



# Tennessee University Faculty Senates

Representing over 10,000 university faculty across Tennessee.

## Faculty Workloads in the Age of COVID-19 (Executive Summary)

The Tennessee University Faculty Senates (TUFS), in collaboration with our member institution Faculty Senates and the Center for Organizational and Human Resource Effectiveness (COHRE) at Middle Tennessee State University, conducted a survey in Fall 2020 to assess faculty workloads across the state universities in Tennessee. The results shed light on faculty workloads and the particular pressure COVID-19 put on the work of university faculty in Tennessee.

### Key Findings

- Teaching online is more time consuming than teaching face-to-face.
- During the COVID-19 pandemic, all faculty members are working more hours.
- During the COVID-19 pandemic faculty members are spending more time teaching and less time doing research.
- Each summer 9 & 10-month faculty work nearly full-time without summer pay.
- Work related and non-work related stress is up significantly from 2019 to 2020.

A full report of results is available at: [tnfacultyssenates.org](https://tnfacultyssenates.org)

### Implications & Recommendations

This survey shows that all faculty did additional work during the pandemic, while most research faculty were left with less time for research.

The additional work conducted by all faculty needs to be fully documented in annual reviews and taken into account when faculty are considered for raises, promotion, tenure, and post-tenure review.

Workloads for faculty teaching online classes should be adjusted to take into account the additional time needed to prepare and teach online.

The impact of time lost on research productivity will be felt for years to come. Declines in research productivity will have long-term implications for assistant professors seeking tenure and promotion, for associate professors seeking promotion, and for tenured professors undergoing post-tenure review. Lost research time builds as lost grants and lost state research compound. At a time when we need research the most, there is less time for it. Future support can get us back on track.

Each summer universities benefit from the unpaid labor of its 9 and 10-month faculty. This work needs to be acknowledged by universities.

Understanding the ways that faculty work changed in the pandemic and supporting higher education will send a powerful message to educators and families that Tennessee is committed to building an educated workforce.

# Teaching online is more time consuming than teaching face-to-face.

Faculty who teach online courses spend more hours preparing to teach and more hours teaching than faculty teaching only face-to-face classes.

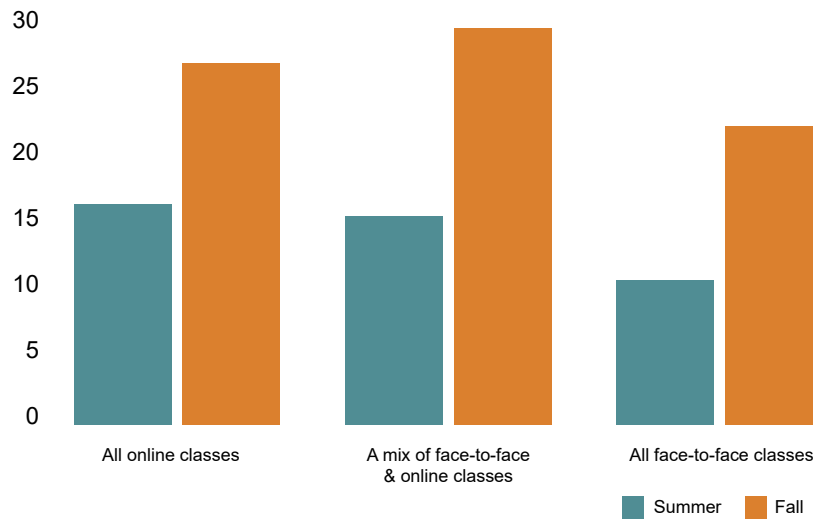
The work of keeping up with students online, individual replies, emails, and messages, and the work of adapting lessons to an online format meant more time across the board.

In Summer and Fall 2020 faculty who taught all online courses or taught a mix of online and face-to-face courses spent more hours, on average, teaching than faculty who taught all face-to-face classes.

In Summer 2020 faculty who were going to teach all online courses or a mix of online and face-to-face courses in the fall semester spent more hours, on average, preparing for the fall than faculty planning to teach all face-to-face classes.

