



**To:** Colleen Conway, Immediate Past Chair, SACUA

**From:** Martha McComas, Chair, Committee of the Economic and Social Well-Being of the Faculty

**Subject:** Report on Activities of Committee of the Economic and Social Well-Being of the Faculty for 2020-2021

**Members:** Kathy Babiak, Violet Barkauskas, Lisa Bradshaw, John Buckley, Allyson Flaster, Felichism Kabo, Grant Kruger, Naomi Laventhal, Satish Narayanasamy, Kevin O'Neil, Kristen Boudreau

**SACUA Liaison:** Caitlin Finlayson

**Meeting Dates:** Sept 28, 2020, Oct 26, 2020, Nov 4, 2020, Nov 9, 2020, Dec 14 2020, Jane 5, 2021, Jan 7, 2021, Feb 11, 2021, March 8, 2021, March 29,2021, April 21, 2021—and continuing through the summer with those that can to finalize the report

**Summary:**

- Given our new charge to include “Social Well-Being” in the light of COVID.
- Developed a survey that was sent to all faculty, clinical faculty, lectures, and Librarians on all 3 campuses.- - 7,345 people
- Survey sent on Jan 13<sup>th</sup> 2021, with a reminder on Jan 25<sup>th</sup> and closed Jan 26<sup>th</sup>
- A total of 2861 surveys were completed across all 3 campuses 39% response rate
- The group concluded their “Key Word” analysis for open ended questions.
- Qualitative data analysis completed and in a spread sheet for diagrams for the final report
- Quantitative data analysis is currently underway with findings to be sent to the individual that completed the initial key word analysis for a summary of findings in the final report
- Goal is to have a final report sent to the Provost/ Regents by End of May- Early June

**The topics of focus for the year included:**

**Topic 1:** Gain an understanding on how the faculty have experienced departmental support in response to the COVID-19 pandemic.

**Topic 2:** To learn about what is working well or not working well.

**Topic 3:** Write and distribute a final report so that our final report to the Regents and Provost can highlight how the earlier recommendations have been implemented.

**Summary Topic 1:** There have many types of experiences, positive and negative, of our faculty within their departments concerning support or lack of support throughout the COVID pandemic.

**Summary Topic 2:** This topic is still actively being analyzed and discussed. However, concerning how supported our faculty felt in general: There were many things the departments did well. And there are many many issues still at hand that need to be addressed by individual departments to help faculty with their social well-being.

**Summary Topic 3:** This report is still in progress and probably will not be completed until Mid-June as the open-ended answers were extensive and analysis is taking far more time than expected without the help of paid personnel.

Topics to be continued or carried forward to next year are:

**Topic 1:** To go back to the original charge and to review the financial well-being of the faculty compared to sister institutions.