

January 31, 2022

Survey Results on Winter 2022 Faculty Instruction

Number of respondents: 1662

- Faculty Senate (T/T faculty, research faculty, librarians): 1127/3736
- Lecturers: 297/585
- Clinical faculty: 238/1790

Questions asked in the survey:

(Q1) Overall, the University's current COVID policies specific to teaching strike an even balance between reasonable protection from COVID exposure in the classroom and effective teaching.

(Q2) Overall, the University's current COVID policies specific to work accommodations for personal and family health issues strike an even balance between the safety of university faculty and the needs of the University.

(Q3) Overall, the University's current policy that promotes extreme flexibility regarding student absences due to illness, COVID, or quarantine still allows me to teach effectively.

(Q4) I can temporarily move my course to remote teaching without any fear of explicit or implicit retribution from administrators.

(Q5) The University has provided satisfactory support to faculty with children when COVID-based school closures or isolation orders require children to stay home.

(Q6) The University's COVID policies are clearly and consistently communicated to faculty.

Note: No Basis for Judgement is not used in the summary data

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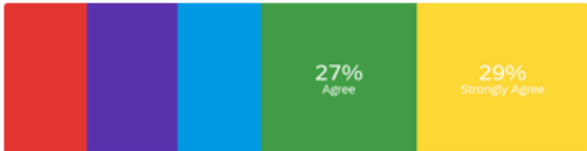
Teaching vs. no teaching..... 28

All respondents

(Q1): COVID policy specific to teaching



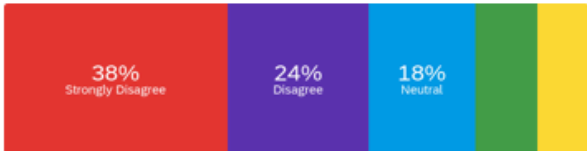
(Q4): without fear of retribution



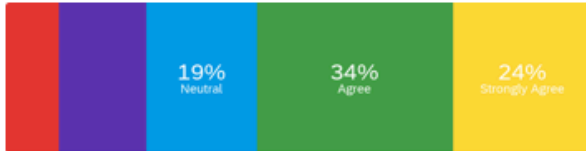
(Q2): accommodation for person and family health issues



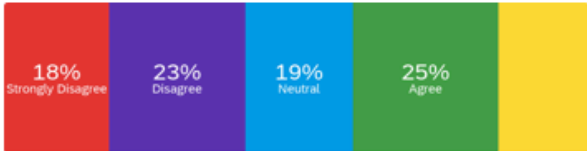
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



Strongly Disagree Disagree Neutral Agree Strongly Agree

* please see the first page for full questions

Figure 1. Combined responses of all faculty who responded to the survey.

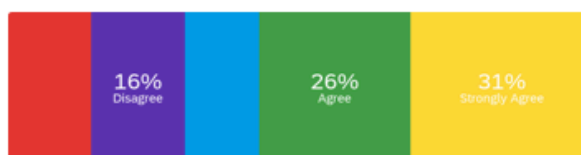
Question	1	2	3	4	5	6
Average	3.15	2.93	3.48	3.42	2.28	2.97
Number of responses	1560	1521	1428	1314	1087	1620

Faculty Senate

(Q1): COVID policy specific to teaching



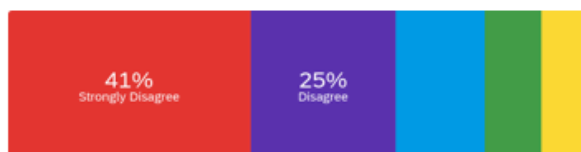
(Q4): without fear of retribution



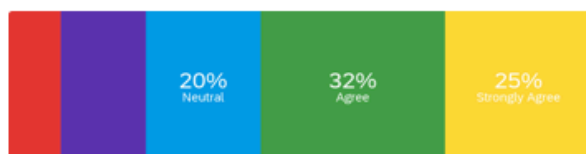
(Q2): accommodation for person and family health issues



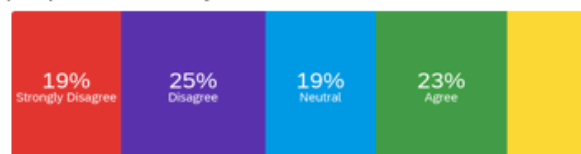
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

* please see the first page for full questions

Figure 2. Responses from Faculty Senate (T/T faculty, research faculty, librarians).

Question	1	2	3	4	5	6
Average	3.11	2.85	3.50	3.45	2.20	2.91
Number of responses	1066	1042	965	890	758	1106

Tenured vs. pre-tenure (T/T)

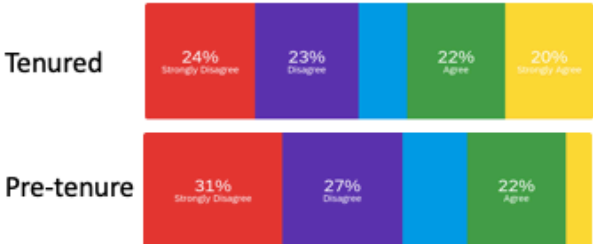
(Q1): COVID policy specific to teaching



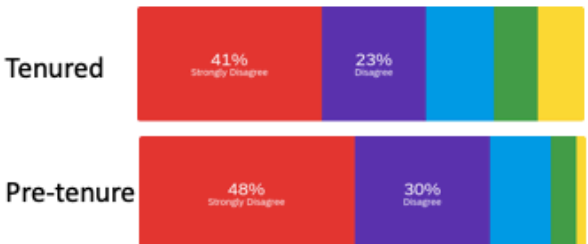
(Q4): without fear of retribution



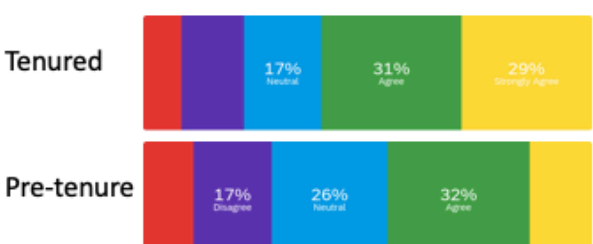
(Q2): accommodation for person and family health issues



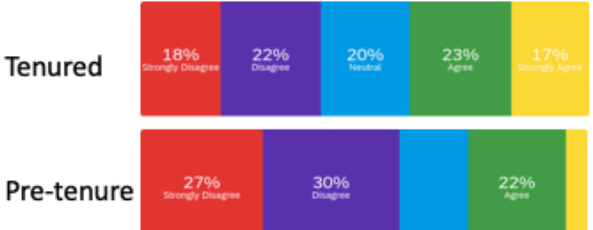
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



Strongly Disagree Disagree Neutral Agree Strongly Agree

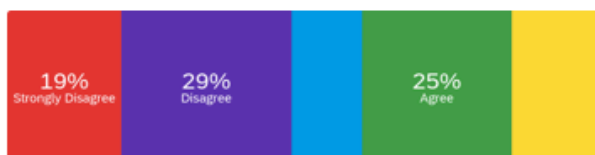
* please see the first page for full questions

Figure 3. Responses from tenured vs. non-tenured faculty (T/T).

