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**Tennessee State University  
Technical Report:  
Faculty Workload Survey**

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## Executive Summary

The 2020 Tennessee University Faculty Senate (TUFS) Faculty Workload Survey included 51 items on which respondents answered questions regarding details of their employment, workload, compensation, and stress. The survey results were split and analyzed based on status (part-time and full-time), tenure (tenured, tenure-track, and non-tenure), and contract (9-or-10-month and 12-month). This report highlights the key findings from Tennessee State University.

### Key Findings

The following are some key findings based on the research questions posed by TUFS:

1. In general, workload increased from 2019 to 2020 for both Fall and Summer. Moreover, there were significant changes in the number of hours spent on various tasks. Here is the summary of trends for specific groups:

#### Summer 2019 to Summer 2020

- Tenured faculty: Average hours per week worked for tenured faculty went from 30.43 in Summer 2019 to 33.07 in Summer 2020. The percent of time they spent on administration increased by 63.89%.
- Tenure Track faculty: Average hours per week worked for tenured faculty went from 28.58 in Summer 2019 to 30.7 in Summer 2020. The percent of time they spent on services increased by 68.12%. The percent of time they spent on administration increased by 15.93%. The percent of time they spent on research decreased by 32.85%.
- 9-or-10-Month faculty: Average hours per week worked for 9-or-10-month faculty did not change from Summer 2019 to Summer 2020. The percent of time they spent on research decreased by 32.41%.
- 12-Month faculty: Average hours per week worked for 12-month faculty went from 35.42 in Summer 2019 to 42.59 in Summer 2020. The percent of time they spent on administration increased by 39.14%.

#### Fall 2019 to Fall 2020

- Tenured faculty: Average hours per week worked for tenured faculty went from 40.76 in Fall 2019 to 44.42 in Fall 2020. The percent of time they spent on research decreased by 14.80%.
- Tenure Track faculty: Average hours per week worked for tenure track faculty went from 41.92 in Fall 2019 to 46.11 in Fall 2020. The percent of time they spent teaching increased by 14.56%. The percent of time spent on research decreased by 22.13%.
- 9-or-10-Month faculty: Average hours per week worked for 9-or-10-month faculty went from 42.01 in Fall 2019 to 44.05 in Fall 2020. The percent of time they spent on service decreased by 13.48%. The percent of time they spent on service decreased by 13.48%. The percent of time they spent on research decreased by 22.57%.
- 12-Month faculty: Average hours per week worked for 12-month faculty went from 40.47 in Fall 2019 to 47.53 in Fall 2020. The percent of time they spent on service increased by 23.51%. The percent of time they spent on administration increased by 8.31%.

- On average, they spent 23.51% more time on service and 8.31% more time on administration.

2. A large majority 9-month faculty report “uncompensated” for most of their tasks except teaching. The following table summarizes the percentage of people who report uncompensated across a variety of tasks along with average number of hours spent on those tasks. It is worth noting that research occupies a huge proportion of their time, but most of the 9-month faculty report being uncompensated.

**Percent Uncompensated per Task in Summer**

	<b>%Uncompensated 2019</b>	<b>Mean hours per week 2019</b>	<b>%Uncompensated 2020</b>	<b>Mean hours per week 2020</b>
<b>Preparing for next semester</b>	79.7%	5.22	81.8%	5.87
<b>Teaching</b>	2.0%	11.86	4.4%	11.20
<b>Research</b>	69.2%	6.69	67.4%	5.36
<b>Service</b>	82.6%	1.99	85.7%	2.66
<b>Administration</b>	81.8%	0.75	76.2%	1.65

3. When comparing modality and time spent teaching, it was found that in Summer 2019, faculty who taught all online classes in Summer 2019 spent significantly more hours per week teaching.

4. The average total teaching effort for Fall 2020 is 34.38 hours. This includes time spent preparing for Fall 2020 classes during Summer 2020, time spent teaching in Fall 2020, and time spent preparing to teach in Fall 2020 for the next semester.

### **Recommendations for Action Planning**

Survey research suggests 20% of an organizational survey effort should be on planning, developing, and administering the survey, and 80% should be on action planning following survey administration<sup>1</sup>. With regards to the survey results, here are some recommended steps for developing action plans.

1. Establish 2-3 priorities that align with overall goals and are likely to be accomplished.
2. Conduct focus groups or townhalls with faculty to better understand why the results occurred.
3. Communicate survey results to all faculty. Use a cascade approach where TUFs representatives communicate first to leaders at their universities, and then out to faculty.
4. Develop, communicate, and implement action plans aimed at the 2-3 priorities.
5. Monitor progress on action plans.

### **Recommendations for Changes to the TUFs Faculty Workload Survey**

A major limitation of this study was the lack of accuracy in determining compensation. Future surveys should ask the number of hours compensated for to capture a more specific and nuanced representation of actual compensation. It would also establish compensation as a continuous variable rendering it more suitable for analyses.

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<sup>1</sup> Wiley, J. W. (2010). *Strategic Employee Surveys: Evidence-Based Guidelines for Driving Organizational Success*: Sane Francisco: Jossey-Bass.

## Introduction

### Background

The Tennessee University Faculty Senates (TUFS) is an association of the faculty senates of the 10 four-year public universities in Tennessee. They represent the interests of its 10,000 faculty members and advocate for improvements in higher education. In recent times, TUFS has been increasingly concerned about faculty workload in that faculty are not being recognized for the number of hours they work, and they are not compensated for many of their essential duties. This observation may be exacerbated in the year 2020 due to COVID-19, when faculty have often complained about burnout due to long hours. Hence, TUFS partnered with the Center of Organizational and Human Resource Effectiveness (COHRE) at Middle Tennessee State University (MTSU) to design a faculty workload survey that addresses these concerns.

The following universities took part in the survey: East Tennessee State University; Middle Tennessee State University; Tennessee State University; Tennessee Tech University; University of Memphis; University of Tennessee, Chattanooga; University of Tennessee, Health Sciences Center; University of Tennessee, Knoxville; and University of Tennessee Martin. Austin Peay State University was the only TUFS member university that did not participate.

### Purpose

The purpose of this project is to create, implement, analyze, and present the results of the 2020 Faculty Workload Survey for TUFS. The survey assesses workload distribution, level of compensation, faculty stress, and technology interactions. Recommended actions for the TUFS based on survey responses will be provided. This report presents the summarized data for Tennessee State University.

### Confidentiality

Data were gathered via Qualtrics through an anonymous link. No identifying data was collected for participants to remain completely anonymous. Results are provided only on an aggregated basis. Even then, for a group's combined data to be reported, at least ten individuals from that group had to have provided data.

## Methods

### Survey Description

The survey had 6 different sections. The first section included initial demographic questions regarding status, tenure, contract, and university. The next few sections were structured the same way but asked questions regarding different semesters; Summer 2019, Fall 2019, Summer 2020, and Fall 2020. Each section asked questions about modality, credit hours taught, average number of hours worked per week, percentage of time spent of different types of task, work stress, and non—work stress. Some questions were unique to certain sections; only summer semesters asked participants to rank their level of compensation for different tasks and to enter the number of weeks worked, and only Summer 2020 and Fall 2020 sections asked participants to rate their perception of increased workload since the previous semester. The final section covered demographic questions related to ethnicity, age, and gender.

Item scales tended to vary. Most demographical variables were categorical. Items like credit hours, work hours, and percentage of time spent of different types of task just required participants to type in their answers. The stress scales were rated on a 4-point agreement scale (1=Strongly Disagree, 2=Disagree, 3=Agree, 4=Strongly Agree). There was also an “N/A or Do Not Know” option. Compensation was rated on a 3-point ordinal scale (1=Not Compensated, 2=Somewhat Compensated, 3=Fully Compensated). Additionally, there was an “N/A or Do Not Know” option.

### Survey Preparation

TUFS and COHRE actively collaborated to create the survey content. Through several meetings, two topics emerged as the most importance: Workload and compensation. In addition, TUFS wished to explore modality and stress. TUFS was particularly interested in the following questions:

1. How did workloads shift from 2019 to 2020? How did they shift for different groups (12-month, 9-month, tenured, tenure-track, full-time non-tenure, part-time non-tenure)?
2. How much work do 9-month faculty do in the summers? How much in uncompensated?
3. How much work do non-tenure track faculty do over the summer? How much is uncompensated?
4. Are there differences in amount of time spent preparing to teach and teaching based on modalities taught?
5. What is the total teaching effort, per credit hour for Fall 2020?

The content was fine-tuned through several review sessions to ensure that the questions were relevant and clear. Best efforts were made to decrease the length of the survey to ensure that participants do not have to view and answer questions not relevant to them. The survey was also internally pre-tested prior to launching. The survey team which consisted of four COHRE

members and three TUFs members as well as a few Middle Tennessee University Psychology department faculty took part in the internal testing.

### **Communication Plan**

The project involved three main email communications. The first was the email sent out by the TUFs presidents to the Senate presidents, informing them of the survey, and asking for their commitment to send out the survey launch email to their respective university faculty on the launch date. The survey team drafted the survey launch email as well as the reminder email to be sent out to the faculty by the Senate presidents. These can be found in Appendix B.

The next email communication was the actual survey launch email sent out on November 19<sup>th</sup> by the faculty Senate presidents. The last email communication was the reminder email sent out by the senate presidents on December 1<sup>st</sup> to complete the survey before closure.

Table 1. Email Communication Dates

<b>Date</b>	<b>E-mail Description</b>
November 3	E-mail to Senate presidents
November 19	Survey lunch e-mail
December 1	Survey reminder e-mail



## Participant Data

Raw faculty workload survey data was extracted from Qualtrics. Participants who completed at least one semester of questions were retained for data analysis. After the data cleaning process, the final dataset contained 438 participants. The results consisted of tenured (65.8%), tenure-track (30.6%), and non-tenure track (2.7%) faculty. Results were also segmented by employee contract. 67.6% were on a 9- or 10-month contract and 30.6% were on a 12-month contract, and. The sample was primarily female (51%). Ethnicity information was reported for . Participants were primarily white (46.9%). Minorities represented in the sample were African American/Black (37.8%). Other breakdowns could not be reported due to small sample size. In the survey, 98 individuals reported their age. Respondents in the 41-50 age category had the most responses (28.6%), followed by the 61-70 age group (23.5%), the 31-40 age group (21.4%), and the 51-60 age group. Those who chose “other” or did not answer were excluded from the analyses.

