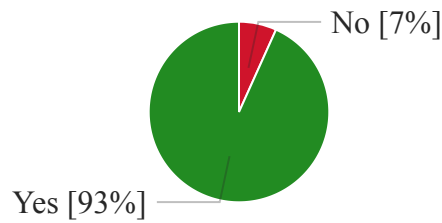


RESULTS: Survey on Faculty Research Productivity & Creative Practice

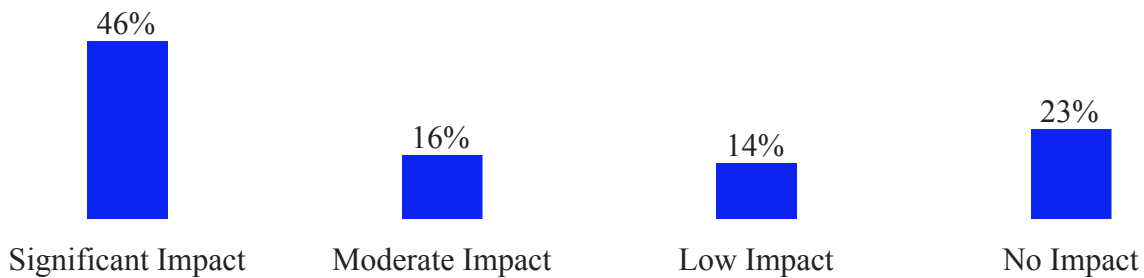
This survey was intended for faculty (TTF, Career, Pro Tem, and Postdoc). In viewing the open-ended responses, it became apparent that the survey had also been shared with some GEs. To the best extent possible, this report has filtered out those responses. In addition, a number of respondents answered only the first survey question; those responses have also been filtered out. Overall, 415 responses were received; this report is based on 329 of them.

Has your research or creative practice been impacted by COVID-19?

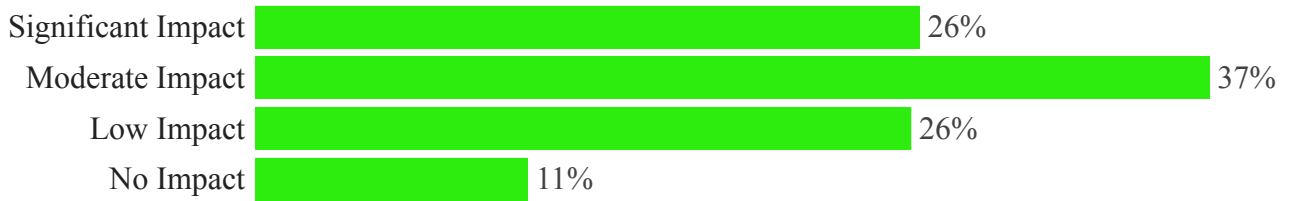


Areas of COVID-19 impact

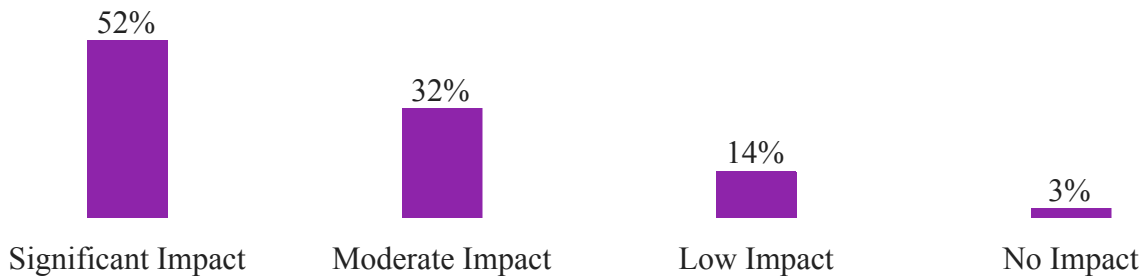
Caring for others (child, parent, homeschooling, etc.)