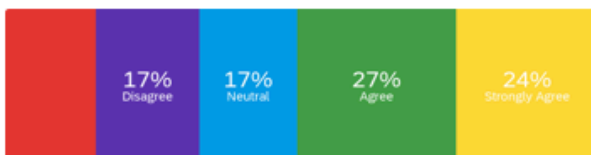
Question		1	2	3	4	5	6
Tenured	Average	3.19	2.90	3.59	3.58	2.25	3.00
	Number of responses	743	708	700	645	512	752
Pre-tenure	Average	2.80	2.45	3.20	2.98	1.83	2.47
	Number of responses	183	172	173	166	139	187

Lecturers

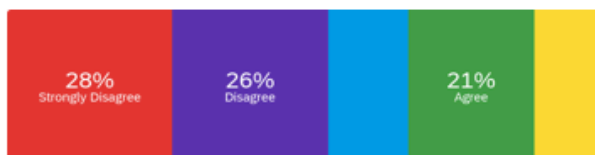
(Q1): COVID policy specific to teaching



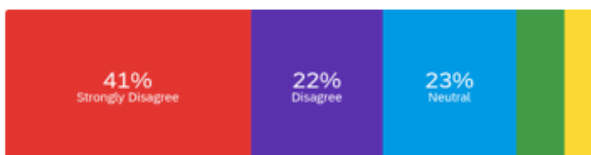
(Q4): without fear of retribution



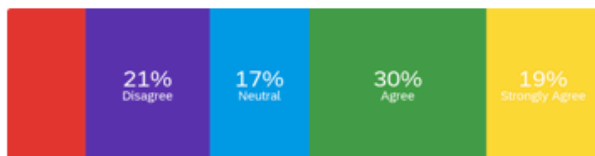
(Q2): accommodation for person and family health issues



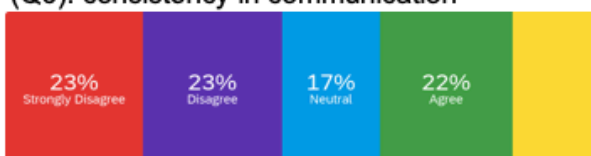
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



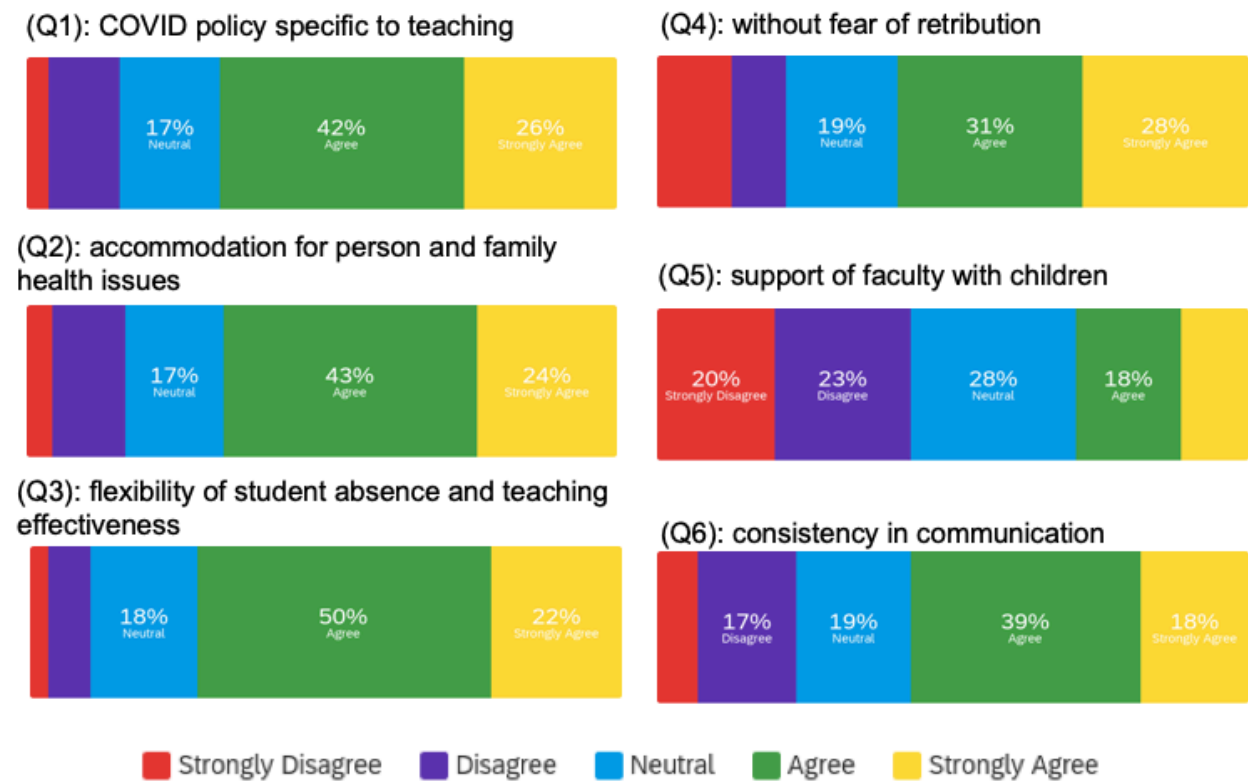
■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

* please see the first page for full questions

Figure 4. Responses from lecturers.

Question	1	2	3	4	5	6
Average	2.88	2.62	3.21	3.27	2.15	2.82
Number of responses	293	267	291	271	172	290

Clinical faculty



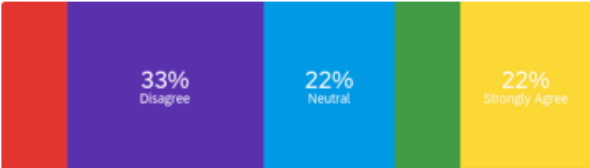
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Figure 5. Responses from clinical faculty.

Question	1	2	3	4	5	6
Average	3.75	3.70	3.81	3.54	2.78	3.46
Number of responses	200	211	171	153	157	223

Architecture & Urban Planning

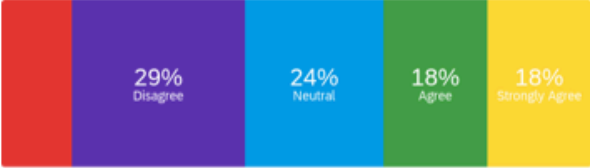
(Q1): COVID policy specific to teaching



(Q4): without fear of retribution



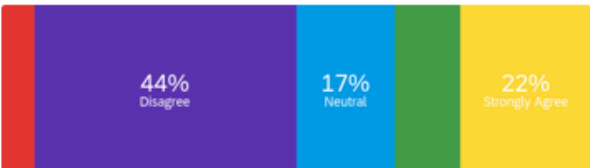
(Q2): accommodation for person and family health issues



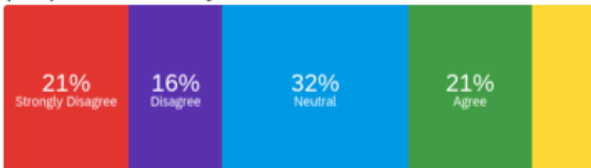
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