The overall participation rate was 27.85% Please see chart below for participation results broken down by university:

	ETSU	MTSU	TSU	TTU	UM	UTC	UTHSC	UTK	UTM	Overall
<b>Participation</b>	311	380	122	107	223	219	89	333	108	1,892
<b>Employed</b>	1,037	1,356	438	607	1,443	758	1,566	2,096	515	9,816
<b>Percent Participation</b>	29.99%	28.02%	27.85%	17.63%	15.45%	28.89%	5.68%	15.89%	20.97%	19.27%

## Full Summary Statistics: Tennessee State University

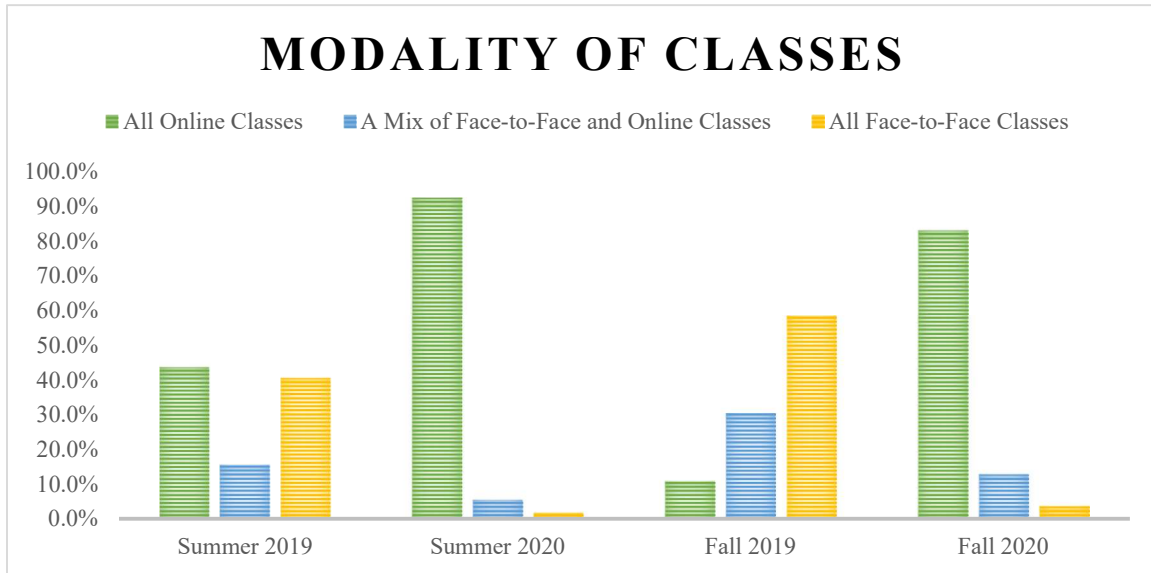
This section will provide an overall analysis of survey items broken down by semester. General trends and findings will be discussed. For a further, in-dept, breakdown of results please refer to Appendix C.

Average number of credit hours taught by faculty did not fluctuate between Summer or Fall semesters. The Summer semesters averaged 4.53 (Summer 2019) and 4.36 (Summer 2020) credit hours taught. The Fall semesters averaged 10.14 (Fall 2019) and 10.35 (Fall 2020) credit hours taught. Although number of credit hours taught did not fluctuate, the average number of hours worked per week did. Average hours per week worked in the Summer went from 30.11 in Summer 2019 to 32.43 in Summer 2020. Average hours worked per week in the Fall went from 42.19 in Fall 2019 to 45.81 in Fall 2020.

When looking specifically at Summer semesters there was an increase in number of weeks worked. With faculty working on average 8.95 weeks on Summer 2019 and 9.38 weeks in Summer 2020. Total hours worked in the Summer semesters saw a large increase from Summer 2019 to 2020. With the increase going from on average a total of 290.24 hours worked in Summer 2019 to an average of 319.16 hours work in Summer 2020.

Participants were asked to rate their level of agreement with the following statement: “I worked more hours in Fall/Summer 2020 compared to Fall/Summer 2019.” They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. On average respondents rated 4.02 for working more hours in Summer 2020 than Summer 2019. On average respondents rated 4.29 for working more hours in Fall 2020 than Fall 2019.

Participants were asked to report whether they delivered their classes all online, online, and face-to-face, or all face-to-face for Summer 2019, Summer 2020, Fall 2019, and Fall 2020 semesters. There was a large spike in online classes from Summer 2019 to Summer 2020, even though a large portion of faculty taught completely online classes in Summer 2019. This same trend is observed for fall, along with a significant decline in only face-to-face classes.



The table listed below show an analysis of time spent teaching each semester by the modality used to deliver classes. This analysis was done to determine if faculty spent more time teaching when teaching all online than when teaching all face-to-face. Not all the data could be reported due to low sample size. The results for Summer 2019 indicate that faculty who taught all online classes in Summer 2019 spent more hours per week teaching.

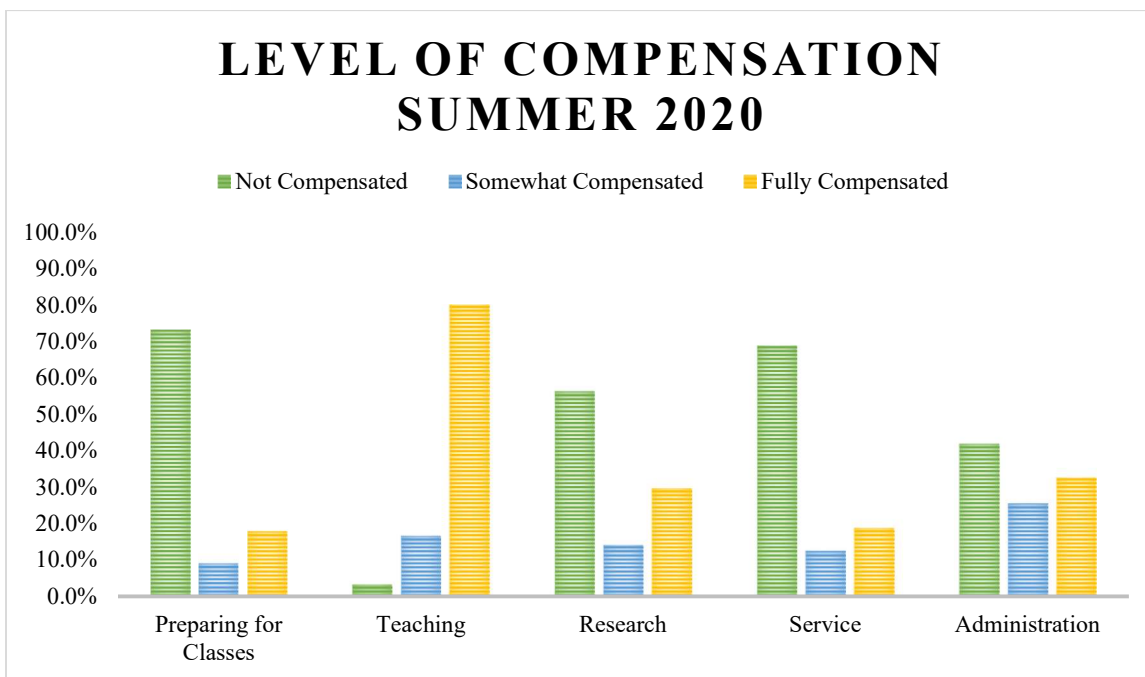
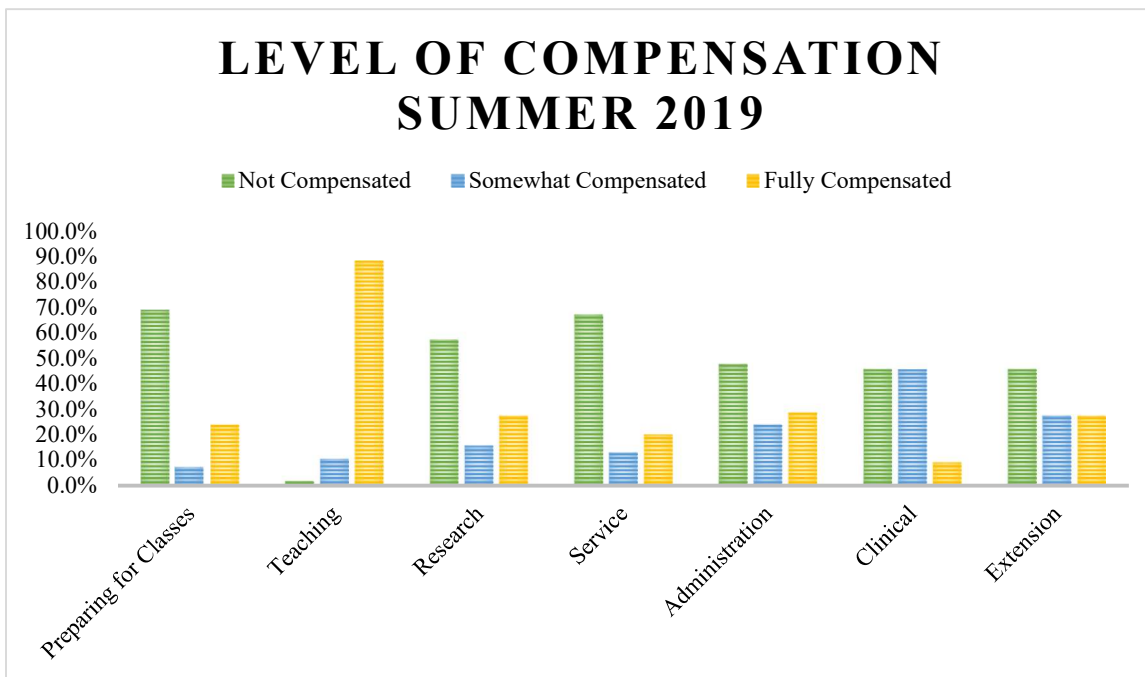
**Time Spent Teaching by Modality in Hours per Week**

		Summer 2019	Fall 2019	Summer 2020	Fall 2020
<b>All Online</b>	<b>Mean</b>	17.20	---	15.99	25.69
	<b>S.E.</b>	2.435	---	1.797	1.576
	<b>N</b>	28	9	47	62
<b>A Mix of Face-to-Face and Online</b>	<b>Mean</b>	11.23	25.41	---	25.41
	<b>S.E.</b>	2.600	2.007	---	5.560
	<b>N</b>	11	25	3	11
<b>All Face-to-Face</b>	<b>Mean</b>	15.70	22.94	---	---
	<b>S.E.</b>	2.137	1.510	---	---
	<b>N</b>	26	48	1	3

The table below shows an analysis of time spent preparing to teach in the Summer compared to modality used to deliver classes the following Fall semester. Not all data could be reported due to low sample sizes.