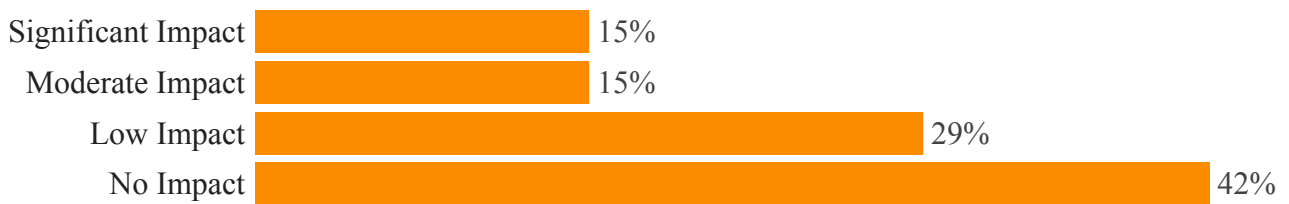
Social isolation



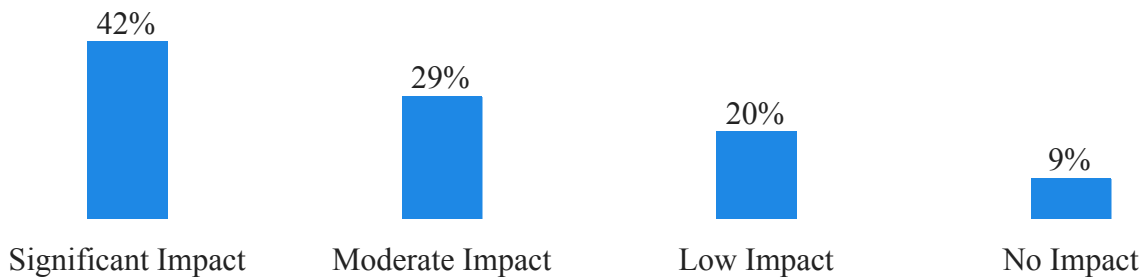
Heightened stress/worry



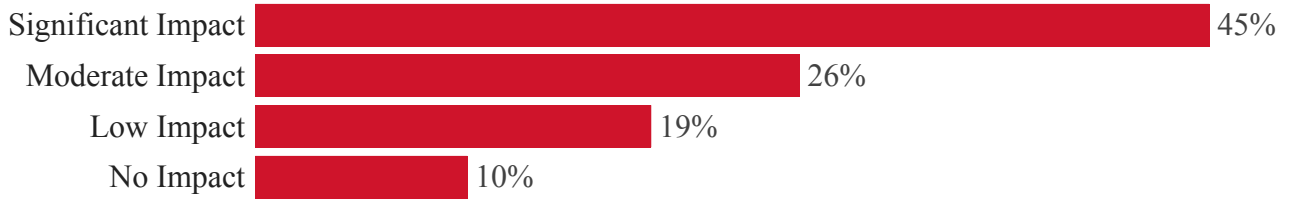
Racial trauma



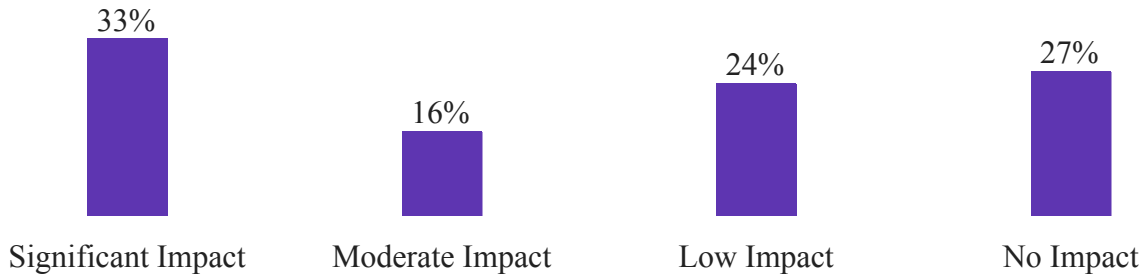
Increased household responsibilities



Inaccessibility of tools needed for research (space, subjects, assistants, data, etc.)