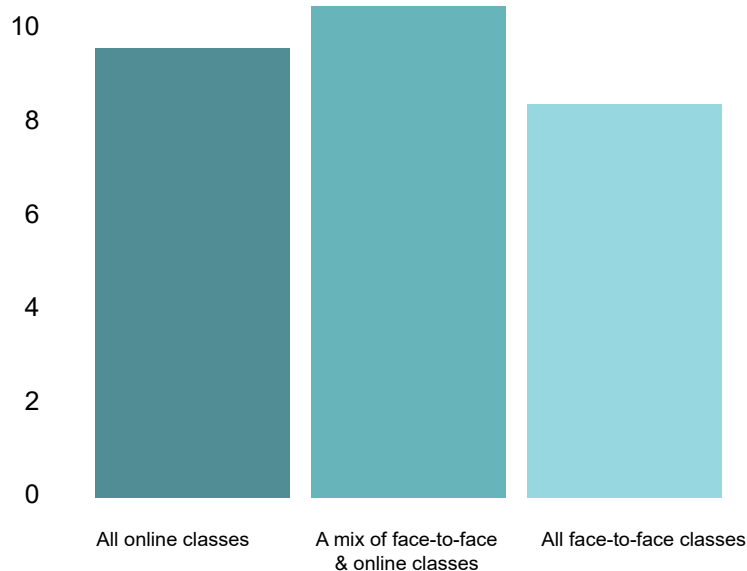
## Time Spent Teaching by Modality

(hours per week in 2020)



## Time Spent Preparing to Teach by Modality

(hours per week in Summer 2020)



# During the COVID-19 pandemic, faculty are working more hours.

In Summer and Fall 2020 faculty reported working 4-5 more hours each week than in 2019. In Fall 2020, many faculty worked more than 50 hours per week.

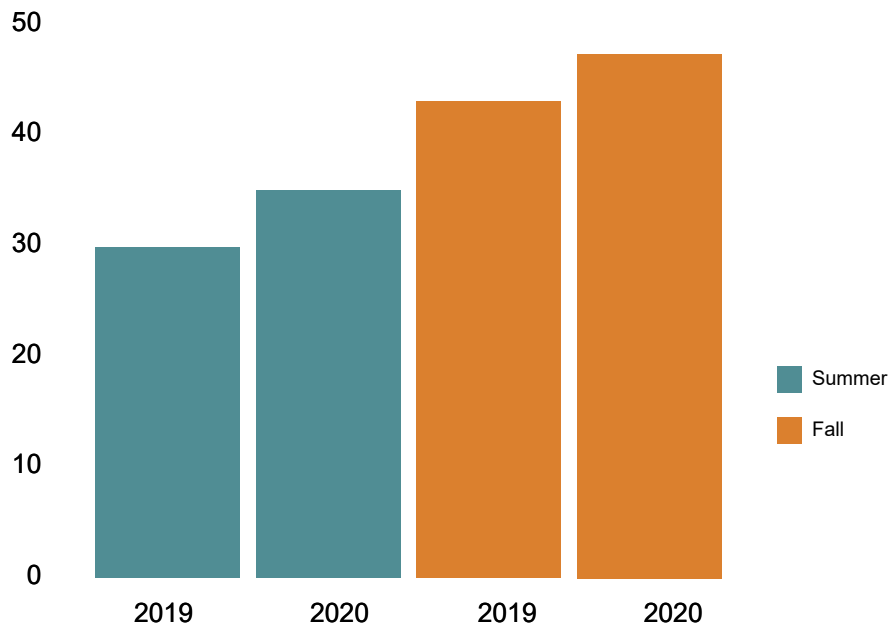
In Summer 2020, faculty reported working 5.24 hours more per week, on average, than in Summer 2019. In Fall 2020, faculty reported working 4.27 hours more per week, on average, than in Fall 2019.

In Summer 2020, increases in hours worked were greatest among tenured faculty, who averaged 5.94 hours more per week. Tenure-track faculty averaged 4.65 hours more per week. Non-tenure track faculty averaged 5.26 hours more per week.

In Fall 2020, increases in hours worked were greatest among tenure-track faculty, who averaged 5.36 hours more per week. Tenured faculty averaged 4.61 hours more per week. Non-tenure track faculty averaged 4.57 hours more per week.

In Fall 2020, tenure and tenure-track faculty averaged over 50 hours per week of work, with tenure-track faculty working the most hours per week.

## Average Hours Worked Per Week



## Average Hours Worked Per Week

	Tenure	Tenure-Track	Non-Tenure-Track
Summer 2019	31.25	32.77	35.52
Summer 2020	37.19	37.42	30.78
Fall 2019	46.24	47.17	37.91
Fall 2020	50.85	52.23	42.48

# During the COVID-19 pandemic, faculty are spending more time teaching and less time doing research.

With faculty dedicating more hours to teaching in 2020, faculty have had less time to dedicate to research.

The COVID-19 crisis has unfolded in a landscape in which research requirements keep increasing while the time available to do research declines.