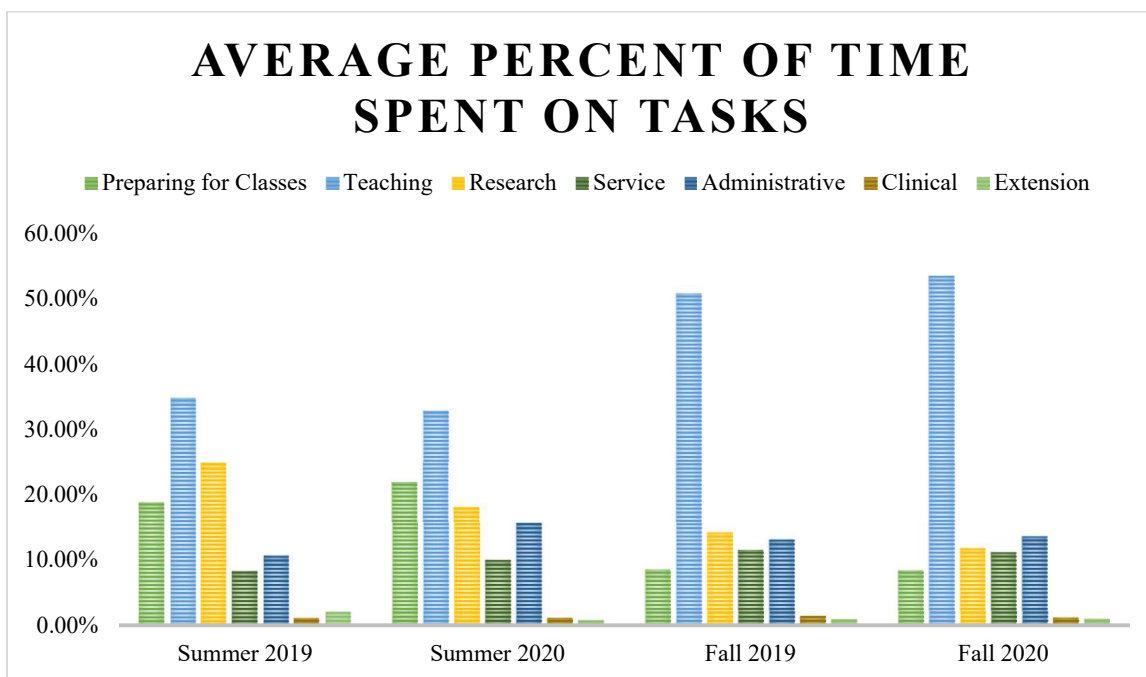
<b>Time Spent Preparing to Teach by Modality in Hours per Week</b>			
		<b>Summer 2019</b>	<b>Summer 2020</b>
<b>All Online</b>	<b>Mean</b>	---	5.16
	<b>S.E.</b>	---	0.646
	<b>N</b>	8	61
<b>A Mix of Face-to-Face and Online</b>	<b>Mean</b>	4.56	4.90
	<b>S.E.</b>	0.743	1.823
	<b>N</b>	22	11
<b>All Face-to-Face</b>	<b>Mean</b>	5.42	---
	<b>S.E.</b>	1.104	---
	<b>N</b>	47	2

Participants were asked to rate their level of compensation on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks for the Summer 2019 and Summer 2020 semesters. Level of compensation did not vary between the two semesters. Participants felt most compensated for teaching in Summer 2019 and Summer 2020.



*Note: Clinical and Extension were not reported for Summer 2020 due to low sample size.*

Respondents reported what percent of their time they spent on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks. It is important to note clinical, administrative, and extension tasks apply to a small subset of the sample, so the numbers may not fully represent the extent of work done on those tasks. From Summer 2019 to Summer 2020, percent of time spent on preparing for classes and administration increased. Percent of time spent teaching and researching reduced. There was little to no fluctuations between Fall 2019 and Fall 2020.

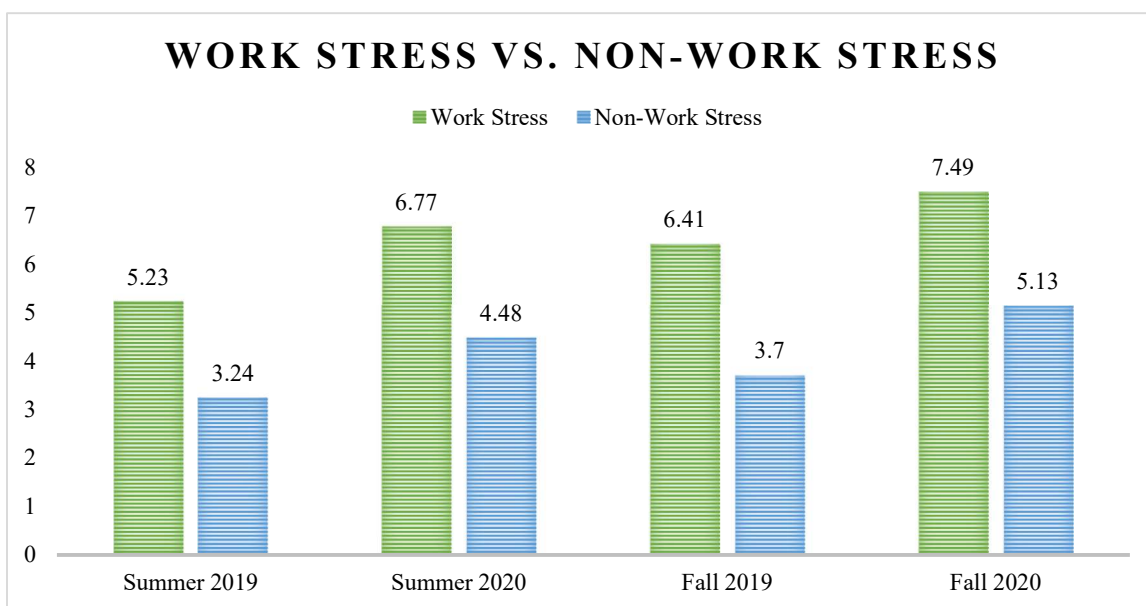


Percentage of workload distribution was converted into hours per week by multiplying the percentage workload by hours worked per week. This was done to have an additional interpretation and understanding of faculty workload distribution. From Summer 2019 to Summer 2020, time spent preparing for classes, administration, and service increased, whereas time spent on research decreased. From Fall 2019 to Fall 2020, time spent teaching increased. Administrative hours increased and research hours decreased.

**Workload Distribution in Hours per Week**

	Summer 2019	Summer 2020	Fall 2019	Fall 2020
<b>Preparing for Classes</b>	4.84	5.21	3.37	3.57
<b>Teaching</b>	10.36	10.49	21.30	24.14
<b>Research</b>	7.35	6.68	6.27	5.82
<b>Service</b>	2.54	3.08	4.85	4.82
<b>Administration</b>	4.11	6.20	5.48	6.63
<b>Total Average Hours Worked per Semester</b>	29.2	31.66	41.27	44.98

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. Work stress increased from 2019 to 2020, for both Fall and Summer.



## Summer 2019 vs Summer 2020

The following section evaluates and compares the Summer 2019 and Summer 2020 semesters. Results have been segmented by status, tenure, and contract in order to better understand the results and identify trends among different subsamples. This section displays overall trends found in the data, for a detailed breakdown and analysis see Appendix C.

### Tenure

Data was segmented by tenured, tenure-track, and non-tenure track faculty. Those who selected the answer option “other” were excluded from the analysis. Total sample size for each group was...Data could not be reported for non-tenure track faculty due to low sample size.

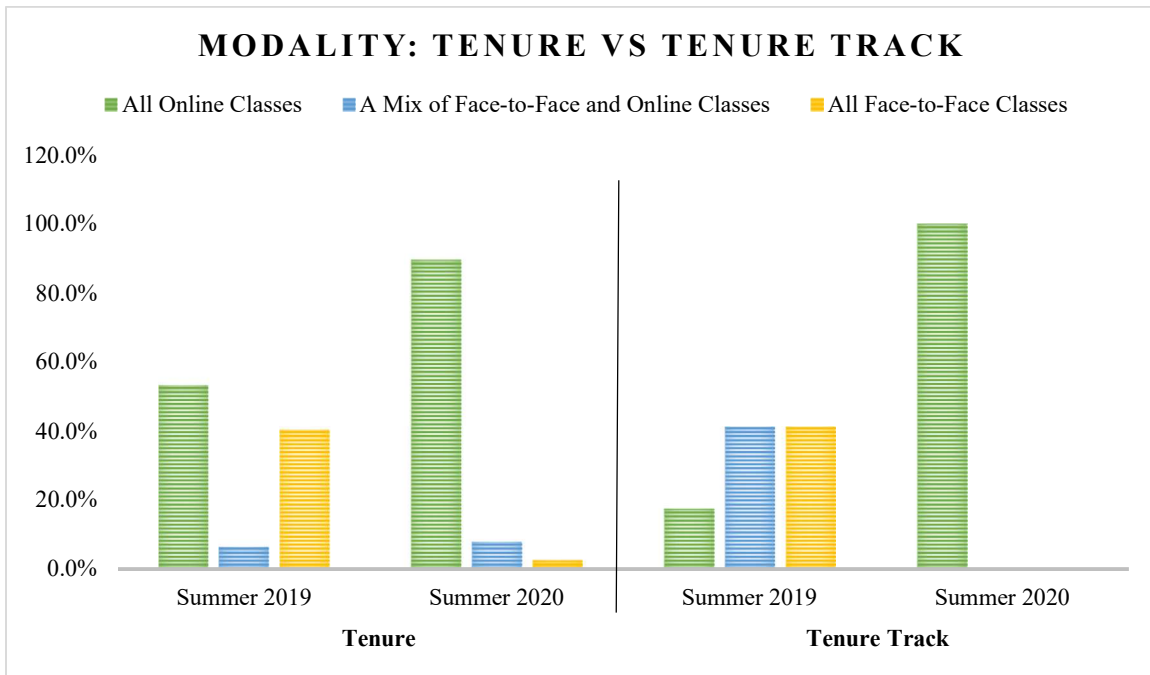
Average number of credit hours taught by faculty did not fluctuate between Summer semesters for tenure, tenure track, and non-tenure track faculty. All three groups taught on average about the same number of credit hours. Tenured faculty taught on average 4.71 credit hours in Summer 2019 and 4.47 credit hours in Summer 2020. Tenure track faculty taught on average 4.06 credit hours in Summer 2019 and 4.06 credit hours in Summer 2020. Although number of credit hours taught did not fluctuate, the average number of hours worked per week did. Average hours worked per week for tenured faculty went from 31.25 hours in Summer 2019 to 33.62 hours in Summer 2020. Average hours for tenure-track faculty went from 29.76 hours per week in Summer 2019 to 31.97 hours in Summer 2020.