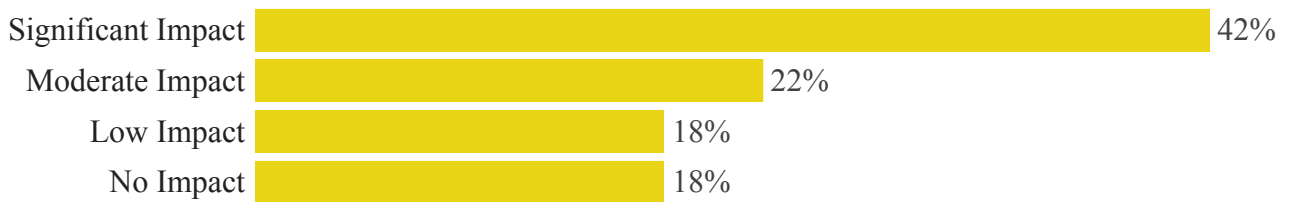
Inaccessibility of creative space



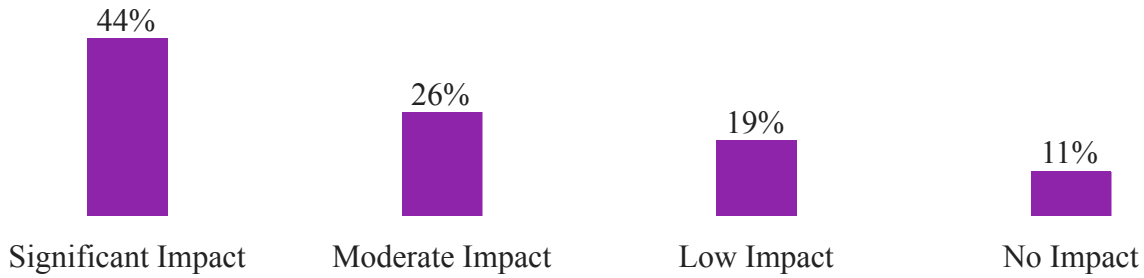
Increased administrative burden



Increased teaching/mentoring burden

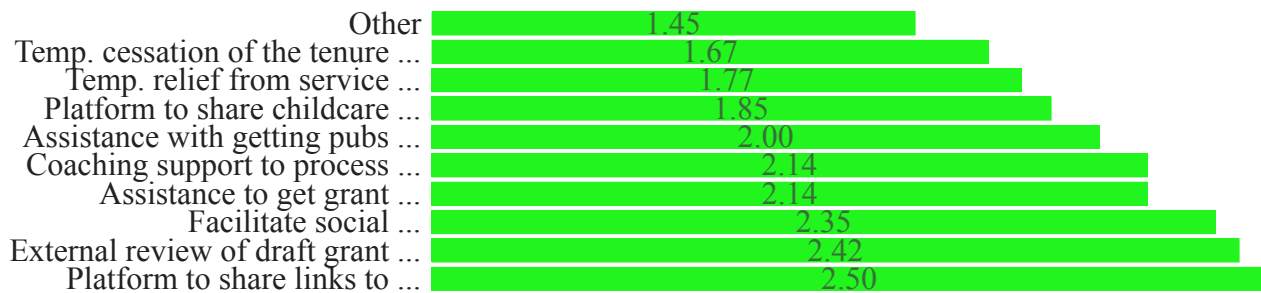


Inadequate work environment (privacy, quiet, connectivity, etc.)



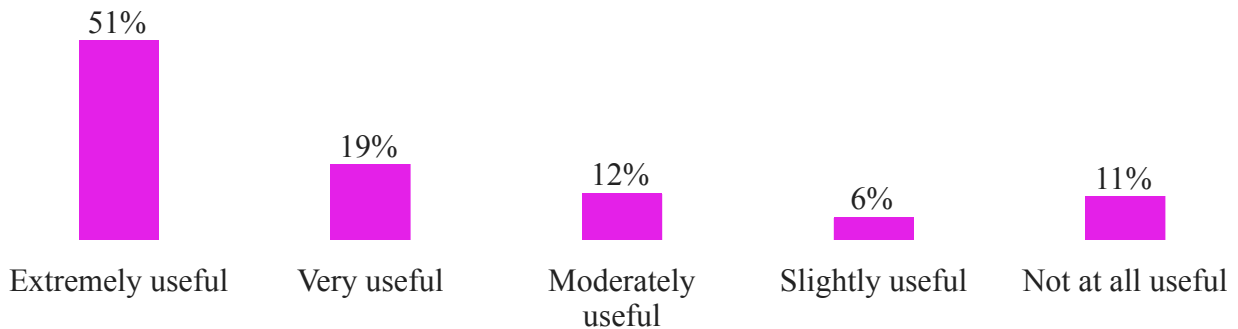
Top three types of internal supports (lower mean = most desired)