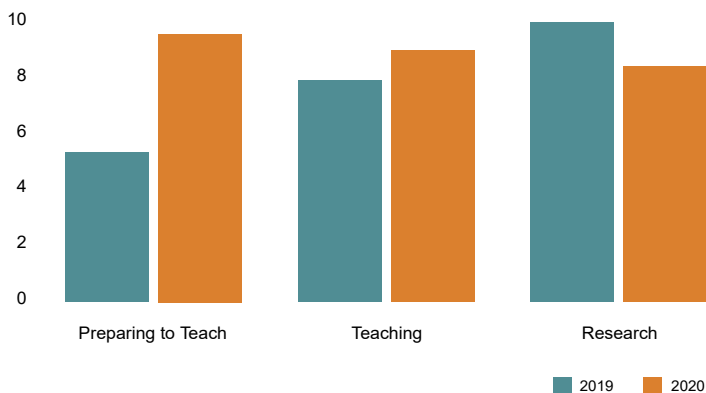
In Summer 2020, faculty spent less time doing research while they spent more time preparing for teaching in Fall 2020. In Fall 2020, faculty spent less time doing research while they spent more time teaching classes.

In Summer 2020, the decreases in research were greatest among tenured faculty, who spent 27.86% less time on research in comparison to Summer 2019. Among tenure-track faculty, time spent on research was down 20.71% and among non-tenure track faculty time spent on research was down 22.2%.

In Fall 2020, the decreases in research were greatest among tenured faculty, who spent 24.05% less time on research in comparison to Fall 2019. Among tenure-track faculty, time spent on research was down 19.13% and among non-tenure track faculty time spent on research was down 14.98%.

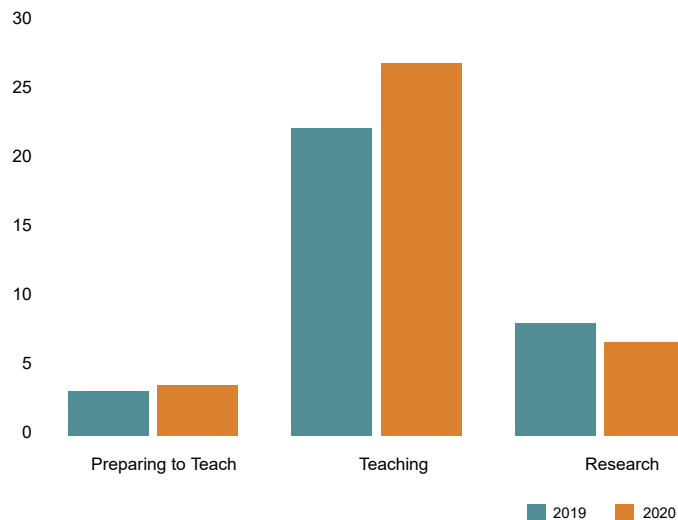
## Time Spent - Teaching & Research

Summer 2019 vs. 2020



## Time Spent - Teaching & Research

Fall 2019 vs. 2020



## Time Spent on Teaching & Research

	Summer 2019			Summer 2020			Fall 2019			Fall 2020		
	T	TT	NTT	T	TT	NTT	T	TT	NTT	T	TT	NTT
Preparing for Classes	4.55	6	6.79	9.03	9.34	11.13	2.89	3.49	3.63	3.38	3.39	3.96
Teaching	7.36	7.89	9.97	8.67	8.86	10.77	21.98	22.22	24.70	27.14	27.91	29.15
Research	11.70	14.62	3.35	9.87	12.94	2.96	9.61	13.37	2.66	7.85	11.64	2.48

# Each summer 9 & 10-month faculty work nearly full-time without summer pay.

9 and 10-month faculty regularly work throughout the summer, with most of their work uncompensated. During the COVID-19 pandemic the number of summer hours worked increased, while the work remained largely unpaid.

9 & 10-month faculty reported working, on average, 29.01 hours in summer 2019 and 34.15 hours in summer 2020.