When looking specifically at Summer semesters there was no fluctuations in number of weeks worked. Tenured faculty worked on average 9.11 weeks in Summer 2019 and 9.66 weeks in Summer 2020. Tenure track faculty worked on average 8.97 weeks in Summer 2019 and 9.03 in Summer 2020. On average, tenured faculty worked about 308 hours in Summer 2019 and 337 hours in Summer 2020. Tenure track faculty worked an average of 274 hours in Summer 2019 and 305 hours in Summer 2020.

Participants were asked to rate their level of agreement with the following statement: “I worked more hours in Summer 2020 compared to Summer 2019.” They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. On average tenured faculty rated 3.96 and tenure track faculty rated 4.07.

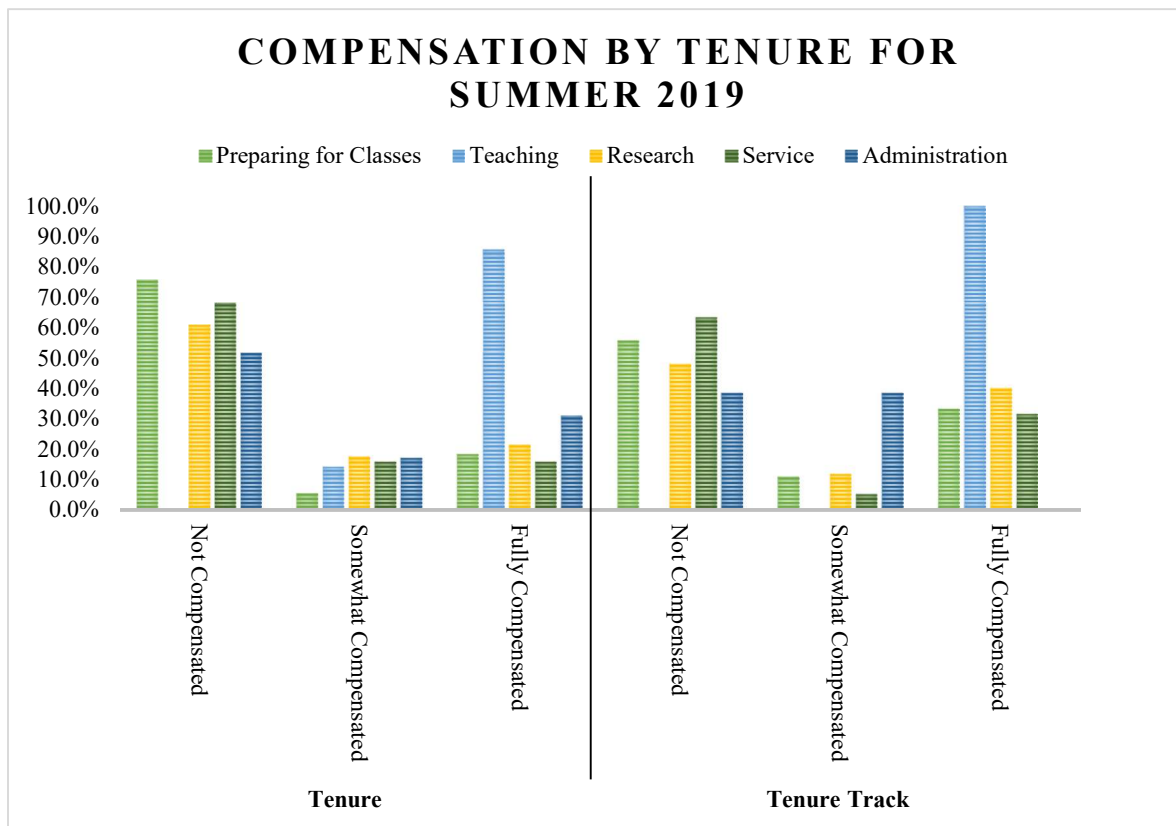


Respondents were asked to identify their means of delivering their classes in Summer 2019 and Summer 2020. They had three options: all online classes, a mix of face-to-face and online classes, or all face-to-face classes. As can be seen in the chart below, similar trends can be observed across tenure and tenure track in terms of the increase in all online classes and decrease in all face-to-face classes. There was also a decrease in a mix of face-to-face and online classes in Summer 2020 for tenure track faculty.

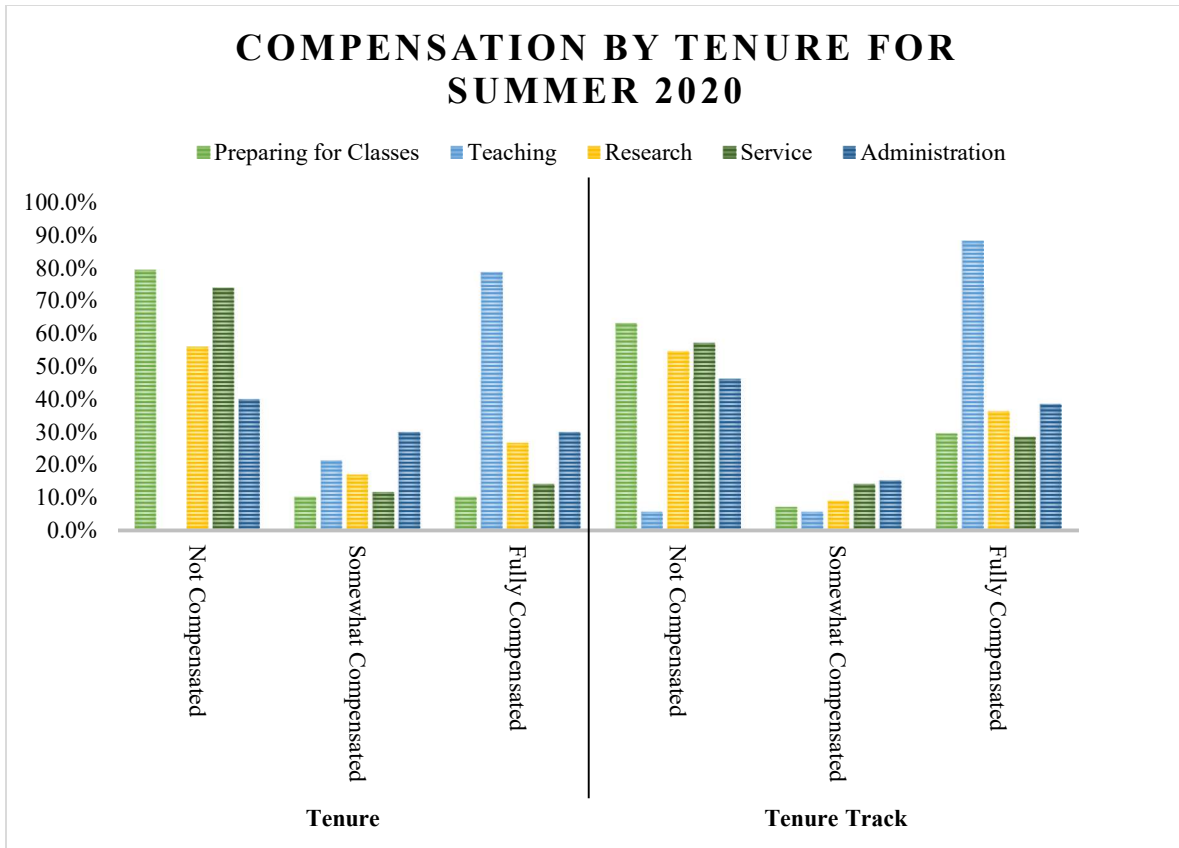


*Note: Non-Tenure Track was excluded from analyses due to low sample size.*

Participants were asked to rate their level of compensation on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks for the Summer 2019 and Summer 2020 semesters. Clinical and extension tasks were excluded from this section of the report due to small subsample who engaged in these tasks. For all subgroups, faculty were most fully compensated for teaching in Summer 2019 and 2020.