(see appendix for topic summary and full text of "other" responses)



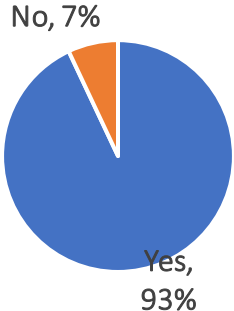
● Mean

How useful would significant research leave time (external support) be?



COVID-19 Impacts on UO Faculty Productivity

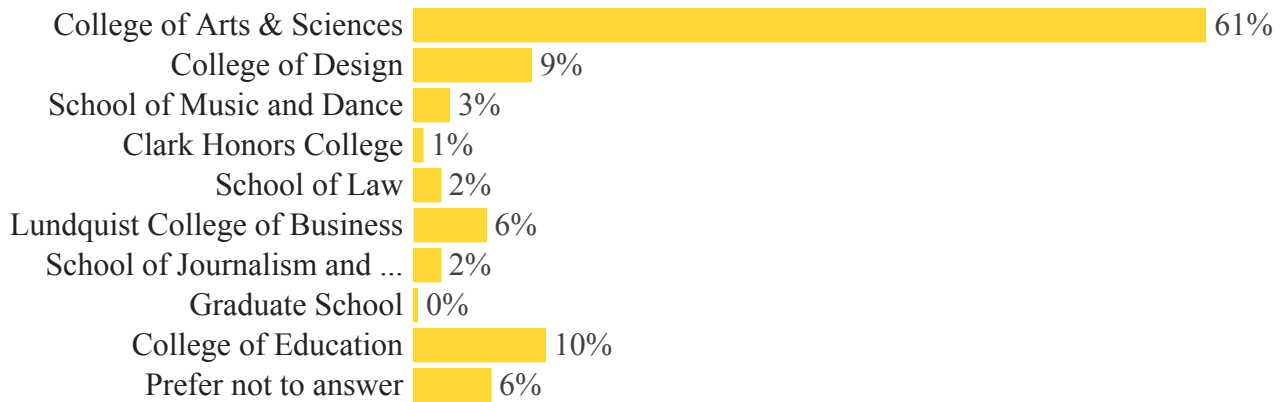
Has your research or creative practice been impacted by COVID-19?



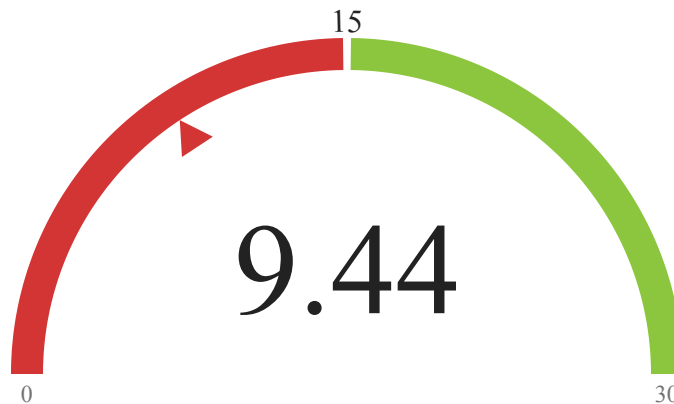
<i>Areas of COVID-19 Impact</i>	<i>Significant Impact</i>	<i>Moderate Impact</i>	<i>Low impact</i>	<i>No Impact</i>
Dependent Care	46%	16%	14%	23%
Social Isolation	26%	37%	26%	11%
Heightened Stress or Worry	52%	32%	14%	3%
Racial Trauma	15%	15%	29%	42%
Increased Household Responsibilities	42%	29%	20%	9%
Inaccessibility of Tools Needed for Research	45%	26%	19%	10%
Inaccessibility of Creative Space	33%	16%	24%	27%
Inadequate Work Environment	44%	26%	19%	11%

Responder Information

What College or School are you affiliated with?