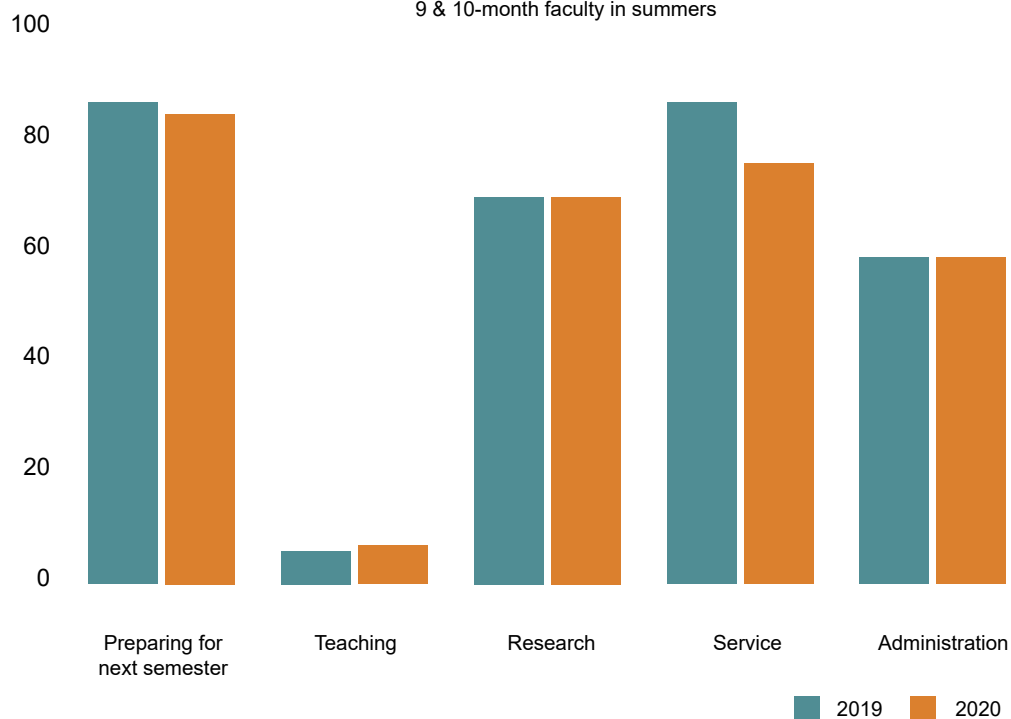
While teaching done in the summer is largely compensated, 9 & 10-month faculty's work related to preparing for the next semester, doing research, providing service to the university, and completing administrative work is largely uncompensated.

## Summer Work by 9 & 10-month Faculty

	Summer 2019	Summer 2020
Preparing for classes	5.32	10.09
Teaching	8.03	9.07
Research	10.83	8.9
Service	2.53	3.36
Administration	2.3	2.73
<b>Total average hours worked per week</b>	<b>29.01</b>	<b>34.15</b>

## % of Uncompensated Work

9 & 10-month faculty in summers



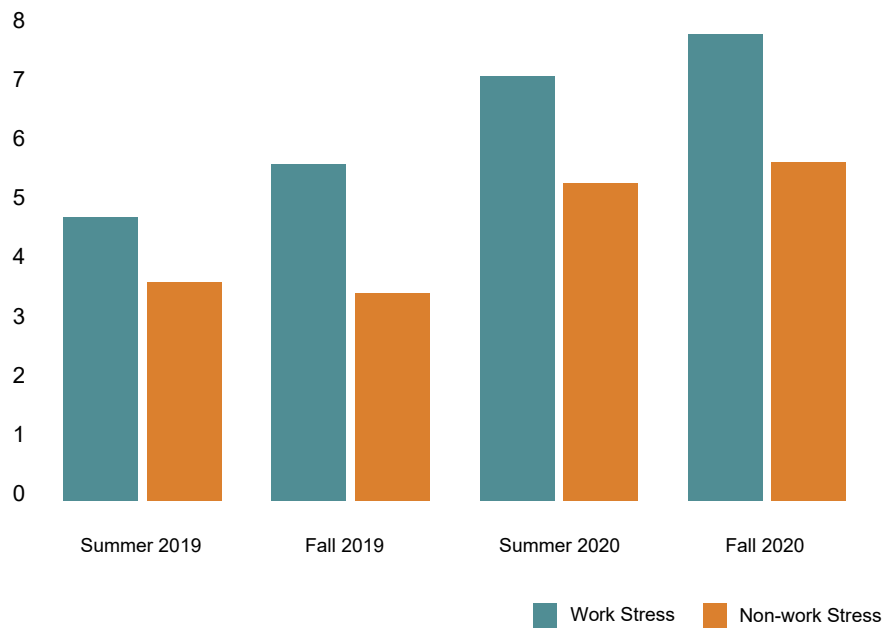
# Work related and non-work related stress is up significantly from 2019 to 2020.

In summer and fall 2020 all faculty reported higher levels of stress than in 2019.

Using a 10-point scale to report levels of stress, faculty reported approximately 2 point increases in both work and non-work stress in Summer 2020. Increases in work stress were greatest among full-time faculty, while increases in non-work stress were greatest among part-time faculty.

In Fall 2020, faculty reported approximately 2 point increases in both work and non-work stress. Increases in work and non-work stress were greatest among full-time faculty.

## Stress Levels - Full-time Faculty



## Stress Levels - Part-time Faculty