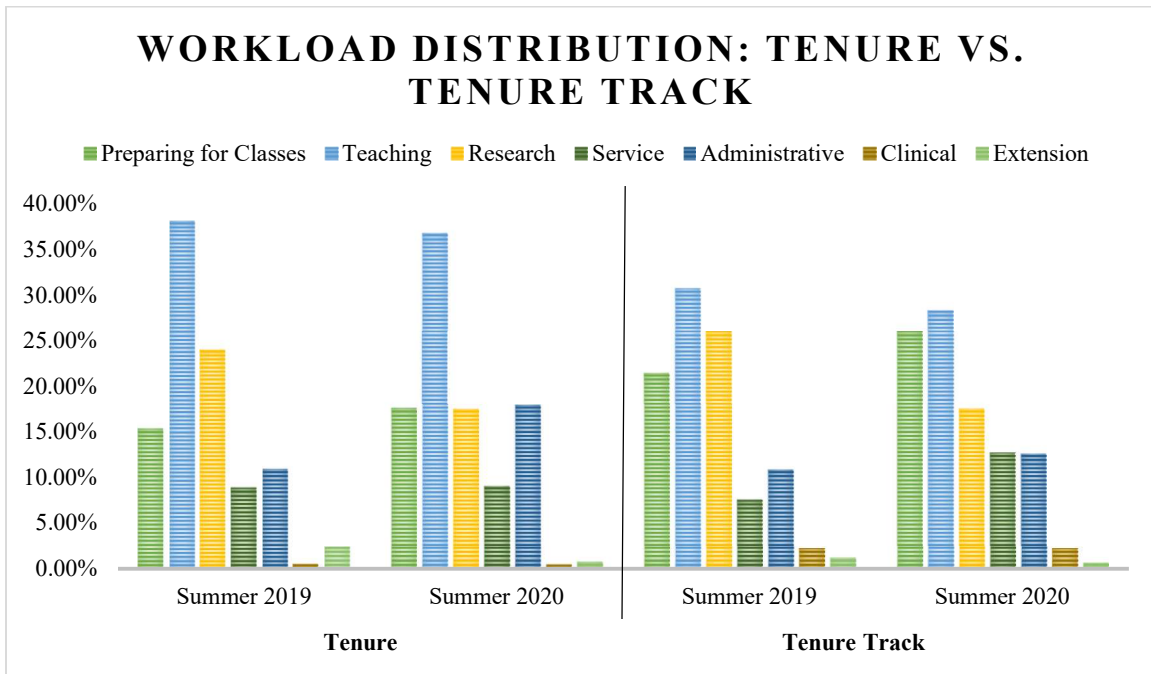


*Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks. Non-Tenure track was excluded from the analysis due to low sample size.*



*Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks. Non-Tenure track was excluded from the analysis due to low sample size.*

Respondents reported what percent of their time they spent on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks. It is important to note clinical, administrative, and extension tasks apply to a small subset of the sample, so the numbers may not fully represent the extent of work done on those tasks. For tenured faculty, percent of time allocated to research decreased and percent of time allocated to administration increased. For tenure track faculty, percent of time spent preparing for classes and on service increased. Whereas percent of time spent on teaching and research decreased.



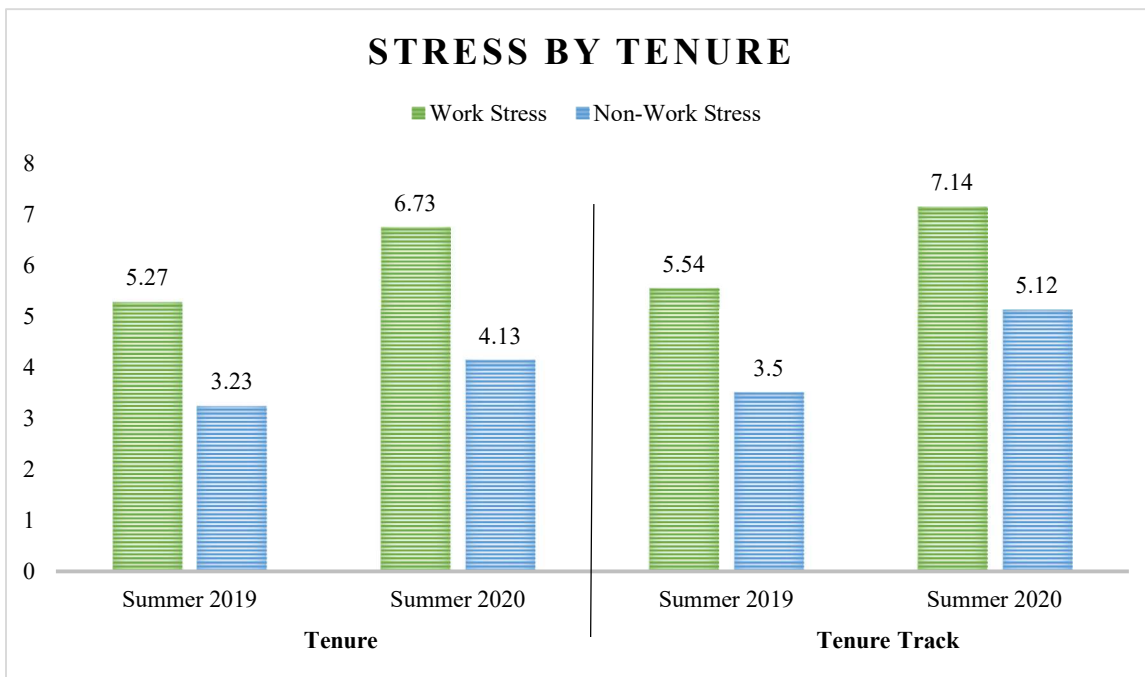
The table below shows percent change in average time spent on tasks per week between Summer 2019 and Summer 2020.

<b>Percent Change Summer 2019-Summer 2020</b>		
	<b>Tenure</b>	<b>Tenure Track</b>
<b>Preparing for Classes</b>	14.33%	21.47%
<b>Teaching</b>	-3.52%	-7.85%
<b>Research</b>	-27.02%	-32.85%
<b>Service</b>	2.14%	68.12%
<b>Administrative</b>	63.89%	15.93%

Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension. The percentages of workload distribution were converted into hours per week for additional interpretation. For tenured faculty, administrative hours increased from Summer 2019 to Summer 2020. For tenure track faculty, research hours decreased, service hours increased and, administrative hours increased.

<b>Workload Distribution by Tenure in Hours per Week</b>						
	<b>Summer 2019</b>		<b>Summer 2020</b>		<b>Percent Change</b>	
	<b>Tenure</b>	<b>Tenure Track</b>	<b>Tenure</b>	<b>Tenure Track</b>	<b>Tenure</b>	<b>Tenure Track</b>
<b>Preparing for Classes</b>	4.66	5.24	4.58	5.99	-1.72%	14.31%
<b>Teaching</b>	11.33	9.24	11.71	9.13	3.35%	-1.19%
<b>Research</b>	7.40	7.65	7.18	5.98	-2.97%	-21.83%
<b>Service</b>	2.86	2.09	2.80	3.95	-2.10%	89.00%
<b>Administration</b>	4.18	4.36	6.80	5.65	62.68%	29.59%
<b>Total Average Hours Worked per Week</b>	30.43	28.58	33.07	30.7	8.68%	7.42%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. All subgroups reported higher levels of stress in Summer 2020, compared to Summer 2019. Please see the chart below for details.



## Contract

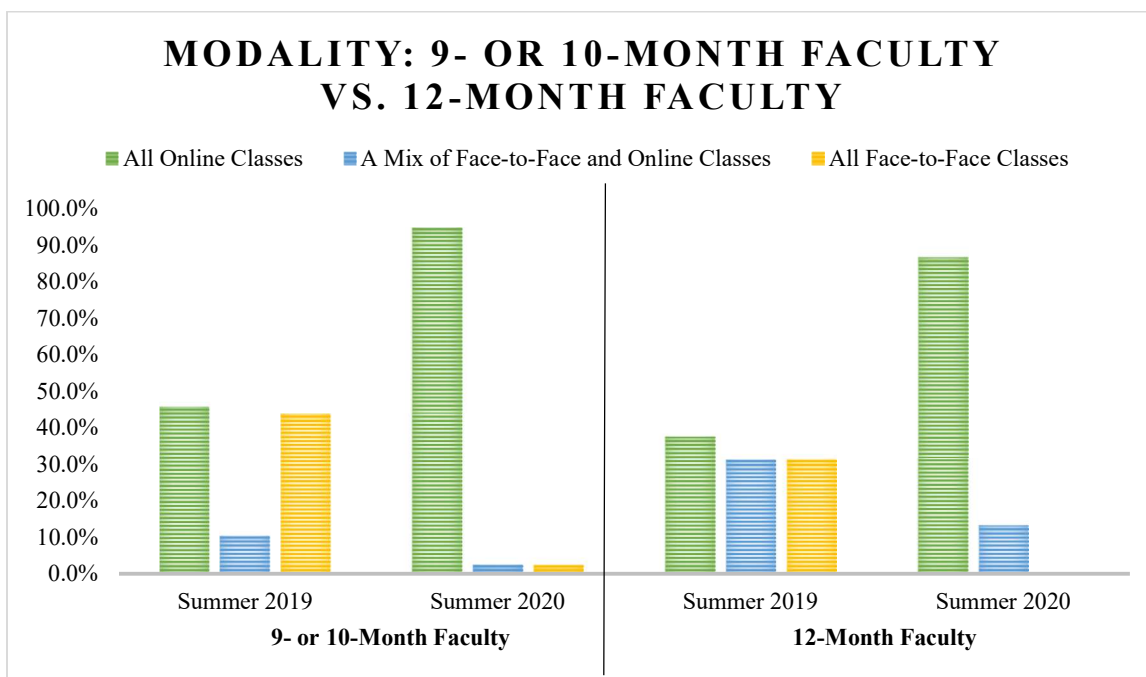
The data was further segmented by contract (9- or 10-month faculty and 12-month faculty). Participants who chose “other” or “semester” when asked to report their contract type were excluded from the analysis. Semester contracts were excluded from the analysis because of the heavy overlap with the previous analysis of part-time faculty.

Average number of credit hours taught by faculty did not fluctuate much between Summer semesters for 9- or 10-month faculty and 12-month faculty. 9- or 10-month faculty averaged 4.24 credit hours in Summer 2019 and 4.14 credit hours in Summer 2020. 12-month faculty averaged 5.44 credit hours taught in Summer 2019 and 4.93 credit hours in Summer 2020. Although number of credit hours taught did not fluctuate much, the average number of hours worked per week did. Average hours per week worked for 9- or 10-month faculty went from 26.75 hours in Summer 2019 to 27.04 hours in Summer 2020. Average hours per week worked for 12-month faculty went from 37.70 in Summer 2019 to 44.36 in Summer 2020.

When looking specifically at Summer semesters, there were no differences in number of weeks worked. On average 9- or 10-month faculty worked 8.15 weeks in Summer 2019 and 8.80 weeks in Summer 2020. 12-month faculty on average worked 10.72 weeks in Summer 2019 and 10.76 weeks in Summer 2020. Faculty with a 9- or 10-month contract worked a total of 230 hours in Summer 2019 and 246 hours in Summer 2020. Faculty with a 12-month contract worked a total of 421 hours in Summer 2019 and 481 hours in Summer 2020.