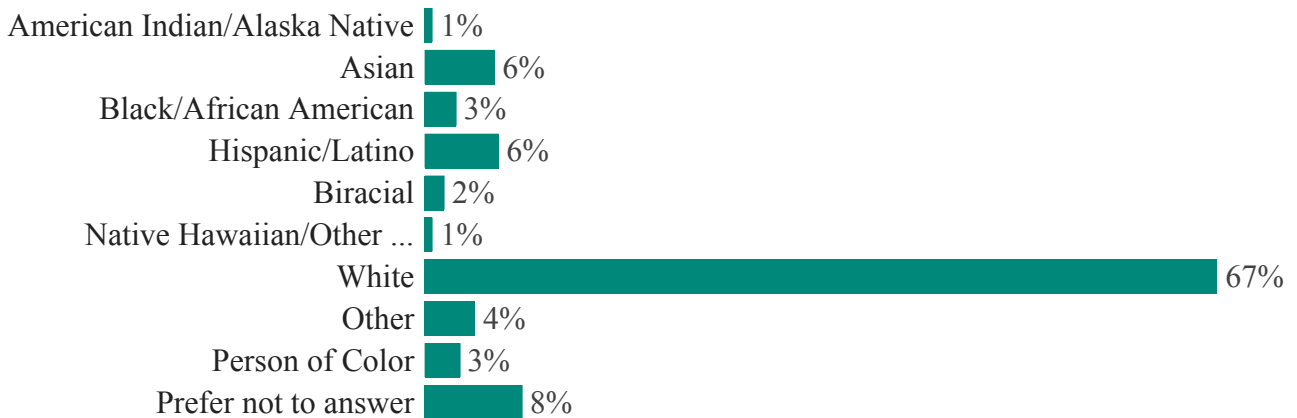
Average number of years at the UO



What is your rank/classification?



To which racial classification do you most identify (select all that apply)? - See appendix for full text of "other" responses

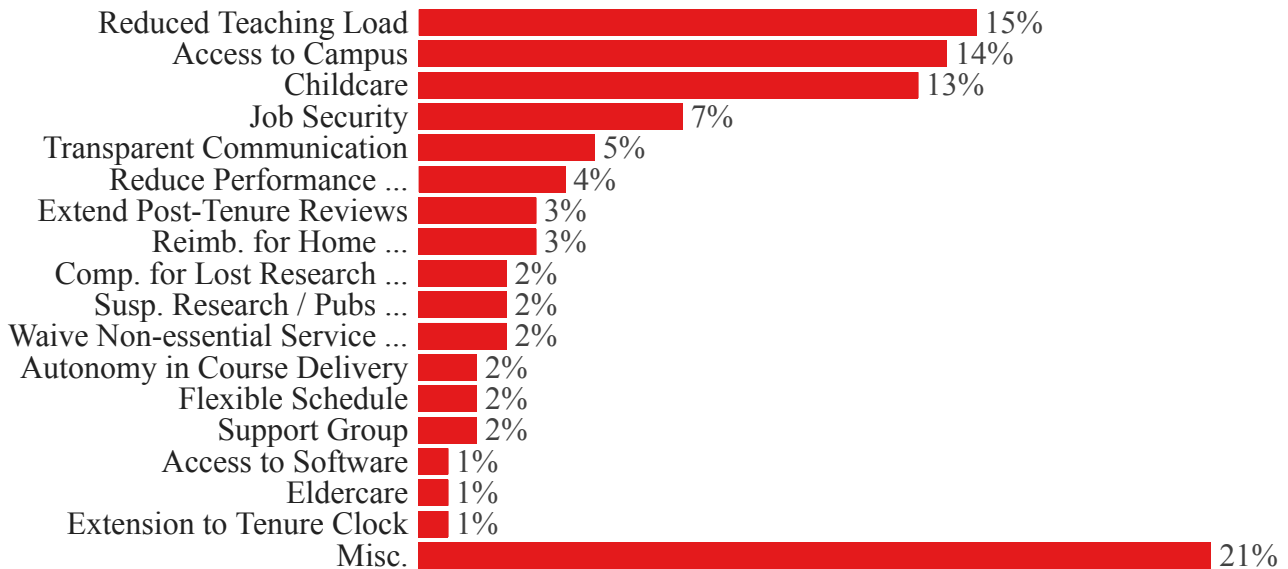


To which gender classification do you most identify? - *See appendix for full text of "not listed" responses.* Note: respondents had the ability to skip this question without answering which is why there is a discrepancy between the number of responses and the gender classifications noted below.