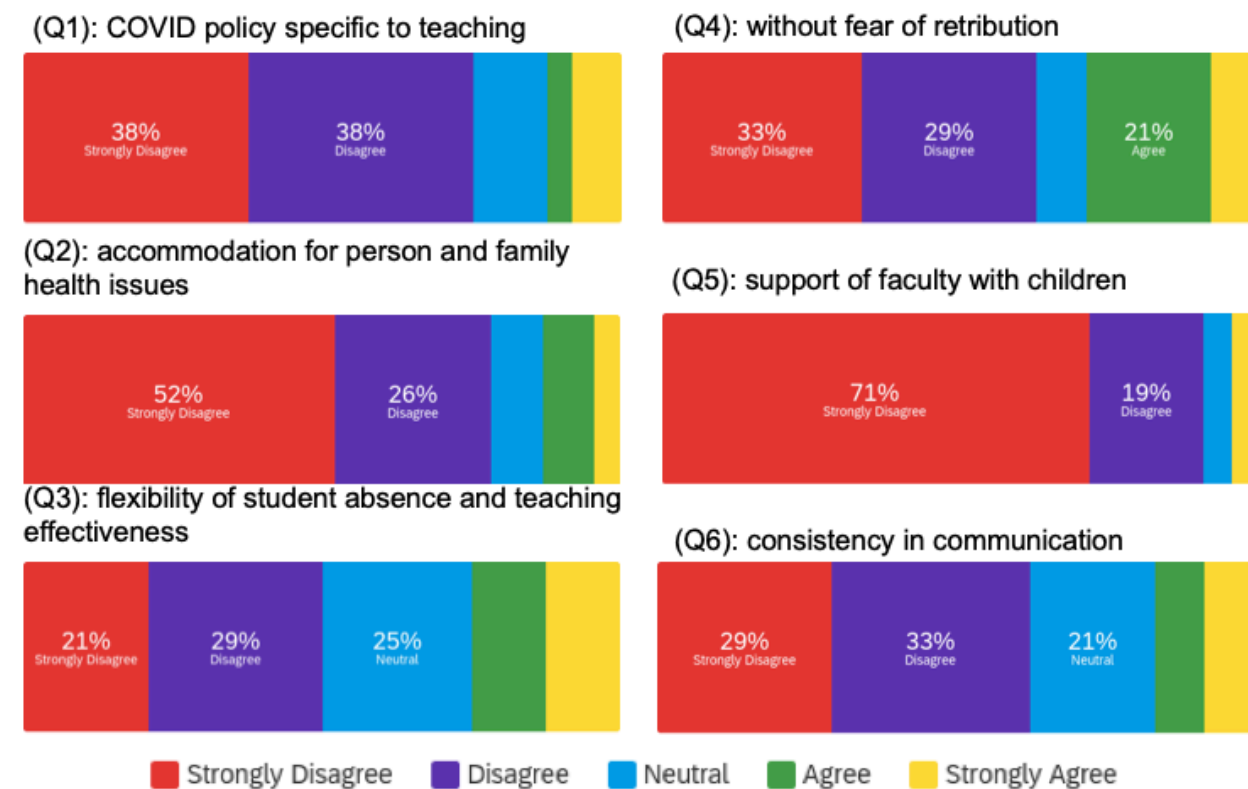
Strongly Disagree Disagree Neutral Agree Strongly Agree

* please see the first page for full questions

Figure 6. Responses from faculty in Architecture & Urban Planning.

Question	1	2	3	4	5	6
Average	3.00	3.00	3.00	4.28	1.86	2.84
Number of responses	18	17	18	18	7	19

Art & Design



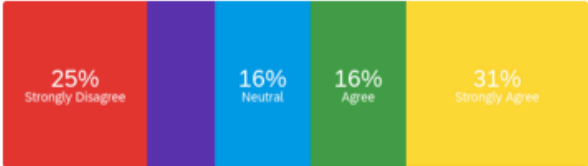
* please see the first page for full questions

Figure 7. Responses from faculty in Art & Design.

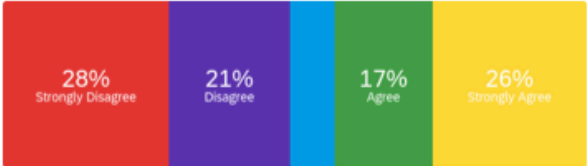
Question	1	2	3	4	5	6
Average	2.08	1.87	2.67	2.42	1.48	2.33
Number of responses	24	23	24	24	21	24

Business

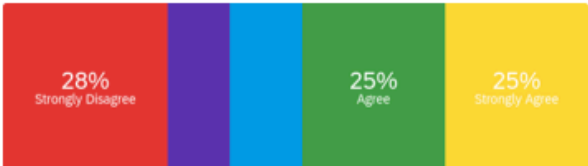
(Q1): COVID policy specific to teaching



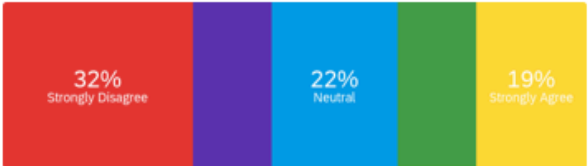
(Q4): without fear of retribution



(Q2): accommodation for person and family health issues



(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



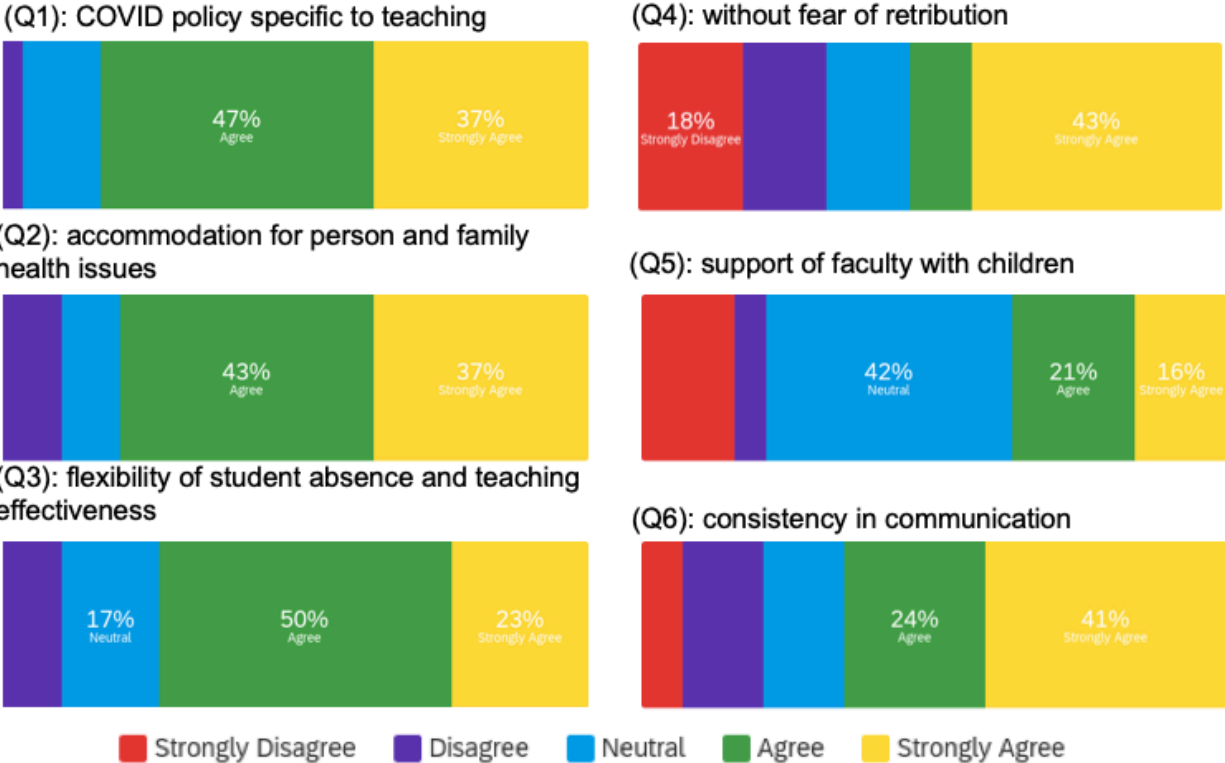
Strongly Disagree Disagree Neutral Agree Strongly Agree

* please see the first page for full questions

Figure 8. Responses from faculty in Business.