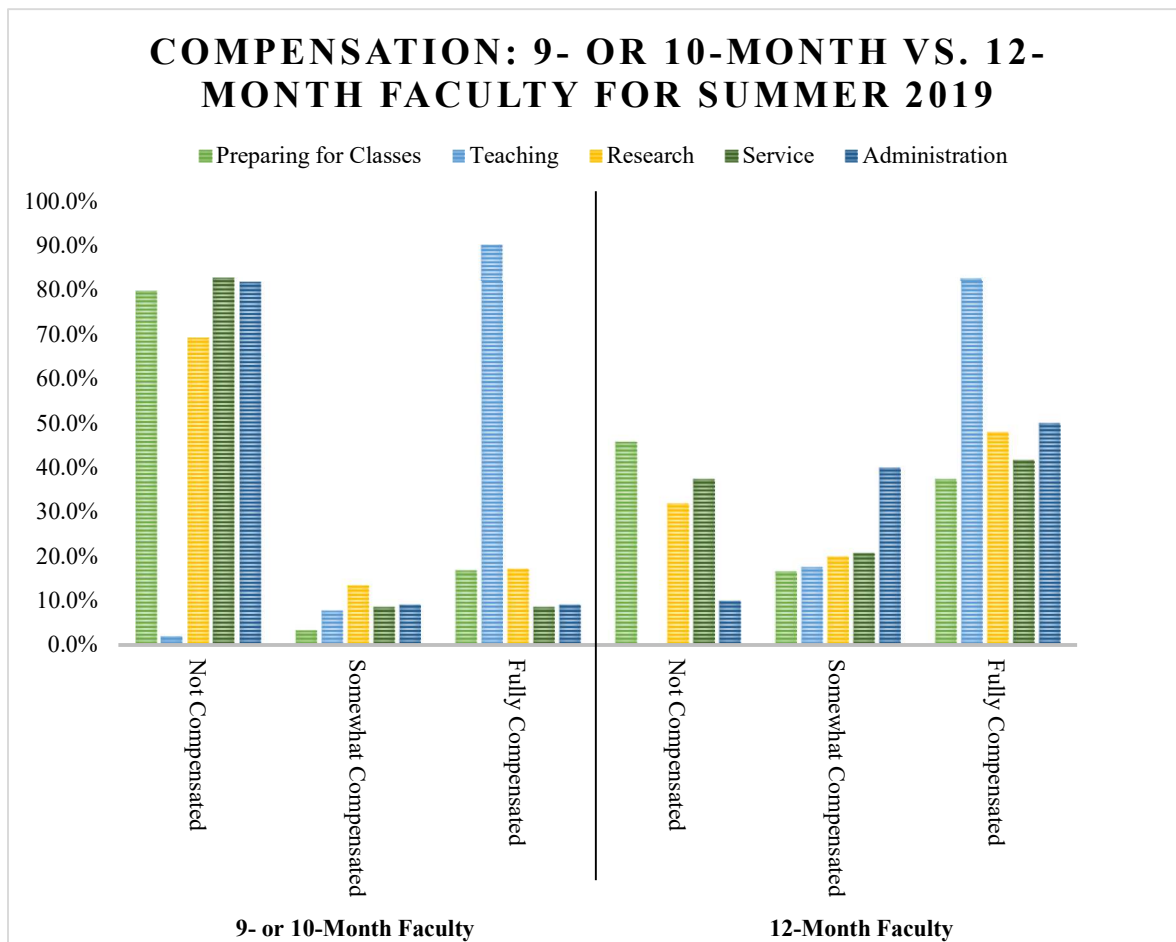
Participants were asked to rate their level of agreement with the following statement: “I worked more hours in Summer 2020 compared to Summer 2019.” They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. On average 9- or 10-month faculty rated their agreement as 3.93. On average 12-month faculty rated their agreement as 4.18.

Participants were asked to select their modality of delivering their classes in Summer 2019 and Summer 2020. They chose from all online classes, a mix of face-to-face and online classes, or all face-to-face classes. The percent of faculty teaching all online classes increased for both 9- or 10-month faculty and 12-month faculty between Summer 2019 and Summer 2020. There is also a large decrease in all face-to-face classes for both subgroups. 12-month faculty were more likely than 9- or 10-month faculty to teach a mix of face-to-face and online classes in Summer 2019 and Summer 2020.

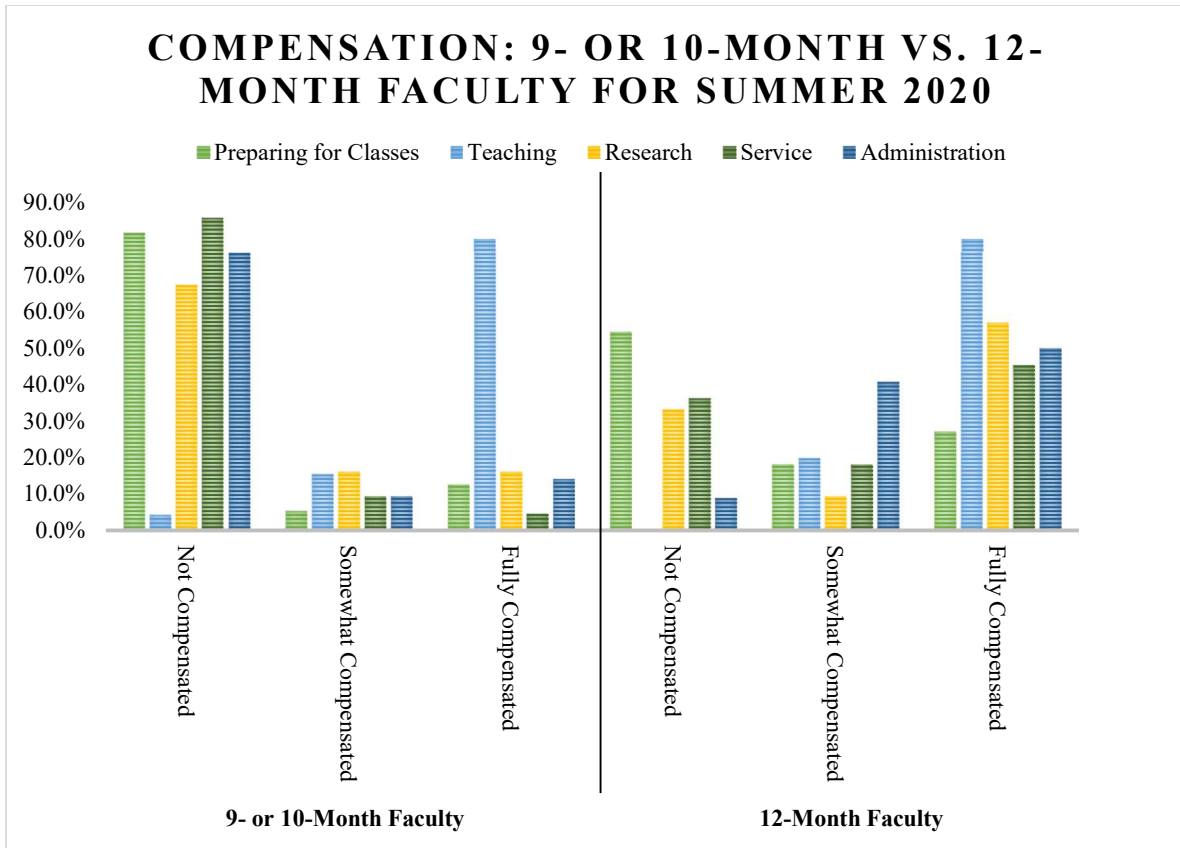




Participants were asked to rate their level of compensation on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks for the Summer 2019 and Summer 2020 semesters. In both Summer 2019 and Summer 2020, 9- or 10-month faculty reported more frequently they were not compensated for preparing for classes, research, service, and administration than 12-month faculty.

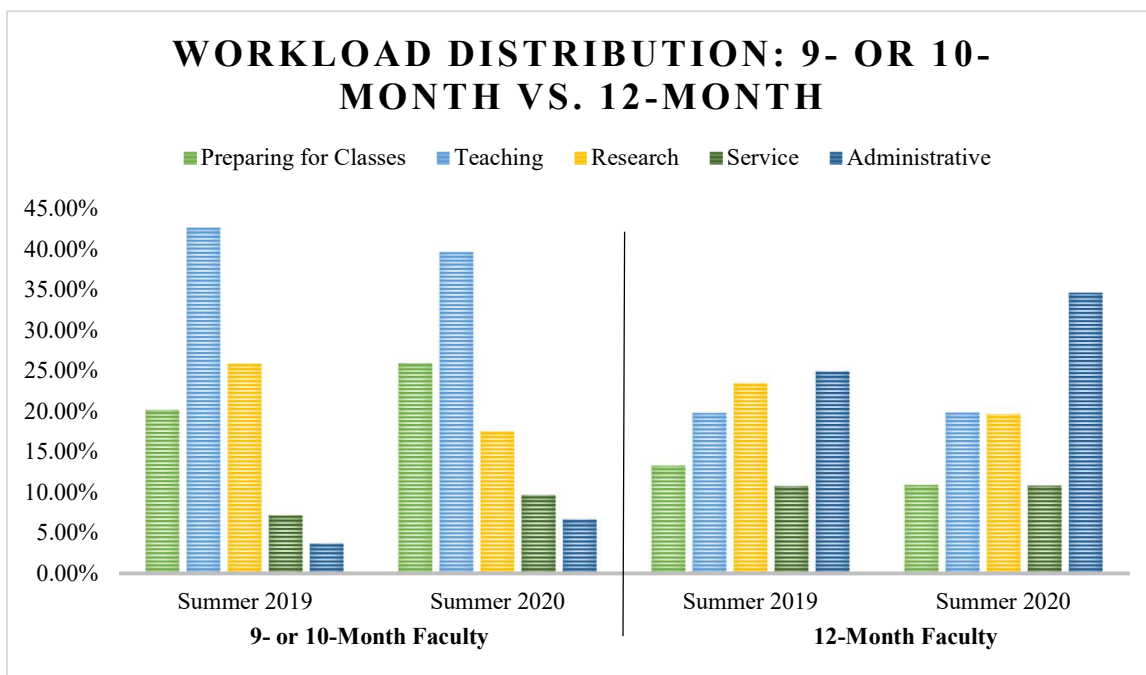


*Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks.*



*Note: Clinical and extension tasks were excluded from this analysis due to small subsample who engage in these tasks.*

Respondents reported what percent of their time they spent on preparing for classes (the following semester), teaching, research, service, administration, clinical, and extension tasks. It is important to note clinical, administrative, and extension tasks apply to a small subset of the sample, so the numbers may not fully represent the extent of work done on those tasks. For 9-or 10-month faculty, percent of time spent on teaching and research reduced; whereas percent of time spent preparing for classes, service, and administration increased. For 12-month faculty, percent of time spent on administration increased and percent of time spent on research decreased.