Appendix

Subject Frequency - Other Types of Support



Top three types of internal support "other" responses

Childcare - schools will not be opening full time in the fall

support in accessing participants

Career faculty FTE & contract restoration

Meeting with faculty to clarify the University's position and approach in the wake of Covid-19. Either a Zoom or in person (socially distanced) meeting would be great since this is unprecedented.

Clearly indicate that we may choose to continue to work remotely during AY 20-21 without invasive medical/mental health documentation procedures in order to do so

Free account for Lynda.com. My research is creative research involving designing, building, and coding. I often need to learn new skills to realize my new ideas for my creative research, and Lynda.com provides most things I need to learn in a very effective manner. Many in-person workshops are canceled due to the pandemic, and online education is an essential resource now.

job security for NTTFs

more sensible policy's to allow research with distance spacing

Extension to Post Tenure Reviews

teaching support (graders, people to help administrate online classes)

With kids out of school, and with me and my wife both working/teaching, there is no way around the fact that I have way less time. I have prioritized teaching and, if anything, my service load has increased because I have had to help deal with the various crises we have experienced. Research productivity has suffered immensely. Not sure what can be done.

access to my on-campus office

Using research funds for increased childcare costs

"Suspend "on track" standards for research productivity until a vaccine is available. This includes reevaluating metric indicators and timely progress standards for tenure and other merit reviews."

implement the "asks" in the 5 June letter from Michelle McKinley and Lynn Stephen entitled "Urgent Request...", esp. items 3, 4, & 5

Reduced teaching burden-- remote teaching is extremely time consuming

PLEASE let me use my office this summer!!!

What I need is a future course release so that I can make up lost writing time.

teaching release, GE support

Options for temporary reductions in teaching load for 2020/21.

more marketing to international students to increase enrollment and improve job security with better contracts

Reducing course offerings and teaching loads across the university without penalty, but in ways that allow faculty to re-direct energy towards long-term planning.

time off teaching for research - reduced teaching load

reduce meetings & performance expectations

provide on-campus childcare

Providing summer camps and/or enrichment activities for children of UO faculty

I generally feel supported and privileged, yet my family obligations increased due to kids' schedules and issues

Adequate processing and response time from SPS post-award subawards setup

Temporary cessation of merit reviews, of research and teaching "on-track" progress evaluations; Increased support for childcare on campus; Recognition of the disproportionate burden imposed on women with childcare responsibilities (particularly when assigning service, or course releases, or GE support, or research support, etc.)

Reduced Teaching

More certain communication from UO about Fall plans

Access to my office.

Reimbursement for necessary distance teaching aids: document camera for Media Class

Making sure startup package funds remain available (do not expire).

support for home office set-up

Re: above, I already use and am extremely grateful for help with grant proposals. I do not know when/if the library could get Summit more active, but if not, some help tracking down publications I need for my research would be hugely helpful. The library staff have been tremendous, but there is so much more I need. I am networking with colleagues globally, but it is a hard time to get access to things, esp. books and some journals. Also, while I am actually creating some groups to support parents who are struggling with the massive increased amounts of childcare and child education, if the university could do more about that in some way (crowdsourcing? bringing parents/caretakers together somehow?) that might be great too. Obviously there is no real way to help with childcare itself (I am intrigued by the care provider platform idea, but it is hard to imagine hiring someone right now given the virus). But it consumes energy and time for research and writing.

lighter teaching load

Office support - our office staff is overwhelmed and normal operations are taking much longer than normal, if they are done at all.

Hosting web pages isn't going to fix the childcare problem. Sharing childcare is very expensive and with new restrictions child care centers will be more expensive too. This is going to be a huge issue for some families. A start would be at least providing care through university centers again (olum and moss) for all families that need to return and not increase the cost.

Significant reduction of the deluge of COVID email

Make the process for getting research labs up and running again more reasonable and and less onerous. It feels like we are just ticking off boxes, but that common sense is not being used, and that real safety, vs. "safety on paper" is not being adequately considered.