Question	1	2	3	4	5	6
Average	3.21	3.07	3.63	2.92	2.73	3.18
Number of responses	63	57	60	53	37	61

Dentistry

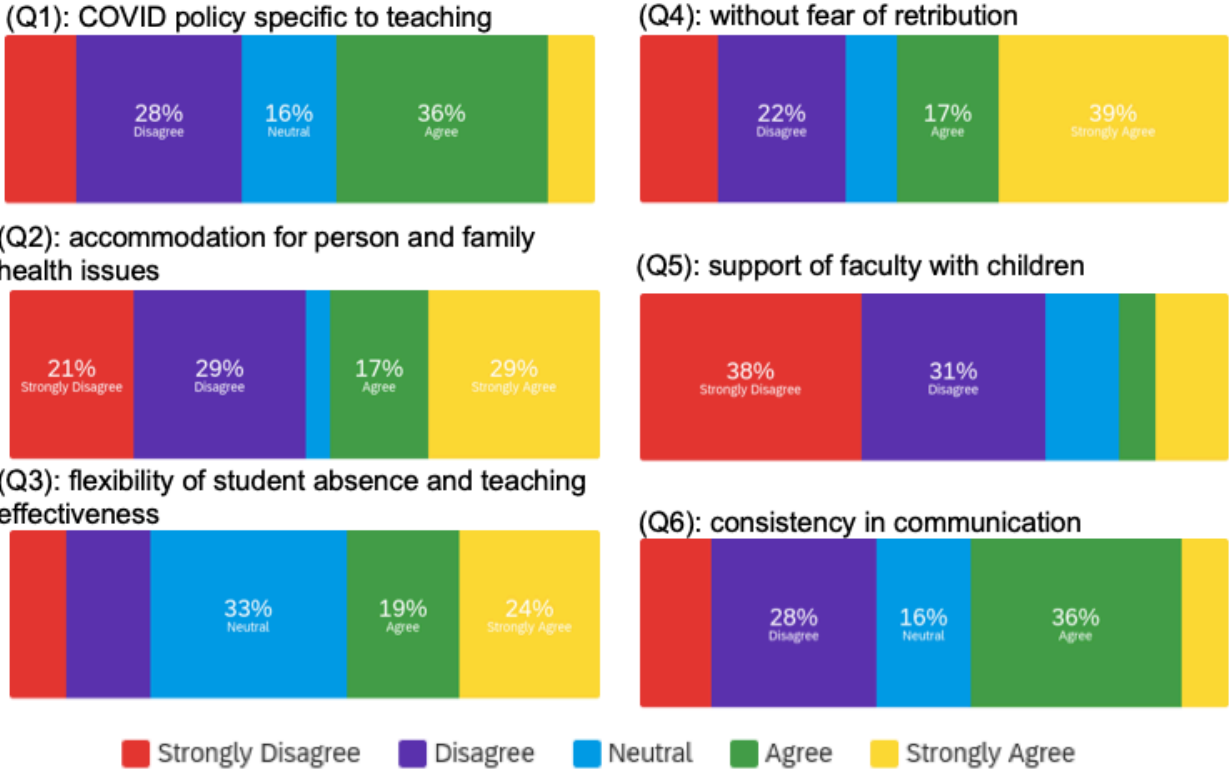


* please see the first page for full questions

Figure 9. Responses from faculty in Dentistry.

Question	1	2	3	4	5	6
Average	4.17	4.07	3.87	3.46	3.16	3.79
Number of responses	30	30	30	28	19	29

Education



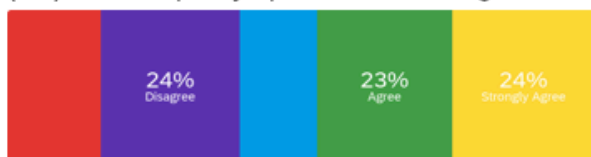
* please see the first page for full questions

Figure 10. Responses from faculty in Education.

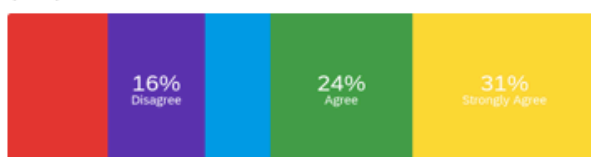
Question	1	2	3	4	5	6
Average	3.46	3.04	3.33	3.48	2.25	3.00
Number of responses	24	24	21	23	16	25

Engineering

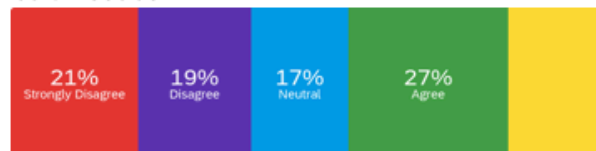
(Q1): COVID policy specific to teaching



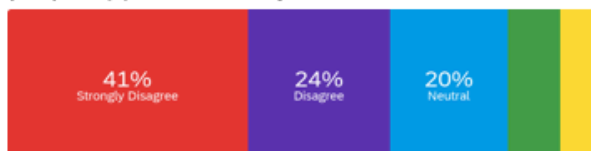
(Q4): without fear of retribution



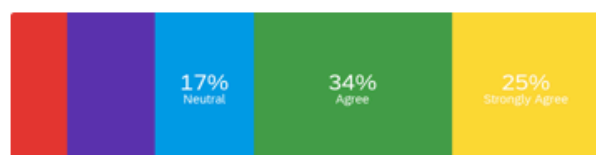
(Q2): accommodation for person and family health issues



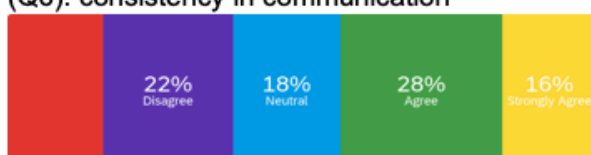
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

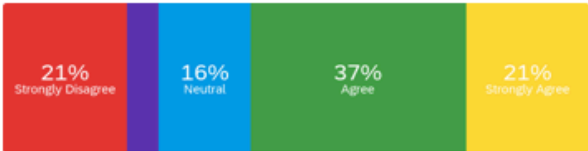
* please see the first page for full questions

Figure 11. Responses from faculty in Engineering.

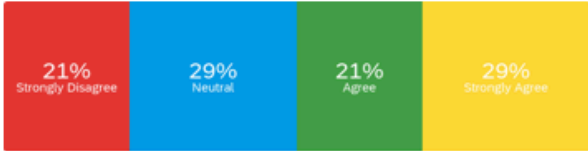
Question	1	2	3	4	5	6
Average	3.17	2.96	3.50	3.37	2.16	3.06
Number of responses	234	224	222	207	145	236

Environment and Sustainability

(Q1): COVID policy specific to teaching



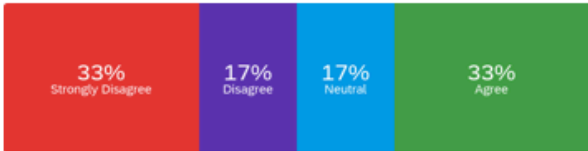
(Q4): without fear of retribution



(Q2): accommodation for person and family health issues



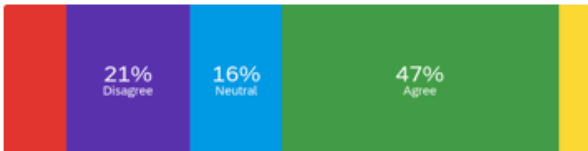
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



Strongly Disagree Disagree Neutral Agree Strongly Agree

* please see the first page for full questions

Figure 12. Responses from faculty in Environment and Sustainability.

