Law Faculty Survey: COVID-19 Response and Fall 2020 Planning

July 17, 2020

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: 57.5%
  • The survey was circulated to 40 faculty members
  • 23 faculty members responded to the survey

Respondent Characteristics

→Academic Track/Rank
  • Tenure-track/Tenured  60.1%
  • Clinical  17.4%
  • Research  17.4%
  • Instructional  30.0%
  • Other  4.4%
Respondent Characteristics

Age (years)
- <47 38.1%
- 48-59 33.3%
- 60+ 28.6%

Gender
- Man 42.9%
- Woman 42.9%
- Prefer not to answer 14.3%
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.

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.
Overall, the University of Iowa has shown care and concern for faculty as they respond to the spread of COVID-19.

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?
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.

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

<table>
<thead>
<tr>
<th>Behavior</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mandatory cloth face masks for all</td>
<td>61</td>
</tr>
<tr>
<td>Mandatory plastic face shields for all</td>
<td>26</td>
</tr>
<tr>
<td>Hand hygiene/sanitizing stations in every room</td>
<td>61</td>
</tr>
<tr>
<td>Social Distancing</td>
<td>65</td>
</tr>
<tr>
<td>Health monitoring (i.e., temperature checks)</td>
<td>30</td>
</tr>
<tr>
<td>Testing, contact tracing, and isolation/quarantine capabilities</td>
<td>52</td>
</tr>
<tr>
<td>Ability to wipe down workstations between users</td>
<td>56</td>
</tr>
<tr>
<td>Deep cleaning of all public areas used each day</td>
<td>44</td>
</tr>
<tr>
<td>Physical barriers such as clear plastic panels within rooms</td>
<td>26</td>
</tr>
<tr>
<td>Nothing will make me feel comfortable returning to campus in Fall 2020</td>
<td>26</td>
</tr>
</tbody>
</table>
Assuming the conditions specified in Item #4 can be met, I am comfortable returning to in-person teaching in Fall 2020.

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

I would prefer to participate remotely in meetings and campus events in Fall 2020.
The information you have received about how changes at the institution in response to COVID-19 could impact your employment status.

![Bar chart showing satisfaction levels]

The timeliness of the communication you have received about the institution’s ongoing responses to COVID-19.

![Bar chart showing satisfaction levels]
The clarity of the communication you have received from the institution about its ongoing responses to COVID-19.

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

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

[Diagram showing frequency of responses for clarity of communication and worry about job effectiveness]
Given the challenges presented by the spread of COVID-19, how often do you worry about “Losing connections with my colleagues.”

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

![Frequency chart for colleagues]

27

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

![Frequency chart for students]

28
Given the challenges presented by the spread of COVID-19, how often do you worry about “The health and well-being of my family.”

![Chart showing frequency of worry about family health and well-being.]

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

![Chart showing frequency of worry about personal health and well-being.]

29

30
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.”

![Bar chart showing frequency of worry about the future of the University of Iowa.]

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

![Bar chart showing frequency of worry about access to healthcare.]

[Images of bar charts with frequency data for worries about the future of the University of Iowa and access to healthcare.]
Given the challenges presented by the spread of COVID-19, how often do you worry about “Having access to healthcare for my family.”

![Bar chart showing frequency of worry about access to healthcare.]

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

![Bar chart showing frequency of worry about paying bills.]

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

![Bar chart showing frequency of worry about losing a job.]

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?”

![Bar chart showing frequency of feeling overwhelmed by work-related responsibilities.]

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

![Bar chart showing frequency of responses to the question about feeling overwhelmed by personal obligations.]

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

![Bar chart showing frequency of responses to the question about feeling under pressure from deadlines.]

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

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

![Bar chart showing frequency of feelings]

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, 61% prefer to teach on-line.
- If safety measures are taken, then the majority of faculty who participated in this survey are not comfortable attending meeting and campus events. In fact, 78% 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

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