Waive all non-essential service until there is a vaccine (such as curriculum reform, peer teaching reviews, core curriculum)

as faculty of color I am taking on much more emotional labor than I have ever done in my career during this present moment. Students need specific supports and spaces to take the burden off of me so that I can continue writing!

Funding for tablets/computers for remote teaching

Respectful treatment of my CNTTF colleagues. You grossly underestimate how damaging the university's treatment of CNTTF job security as a bargaining tool has been.

Suspension of internal third- and sixth-year post-tenure reviews to accommodate for time lost in research

clarified teaching boundaries and expectations

Reconfigure administrative bodies so that people who understand institutional racism and racial violence already exist. So that when these moments happen, we don't have to deal with ignorant white administrators who pretend like they get it, and cause more racial harm.

Increase the social and racial diversity in undergrad student population

Increased capacity for on-campus childcare

reducing administrative burdens and hurdles that are now in place and are time-consuming to navigate, such as drafting and revising research re-opening plans, and hiring resesarch staff members- - these activities are now more burdensome than they were before

1) assistance developing a safe research recovery plan. 2) assistance determining what child care options are safe. 3) guidance for preparing to teach in fall. (Decreasing the burden in these areas will help me to take advantage of the existing resources available to support research activities)

Reduced teaching responsibilities

Term of from teaching to allow for travel to do research once things return to some semblance of normalcy.

rather than 'pausing' tenure clock, it would be preferable for tenure committees to simply adjust their expectations.

suspending deadlines for reviews, self-evaluations and supervisor evaluations.

reduced publication expectations because pandemic reduced my productivity significantly especially because of caring for kids and educating them much more since their online education is quite lacking

Provide Child Care To Your Employees

Job security and stability going forward.

Child care for pre-k children

Childcare eldercare relief fund, flexible teaching,

one-year pause on Post-Tenure review. These reviews do matter, increasingly.

course release

additional flexibility with timing - with childcare responsibilities expectations that faculty will be available at certain times of the day (i.e. for synchronous instruction) is a burden

Reduce teaching load

Extended support for postdocs on short-term contracts.

It was humiliating to get repeated "no" when trying to get access to campus, get lab plans approved, and replies were uniformed and didn't follow their own prompts (or read submitted materials). Trust your science faculty to follow best practices and just state rules.

compensation for lost money due to inability of technician to do research in the lab

I am already tenured but I think assistant professors should have an automatic additional year on their tenure clocks that they can choose to opt out of if they want

mentoring students and coping with technology is overwhelming. Stress is overwhelming. Teaching well online takes about 30 hours/week now and took more than 40 until mid-May. New teaching platform challenges. Mostly I need time away from stress.

Option for OA spouse to reduce FTE temporarily with complete guarantee of no longterm penalty; access to a (student?) childcare provider who is formally trained in making public-health informed decisions. Could Moss Street or Duck Trails shift to training student to provide outdoor childcare 1:1 and/or online tutoring for school age kids?

Steady access to research space, with clear protocols for ensuring safety and assuring that research subjects are healthy and researchers are healthy.

Increase and promote the network of non-UO-affiliated mental health and identity-based supports for graduate students. Many students struggle with finding support services with providers who are *not* current UO counseling/psychology graduate students, faculty, or alumni who maintain close ties with the UO. Students need more confidential outlets for processing their emotions.

A suitable place to work in person. I do not have an appropriate WFH setup which makes it very difficult to get work done.

It would be most helpful if faculty were given more autonomy in determining how to deliver their courses - every restriction imposed by the university creates more work for faculty who have to adapt (unproctored exams, 50% synchronous zoom streaming in fall even though attendance at synchronous meetings was very low by the end of spring, disallowing required attendance unless the faculty member creates alternative assignments, etc.). Frankly, a lot of faculty have given up on academic integrity (we're hearing from the students that cheating is rampant but there's nothing we can do about it), or requiring that students come to class meetings (because managing alternative assignments for anyone who doesn't feel like showing up is a great deal of work and tedious to manage.)