Question	1	2	3	4	5	6
Average	3.32	3.32	3.74	3.36	2.50	3.16
Number of responses	19	19	19	14	12	19

Information

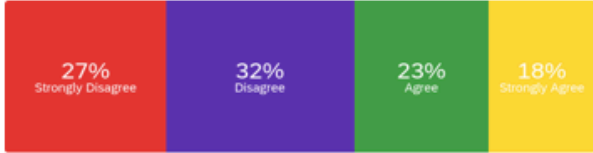
(Q1): COVID policy specific to teaching



(Q4): without fear of retribution



(Q2): accommodation for person and family health issues



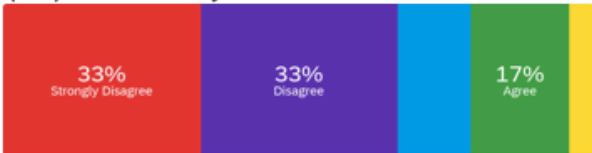
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



Strongly Disagree Disagree Neutral Agree Strongly Agree

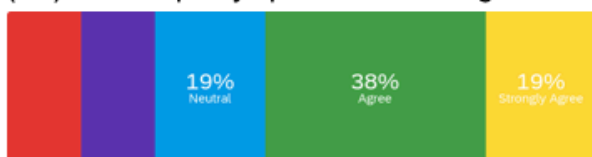
* please see the first page for full questions

Figure 13. Responses from faculty in Information.

Question	1	2	3	4	5	6
Average	3.04	2.73	3.55	3.50	1.82	2.25
Number of responses	23	22	22	22	17	24

Kinesiology

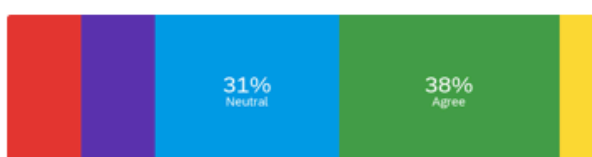
(Q1): COVID policy specific to teaching



(Q4): without fear of retribution



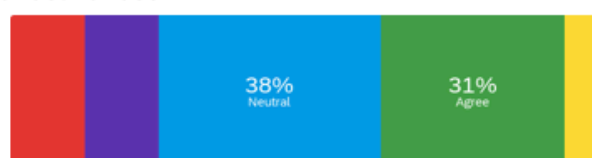
(Q2): accommodation for person and family health issues



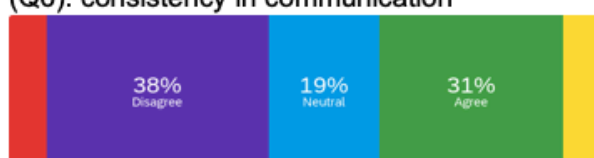
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

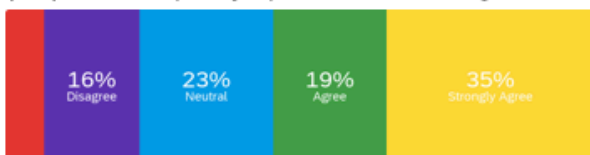
* please see the first page for full questions

Figure 14. Responses from faculty in Kinesiology.

Question	1	2	3	4	5	6
Average	3.38	3.13	3.06	3.07	2.64	2.94
Number of responses	16	16	16	14	14	16

Law

(Q1): COVID policy specific to teaching



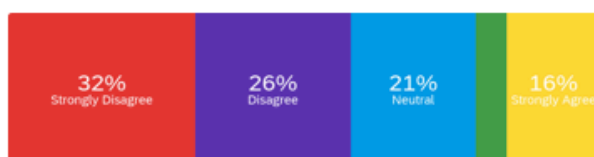
(Q4): without fear of retribution



(Q2): accommodation for person and family health issues



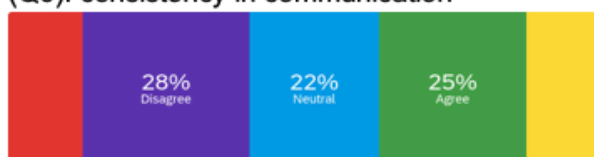
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

* please see the first page for full questions

Figure 15. Responses from faculty in Law.

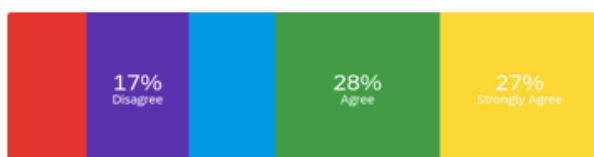
Question	1	2	3	4	5	6
Average	3.61	3.26	4.30	3.74	2.47	2.97
Number of responses	31	27	27	23	19	32

Literature, Science, and the Arts

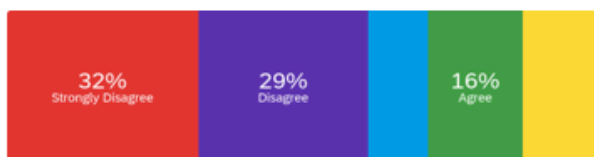
(Q1): COVID policy specific to teaching



(Q4): without fear of retribution



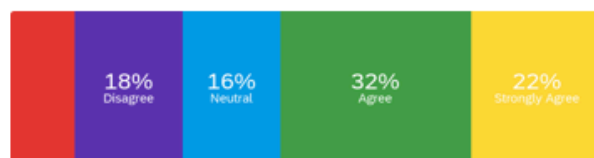
(Q2): accommodation for person and family health issues



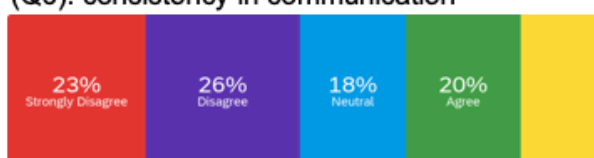
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



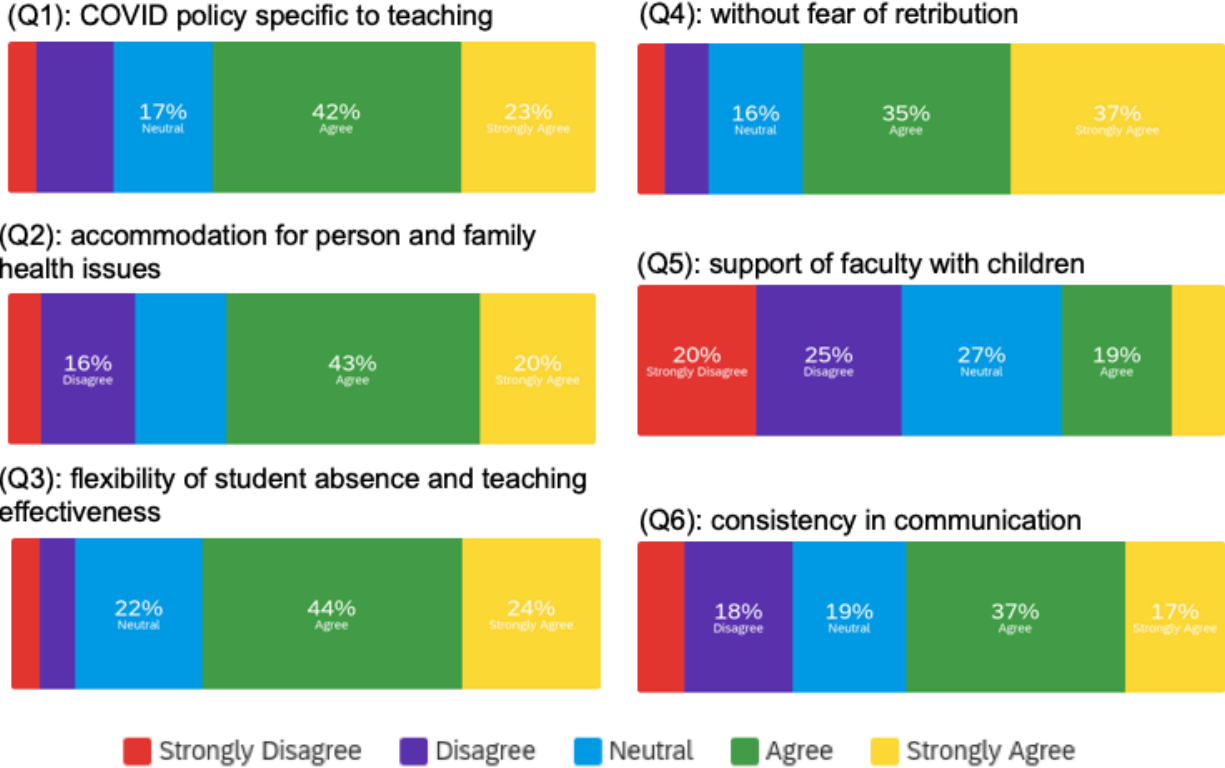
■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

* please see the first page for full questions

Figure 16. Responses from faculty in Literature, Science, and the Arts.

