prefer to teach remotely in Fall 2020.

- Strongly agree: 44%
- Agree: 27%
- Neither agree nor disagree: 29%
- Disagree: 19%
- Strongly disagree: 20%

Assuming the conditions specified in Item #4 can be met, I am comfortable attending in-person meetings and campus events in Fall 2020.

- Strongly agree: 52%
- Agree: 32%
- Disagree: 16%
- Neither agree nor disagree: 16%
I would prefer to participate remotely in meetings and campus events in Fall 2020.

- Strongly agree: 65%
- Agree: 20%
- Neither agree nor disagree: 15%

The information you have received about how changes at the institution in response to COVID-19 could impact your employment status.

- Very satisfied: 56%
- Generally satisfied: 23%
- Neither satisfied nor dissatisfied: 21%
- Generally dissatisfied: 21%
- Very dissatisfied: 21%
The timeliness of the communication you have received about the institution’s ongoing responses to COVID-19.

- Very satisfied: 66%
- Generally satisfied: 17%
- Neither satisfied nor dissatisfied: 17%
- Slightly dissatisfied: 17%
- Very dissatisfied: 17%

The clarity of the communication you have received from the institution about its ongoing responses to COVID-19.

- Very satisfied: 59%
- Generally satisfied: 19%
- Neither satisfied nor dissatisfied: 19%
- Slightly dissatisfied: 22%
- Very dissatisfied: 22%
The timeliness of the communication you have received about the institution’s academic planning for Fall 2020.

- Very satisfied: 37%
- Generally satisfied: 32%
- Neither satisfied nor dissatisfied: 31%

The clarity of the communication you have received about the institution’s academic planning for Fall 2020.

- Very satisfied: 31%
- Generally satisfied: 31%
- Neither satisfied nor dissatisfied: 31%
- Generally dissatisfied: 38%
Given the challenges presented by the spread of COVID-19, how often do you worry about “Doing my job effectively”.

- Never: 24%
- Almost never: 36%
- Sometimes: 40%
- Often: 35%
- Very often: 27%

Given the challenges presented by the spread of COVID-19, how often do you worry about “Losing connections with my colleagues.”

- Never: 27%
- Almost never: 38%
- Sometimes: 35%
- Often: 25%
- Very often: 27%
Given the challenges presented by the spread of COVID-19, how often do you worry about “Losing connections with my students.”

- Never: 13%
- Almost never
- Sometimes: 34%
- Often: 53%
- Very often

Given the challenges presented by the spread of COVID-19, how often do you worry about “The health and well-being of my colleagues.”

- Never: 8%
- Almost never
- Sometimes: 37%
- Often: 55%
- Very often
Given the challenges presented by the spread of COVID-19, how often do you worry about “The health and well-being of my students.”

- Never: 7%
- Almost never: 29%
- Sometimes: 64%
- Often: 72%
Given the challenges presented by the spread of COVID-19, how often do you worry about “My personal health and well-being.”

- Never: 15%
- Almost never: 33%
- Sometimes: 52%
- Often: 11%
- Very often: 32%

Given the challenges presented by the spread of COVID-19, how often do you worry about “What the future holds for the University of Iowa.”

- Never: 11%
- Almost never: 32%
- Sometimes: 57%
- Often: 11%
- Very often: 32%
Given the challenges presented by the spread of COVID-19, how often do you worry about “Having access to healthcare for myself.”

- Never: 54%
- Almost never: 23%
- Sometimes: 23%
- Often: 23%
- Very often: 23%

Given the challenges presented by the spread of COVID-19, how often do you worry about “Having access to healthcare for my family.”

- Never: 50%
- Almost never: 22%
- Sometimes: 28%
- Often: 28%
- Very often: 28%
Given the challenges presented by the spread of COVID-19, how often do you worry about “Paying my bills.”

- Never: 58%
- Almost never: 27%
- Sometimes: 15%
- Often: 3%
- Very often: 1%

Given the challenges presented by the spread of COVID-19, how often do you worry about “Losing my job.”

- Never: 50%
- Almost never: 33%
- Sometimes: 17%
- Often: 5%
- Very often: 3%
During the University of Iowa’s response to Covid-19 in the Spring 2020 semester, how often did you “Feel overwhelmed by work-related responsibilities?”

- Never: 23%
- Almost never: 39%
- Sometimes: 38%
- Often: ~
- Very often: ~

During the University of Iowa’s response to Covid-19 in the Spring 2020 semester, how often did you “Feel overwhelmed by personal obligations?”

- Never: 31%
- Almost never: 36%
- Sometimes: 33%
- Often: ~
- Very often: ~
During the University of Iowa's response to Covid-19 in the Spring 2020 semester, how often did you “Feel under pressure from deadlines?”

- Never: 21%
- Almost never: 42%
- Sometimes: 37%
- Often: 42%

During the University of Iowa’s response to Covid-19 in the Spring 2020 semester, how often did you “Feel in a hurry?”

- Never: 18%
- Almost never: 40%
- Sometimes: 42%
- Often: 42%
During the University of Iowa’s response to Covid-19 in the Spring 2020 semester, how often did you “Feel in control?”

- Never: 27%
- Almost never: 42%
- Sometimes: 31%
- Often: 31%
- Very often: 31%

During the University of Iowa’s response to Covid-19 in the Spring 2020 semester, how often did you “Feel you had too many worries?”

- Never: 21%
- Almost never: 38%
- Sometimes: 41%
- Often: 41%
- Very often: 41%
Lessons and Implications

- Faculty are concerned for the safety and well-being of others as much as they care about themselves.
- Faculty viewed communication about changes to UI operations and spread of Coronavirus favorably. However, communication about re-opening UI for the Fall needs improvement.
- If safety measures are taken, then the majority of faculty who participated in this survey are comfortable teaching face-to-face—however, 44% prefer to teach on-line.
- If safety measures are taken, then the majority of faculty who participated in this survey are comfortable attending meeting and campus events. However, 65% prefer to attend these events virtually.
- There is some confusion about when to wear a facemask vs a face shield.
- There are indications of stress. We’re asking faculty to give more effort without compensation, and sometimes without recognition. Stress will likely be compounded over the summer and the next AY. We need to pay attention to this now.
- If we do not protect faculty, we will be unable to fulfill our academic mission.

Limitations for the data

- Response rate skewed to tenure-track faculty
  - We’ve looked at data on total N/% of faculty per track and colleges, so cannot comment how representative the data are
- “Institution” is assumed to be UI, but some could have been referring to their College
- Combination of race, gender, and college made some faculty “identifiable”
- The survey occurred before colleges began talking about hiring practices and budge cuts
Additional reports to come…

The next stage of our analysis will include reports on the following:

1. Analyses by gender and age;
2. College-specific quantitative results;
3. Review and summation of the 1000+ qualitative answers to narrative questions.

Thank you.
With special thanks to the 1100+ faculty who participated in this survey.