TTF cancer patient/survivor research support group (humanities and social science focus)

Resources for white colleagues so that they don't look to POC for education. Support for students re jobs.

my sabbatical quarter and time away from teaching quarter and summer research goals all decimated by covid-19 changes

Research/writing support group

Access to offices with social distancing when allowed.

course release(s) to compensate for extra teaching preparation/grading time in Winter 2020
Finals/Spring Break/Spring 2020

1. reduce the administrative burden of surveys such as this. 2) give more resources to TEP that has really helped with the transition to online teaching

Having my office back

Bridge funding NEXT year if proposals don't hit; I'm somewhat manic now that I've solved immediate budget/research crisis and very anxious about super high levels of competition for federal dollars this year....leads to paralysis and poor proposals.

some sort of relaxation of credit hours, instructional hours; resource to connect with students interested in providing child care

Even with the 1 year extension I feel I do not have enough time or bandwidth to work and accomplish the research goals I had. Having resources to pay for a babysitter would help. but most of all changing the research expectations would help as I know my peers with no caretaking responsibilities are publishing a lot, applying to dozens of grants, and I am inevitably falling behind as I struggle to finish 1 writing project.

Access to research space and activities

Having a space on campus to conduct research that meets health authorities recommendations would go a long way for me.

allow me to work and teach remotely from my campus office (isolated is fine-just need a quiet work space with reliable internet)

course release for research/writing

Course releases to use to compensate faculty for taking on additional administrative burden. Nearly all of the COVID related administrative work has fallen on me as department head because it is difficult to share this across the department without being able to offer some relief from teaching responsibilities. .

Additional financial support for research, given that we were still incurring expenses (particularly student compensation) during a period of decreased research productivity.

Relief from service work is numbers 1, 2, and 3, but it's really hard to control for. This is mostly soft 'asks,' for things like tech help from associate level faculty and lecturers since they assume that If I'm young, I probably know tech and since I'm female, I'm easy to talk to. I hate it.

Actually listening to workers who need financial resources, one year extensions on all due dates without having to fill out more bureaucratic paperwork, and a halt on sending 5-6 communications that overwhelm workers.

Assurance that administration will offer full FTE to those shouldering the burden during these times. Once again, I refer to Career Faculty.

assistance with spousal employment search

afternoon program for my child would be by far much more helpful than any of these. I don't need help[with publishing, I need someone else to do the dishes and clean the toilets!!!!

Ongoing option of online teaching

GE Research Assistance

course releases in future terms to recognize the burden that we are put other

Let faculty back in our research spaces

To be honest, most of these are not useful. What we need is simply the ability to do research, with an administration that understands that research is important and that research spaces are far safer and better managed than most spaces in this world, and are staffed by intelligent, competent people. I am frankly worried about my graduate students' futures, and my lab's ability to compete w/ others in the future.

library resources-- more ebook and data base access, resuming Summit and ILL

Research assistants

full support for Vivian Olum in opening up again as soon as possible

internet hot spot for home use

Our publications/grant work is done in-house and we already have review/assistance. The other options listed add things to our plate (e.g., meeting in networks, support groups, coaches. We're under water, taking care of children from home, while supporting students in add'l and deep (more time spent) ways. Sharing childcare providers does nothing—as they are filled or already known, the question is whether to send back during a pandemic, w/ no updates on data since the opening/large-group protests.

Stability from UO: Clarity on salary and responsibilities

actual childcare, like open the childcare centers.

Less “resources”. I’m overwhelmed with so many additional resources links and Zoom meetings and webinars on “wellness” the reality is I’m trying to balance life so less would be more. More targeted, one-stop-shopping for resources, perhaps?

teaching reduction

We just need to get students and post-docs back in lab asap (I know we are working hard on this). That is my major obstacle to research.

East access to office

A course release in the future. Service and course releases might be most helpful to me when this moment is over, and I can focus again.

Provide Job Assurances!

I need to access my office space so I can finish my book. I have a small house with no space to write. My daughter is always home. Being cut off from my office has ground my writing to a halt. I need to access my office in a socially distanced way.

To which racial classification do you most identify - "other" responses

HUMAN

Arab American

"Latino" is not a race

Arab

Arab-American

To which gender classification do you most identify - "not listed" responses

Lesbian....it's not the same as others as it bears female discrimination patterns and assumptions plus homophobia crap