Question	1	2	3	4	5	6
Average	2.87	2.48	3.37	3.38	1.98	2.74
Number of responses	537	499	519	488	353	538

Medicine



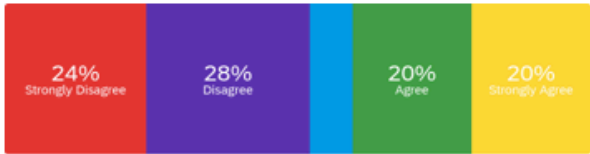
* please see the first page for full questions

Figure 17. Responses from faculty in Medicine.

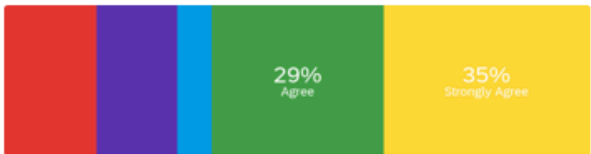
Question	1	2	3	4	5	6
Average	3.66	3.56	3.76	3.92	2.72	3.37
Number of responses	274	294	217	175	239	316

Music, Theatre & Dance

(Q1): COVID policy specific to teaching



(Q4): without fear of retribution



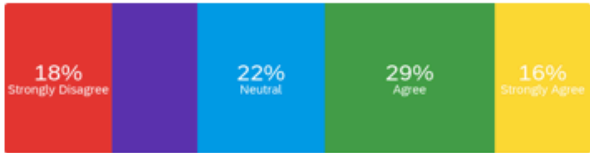
(Q2): accommodation for person and family health issues



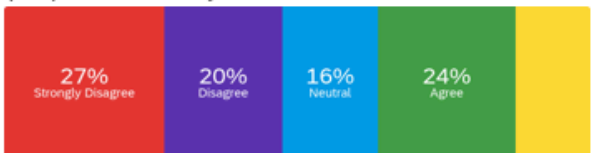
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



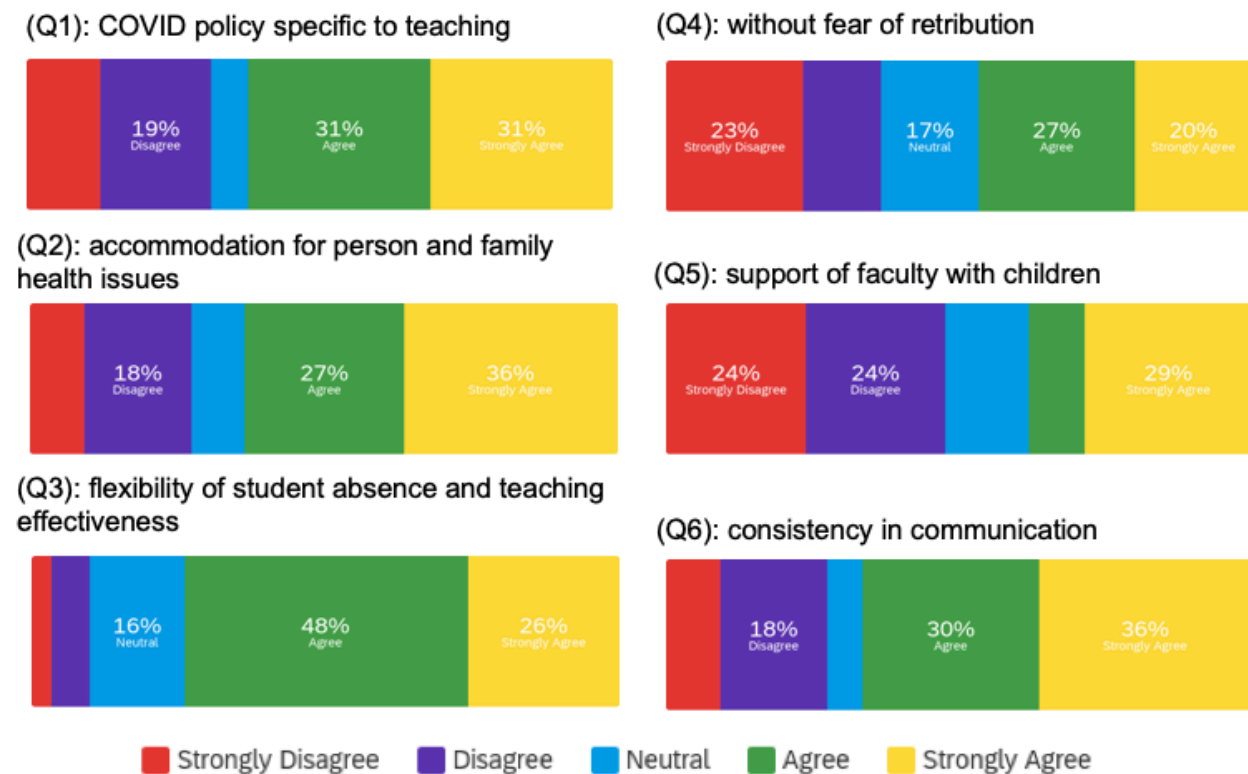
Strongly Disagree Disagree Neutral Agree Strongly Agree

* please see the first page for full questions

Figure 18. Responses from faculty in Music, Theatre & Dance.

Question	1	2	3	4	5	6
Average	2.85	2.73	3.11	3.55	2.04	2.75
Number of responses	54	51	55	51	27	55

Nursing



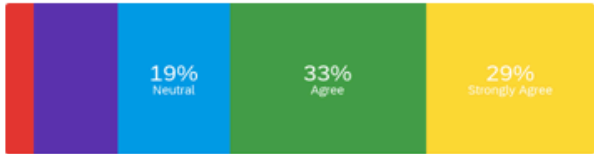
* please see the first page for full questions

Figure 19. Responses from faculty in Nursing.

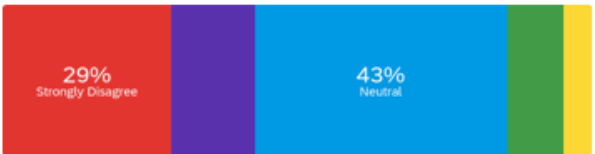
Question	1	2	3	4	5	6
Average	3.50	3.64	3.87	3.07	2.95	3.67
Number of responses	32	33	31	30	21	33

Pharmacy

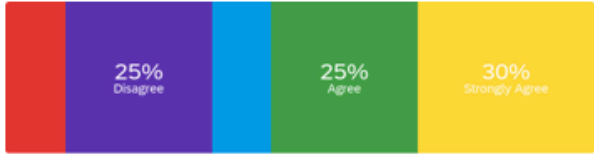
(Q1): COVID policy specific to teaching



(Q4): without fear of retribution



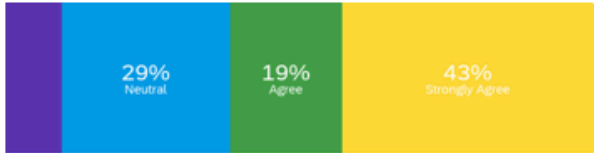
(Q2): accommodation for person and family health issues