The table below shows percent change in time spent on tasks between Summer 2019 and Summer 2020 by contract.

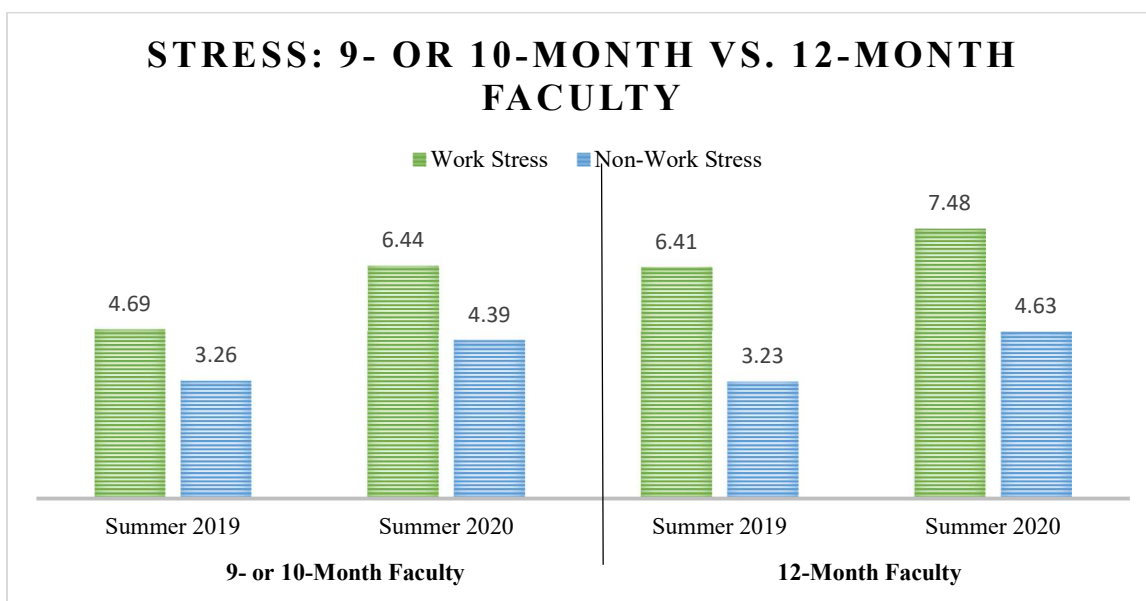
Percent Change Summer 2019-Summer 2020		
	9-or-10-Month Faculty	12-Month Faculty
<b>Preparing for Classes</b>	28.83%	-17.92%
<b>Teaching</b>	-7.09%	0.25%
<b>Research</b>	-32.41%	-16.30%
<b>Service</b>	36.58%	0.74%
<b>Administrative</b>	80.76%	39.14%

Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension. The percentages of workload distribution were converted into hours per week for additional interpretation. Workhours did not change to a great extent from Summer 2019 to Summer 2020 for 9- or 10-month faculty. Research hours decreased a little, and service hours increased a little. For 12-month faculty, time spent on almost every task increased except preparing for classes, which decreased.

**Workload Distribution by Contract in Hours per Week**

	Summer 2019		Summer 2020		Percent Change	
	9- or 10-Month	12-Month	9- or 10-Month	12-Month	9- or 10-Month	12-Month
<b>Preparing for Classes</b>	5.22	4.08	5.87	3.66	12.45%	-10.29%
<b>Teaching</b>	11.86	7.65	11.20	9.38	-5.56%	22.61%
<b>Research</b>	6.69	8.90	5.36	9.66	-19.88%	8.54%
<b>Service</b>	1.99	3.75	2.66	4.05	33.67%	8.00%
<b>Administration</b>	0.75	11.04	1.65	15.84	120.00%	43.48%
<b>Total Average Hours Worked</b>	26.51	35.42	26.74	42.59	0.87%	20.24%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. Work stress increased from Summer 2019 to Summer 2020 for both subgroups. Stress levels were higher for 12-month faculty in both the years.



## Fall 2019 vs Fall 2020

The following section evaluates and compares the Fall 2019 and Fall 2020 semesters. Results have been segmented by status, tenure, and contract to better understand the results and identify trends among different subsamples. This section displays overall trends found in the data, for a detailed breakdown and analyses see Appendix C.

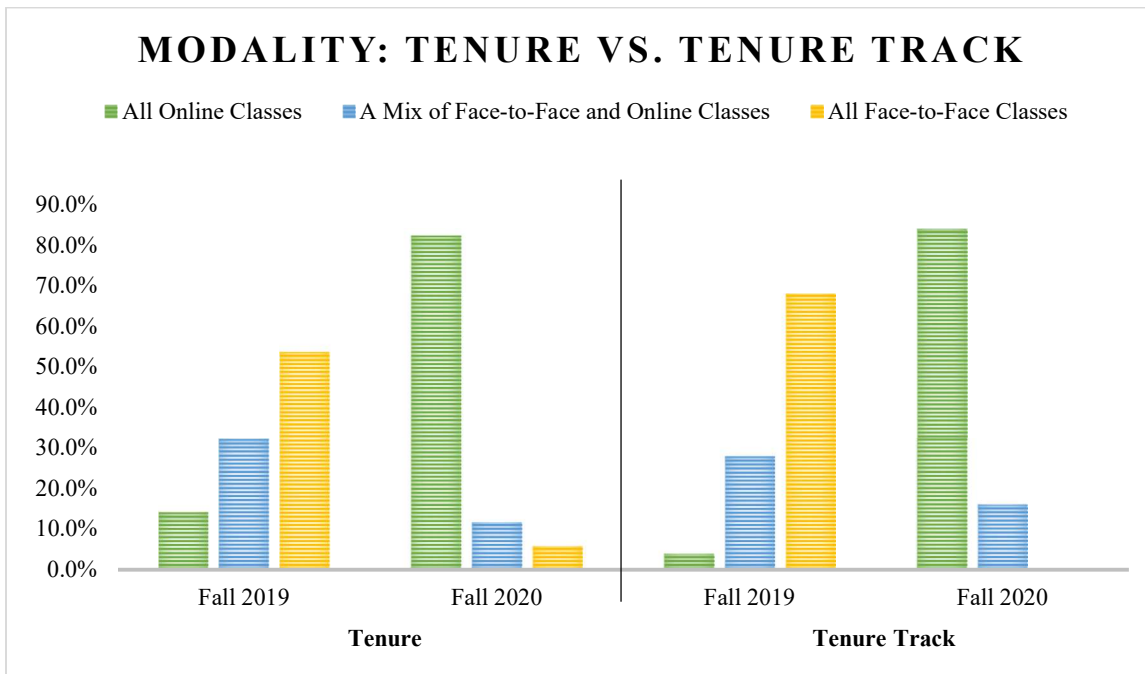
### Tenure

Data was segmented by tenured, tenure-track, and non-tenure track faculty. Those who selected the answer option “other” were excluded from the analysis. Data for non-tenure track could not be reported because of small sample size.

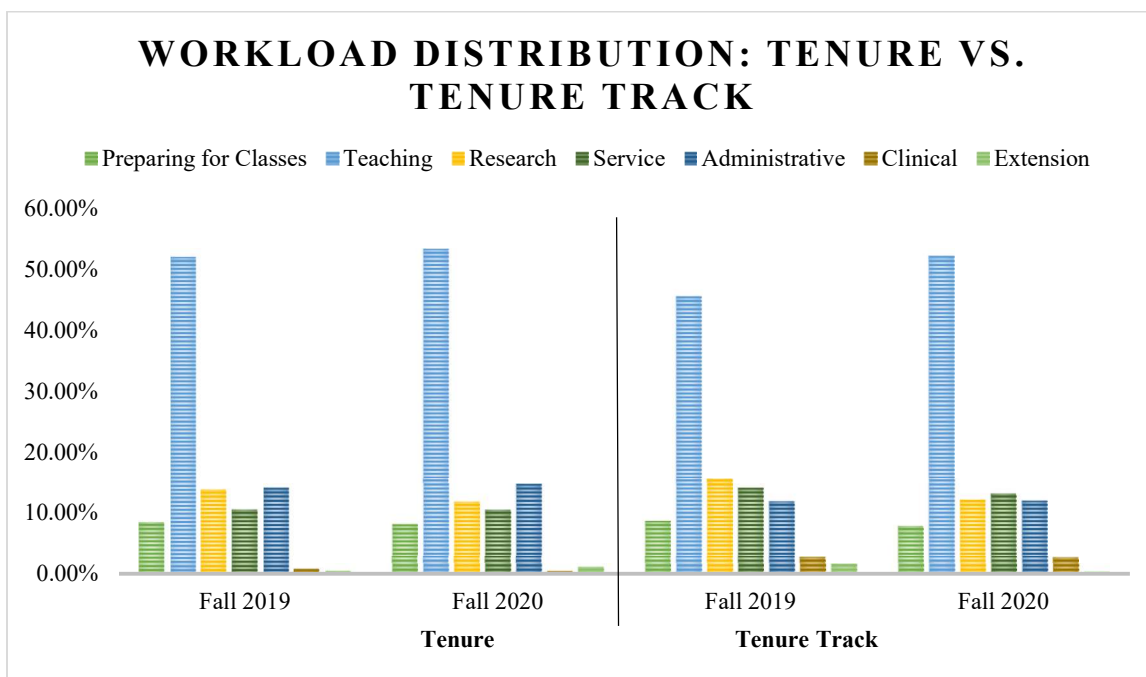
Average number of credit hours taught by faculty did not fluctuate between Summer semesters for tenure, tenure track, and non-tenure track faculty. Tenured faculty taught 9.75 credit hours in Fall 2019 and 9.86 credit hours in Fall 2020. Tenure track faculty taught on average 11.19 credit hours in Fall 2019 and 11.22 credit hours in Fall 2020. Although number of credit hours taught did not much fluctuate within each group, the average number of hours worked per week did. Average hours worked per week for tenured faculty went from 31.25 hours in Fall 2019 to 33.62 hours in Fall 2020. Average hours for tenure-track faculty went from 29.76 hours per week in Fall 2019 to 31.97 hours in Fall 2020.