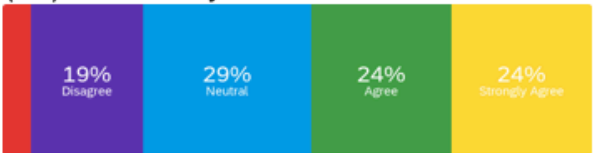
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



Strongly Disagree Disagree Neutral Agree Strongly Agree

* please see the first page for full questions

Figure 20. Responses from faculty in Pharmacy

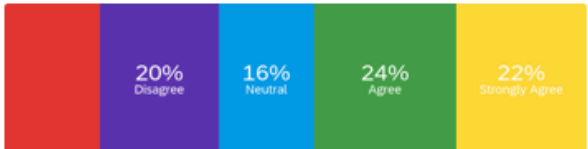
Question	1	2	3	4	5	6
Average	3.67	3.40	3.95	2.48	2.87	3.43
Number of responses	21	20	21	21	15	21

Public Health

(Q1): COVID policy specific to teaching



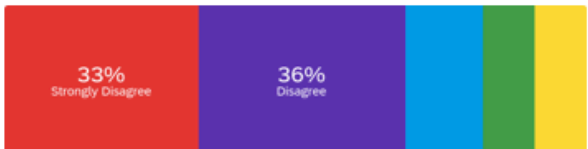
(Q4): without fear of retribution



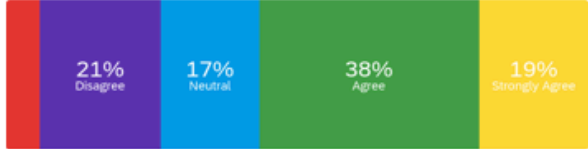
(Q2): accommodation for person and family health issues



(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



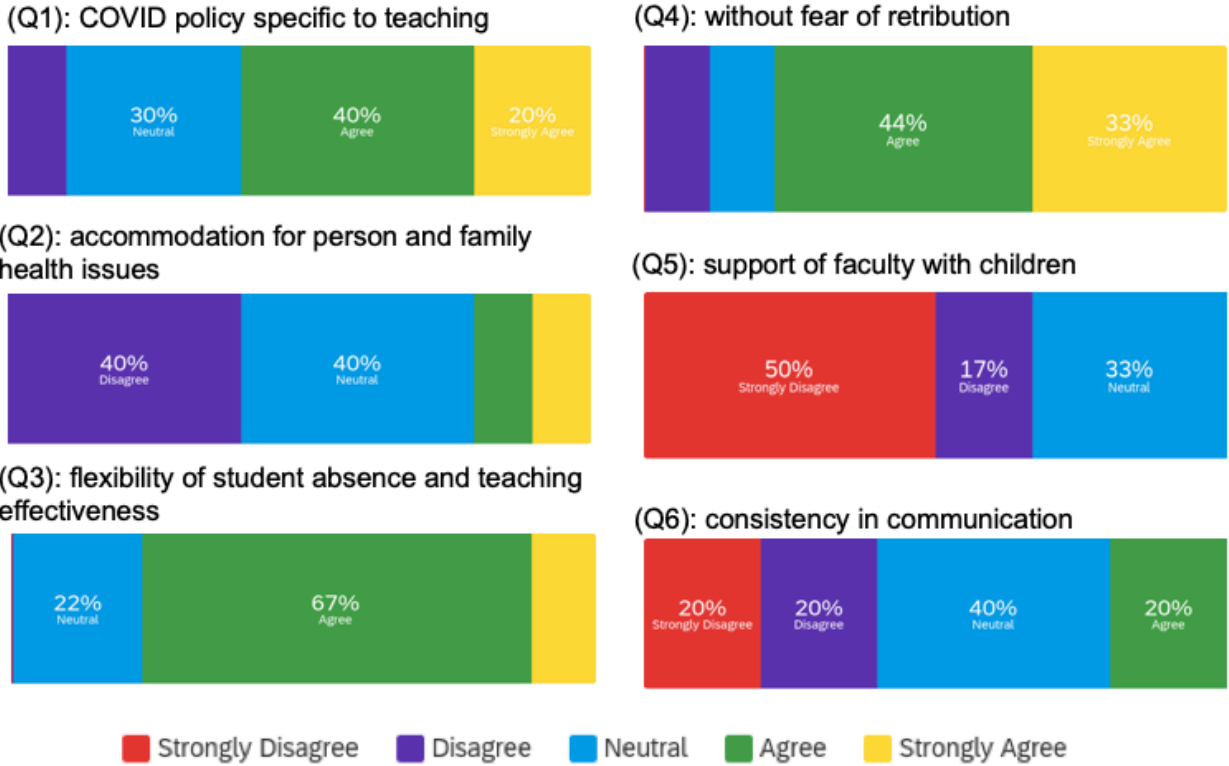
Strongly Disagree Disagree Neutral Agree Strongly Agree

* please see the first page for full questions

Figure 21. Responses from faculty in Public Health.

Question	1	2	3	4	5	6
Average	3.24	3.00	3.43	3.16	2.24	2.83
Number of responses	58	54	53	49	45	59

Public Policy



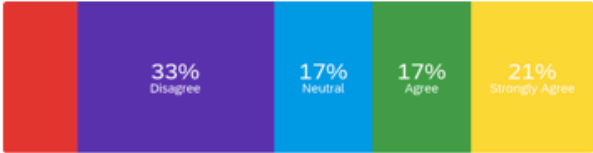
* please see the first page for full questions

Figure 22. Responses from faculty in Public Policy.

Question	1	2	3	4	5	6
Average	3.70	2.90	3.89	4.00	1.83	2.60
Number of responses	10	10	9	9	6	10

Social Work

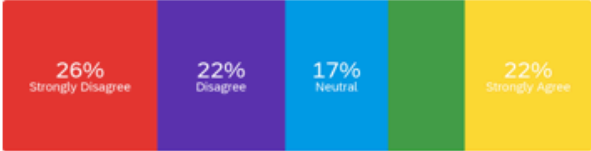
(Q1): COVID policy specific to teaching



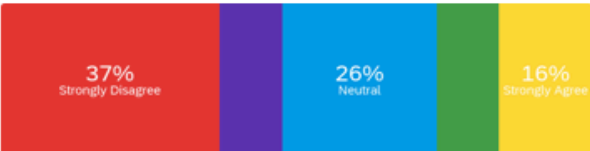
(Q4): fear of retribution



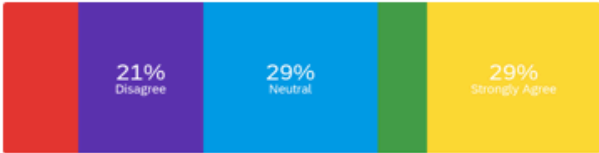
(Q2): accommodation for person and family health issues



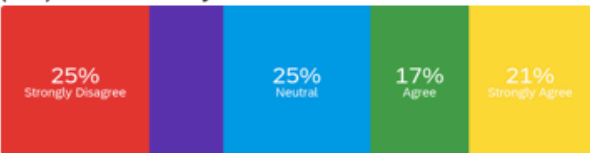
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

* please see the first page for full questions

Figure 23: Responses from faculty in Social Work.

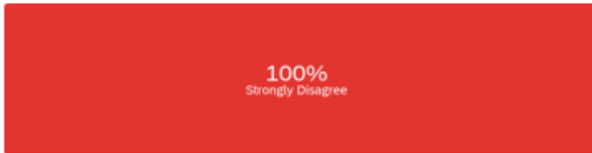
Question	1	2	3	4	5	6
Average	3.00	2.83	3.21	4.00	2.58	2.96
Number of responses	24	23	24	23	19	24

Institute of Social Research

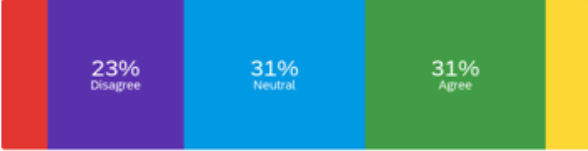
(Q1): COVID policy specific to teaching



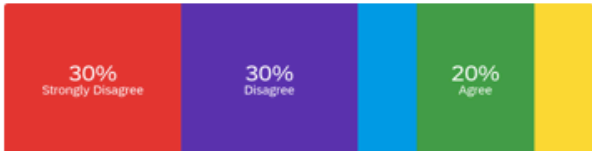
(Q4): without fear of retribution



(Q2): accommodation for person and family health issues



(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



Strongly Disagree Disagree Neutral Agree Strongly Agree

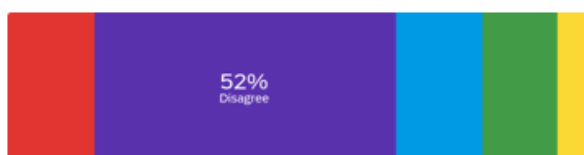
* please see the first page for full questions

Figure 24: Responses from faculty in Institute of Social Research.

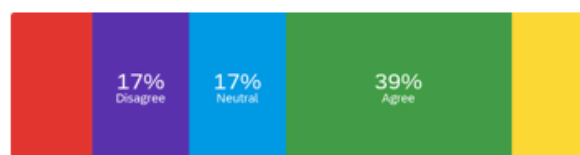
Question	1	2	3	4	5	6
Average	2.75	3.08	2.50	1.00	2.50	2.77
Number of responses	8	13	2	1	10	13

University Library

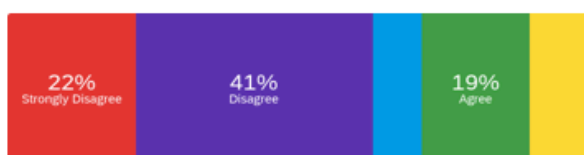
(Q1): COVID policy specific to teaching



(Q4): without fear of retribution



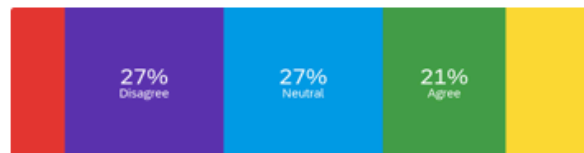
(Q2): accommodation for person and family health issues



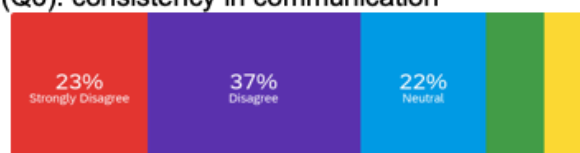
(Q5): support of faculty with children



(Q3): flexibility of student absence and teaching effectiveness



(Q6): consistency in communication



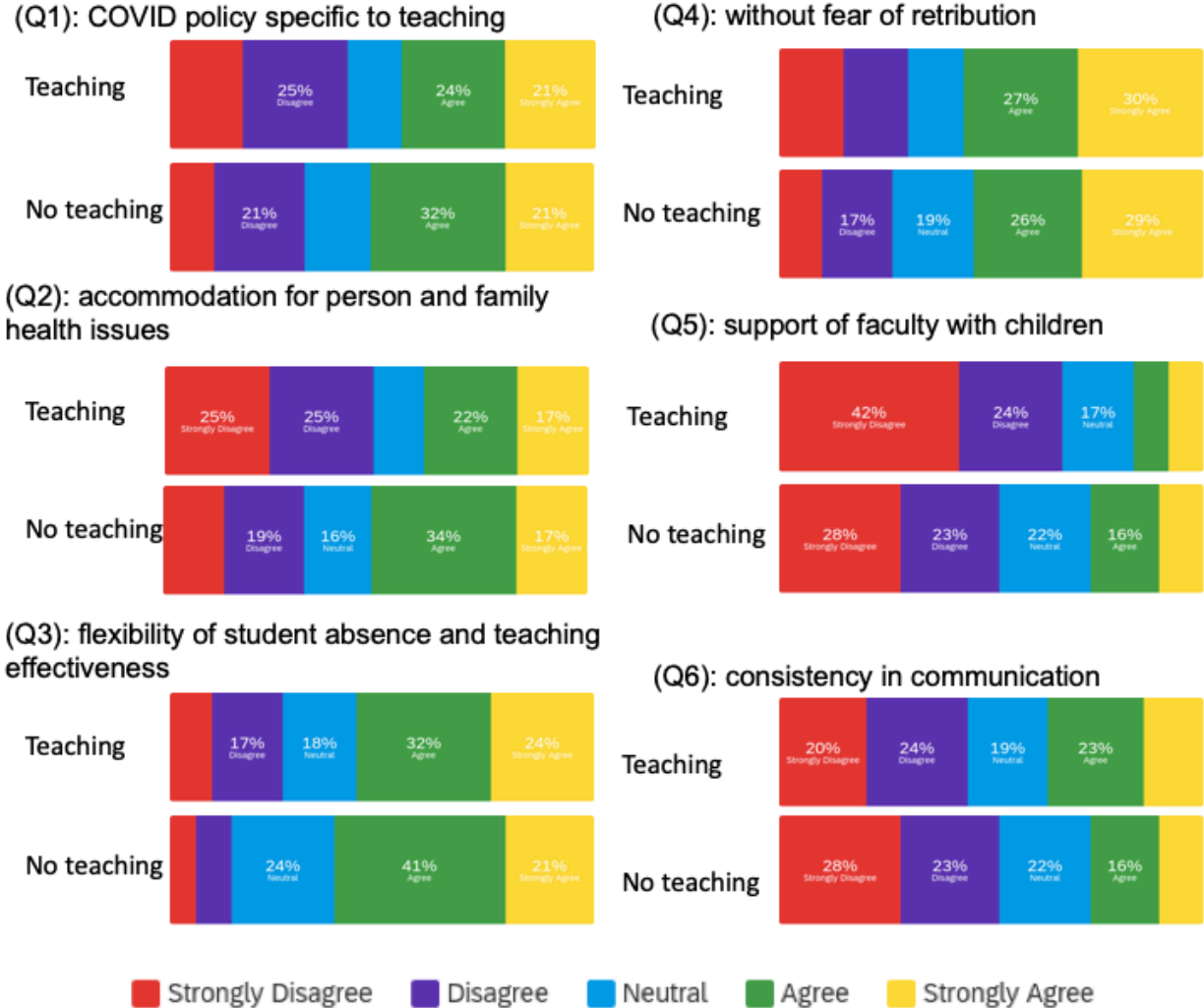
■ Strongly Disagree
 ■ Disagree
 ■ Neutral
 ■ Agree
 ■ Strongly Agree

* please see the first page for full questions

Figure 25: Responses from faculty in University Library.

Question	1	2	3	4	5	6
Average	2.43	2.54	3.06	3.22	1.79	2.43
Number of responses	54	59	33	36	39	60

Teaching vs. no teaching



* please see the first page for full questions

Figure 26: Responses from faculty with teaching responsibilities vs. no teaching responsibilities.

Question		1	2	3	4	5	6
Instructional responsibility	Average	3.09	2.82	3.44	3.41	2.16	2.86
	Number of responses	1167	1086	1140	1091	760	1163
No Instructional responsibility	Average	3.32	3.20	3.62	3.47	2.57	3.25
	Number of responses	393	435	288	223	327	457