Participants were asked to rate their level of agreement with the following statement: “I worked more hours in Fall 2020 compared to Fall 2019.” They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. There was little difference between tenure, tenure track, and non-tenure track faculty. On average tenured faculty rated 4.44, tenure track faculty rated 4.15, and non-tenure track faculty rated 4.62.

Across both subgroups in the Fall 2019 semester, faculty primarily taught all face-to-face classes. All three groups saw a large increase in all online classes in Fall 2020 and a large decrease in all face-to-face classes. Tenured and tenure track faculty had very similar modality composition in Fall 2019.



Task distribution was evaluated by asking “On an average work week during Fall 2019, what percent of the time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0.” Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension. Workload distribution did not change much between the years for both groups. Percent of time allocated to research decreased in Fall 2020 for tenure track faculty.



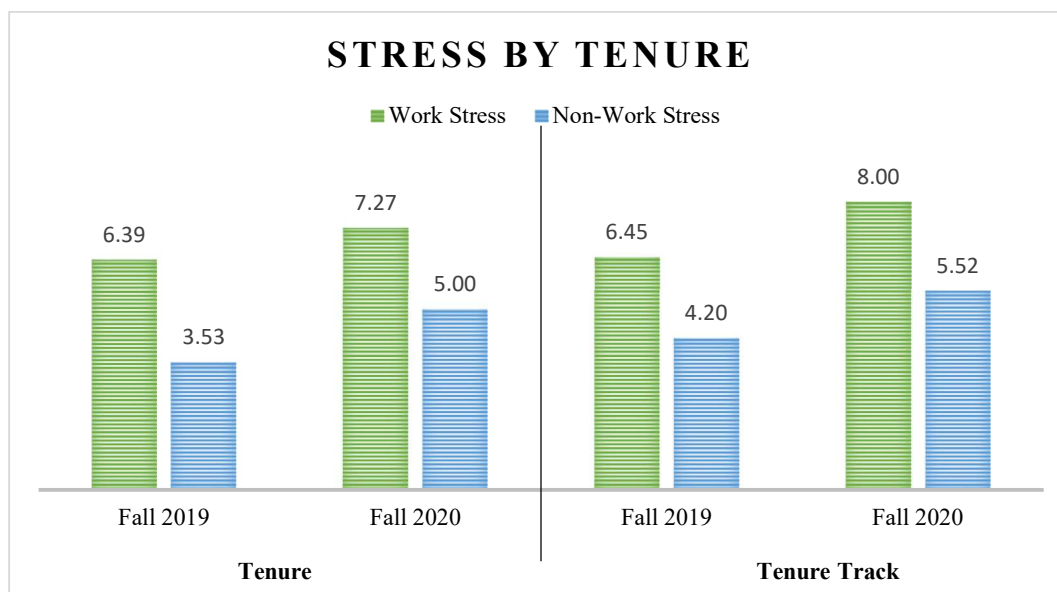
The table below shows percent change in time spent on tasks from Fall 2019 to Fall 2020 by tenure.

Percent Change Fall 2019-Fall 2020		
	Tenured	Tenure Track
Preparing for Classes	-2.63%	-10.77%
Teaching	2.61%	14.56%
Research	-14.80%	-22.13%
Service	-0.86%	-6.64%
Administrative	4.56%	0.59%

The percentages for workload distribution were converted into hours per week for interpretation. Similar to the summer semester analyses, the people who answered a value other than 0 at least once for clinical and extension were analyzed separately. For tenured faculty, teaching hours and administrative hours increased from Fall 2019 to Fall 2020. Their research hours decreased. For tenure track faculty, teaching hours increased from Fall 2019 to Fall 2020. Their research hours decreased.

Workload Distribution in Hours per Week						
	Fall 2019		Fall 2020		Percent Change	
	Tenure	Tenure Track	Tenure	Tenure Track	Tenure	Tenure Track
<b>Preparing for Classes</b>	3.23	3.36	3.43	3.32	6.19%	-1.19%
<b>Teaching</b>	21.25	20.50	23.98	24.13	12.85%	17.71%
<b>Research</b>	6.27	6.58	5.97	5.66	-4.78%	-13.98%
<b>Service</b>	4.45	5.80	4.19	6.40	-5.84%	10.34%
<b>Administration</b>	5.56	5.68	6.85	6.60	23.20%	16.20%
<b>Total Average Hours Spent on Tasks</b>	40.76	41.92	44.42	46.11	8.98%	10.00%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. There was a rise in stress levels from Fall 2019 to Fall 2020 for all subgroups.





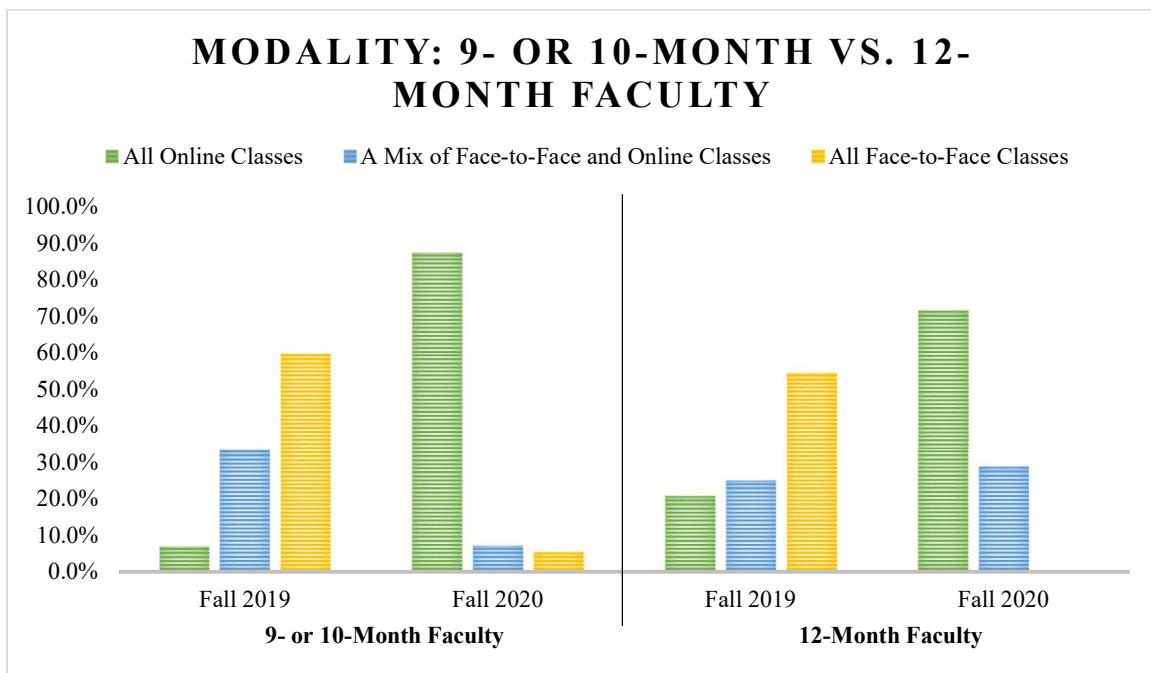
## Contract

The data was further segmented by contract (9- or 10-month faculty and 12-month faculty). Participants who chose “other” or “semester” when asked to report their contract type were excluded from the analysis. Semester contracts were excluded from the analysis because of the heavy overlap with the previous analysis of part-time faculty.

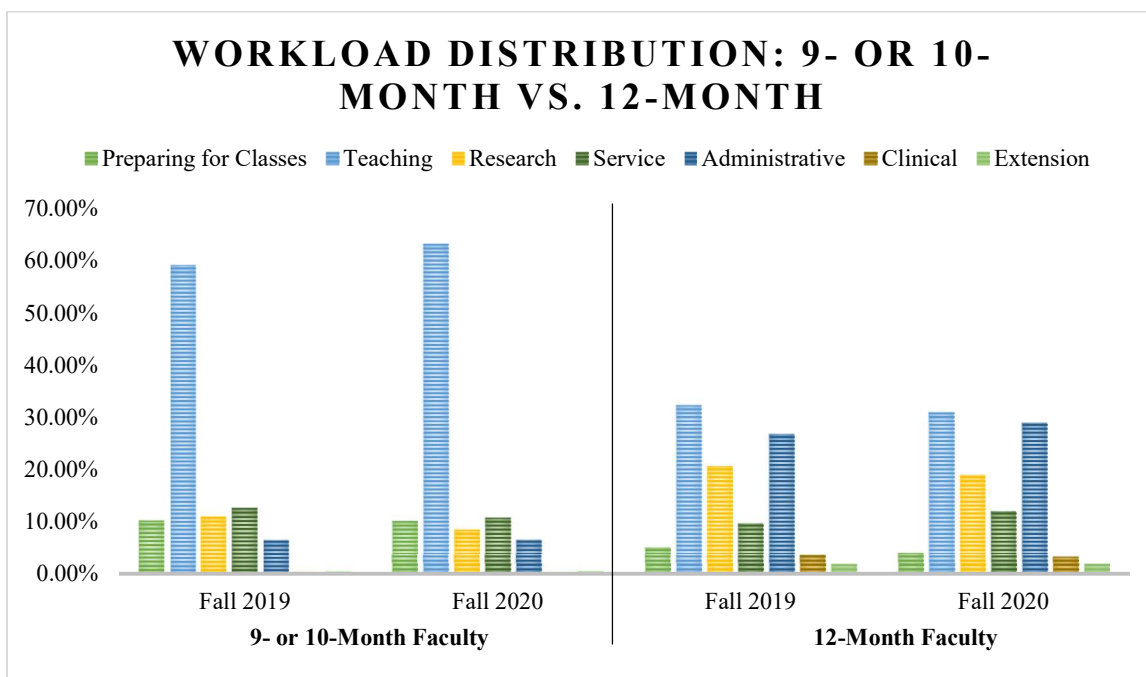
Average number of credit hours taught by faculty did not change much between Fall semesters for 9- or 10-month faculty and 12-month faculty. 9- or 10-month faculty averaged 10.88 credit hours in Fall 2019 and 10.75 credit hours in Fall 2020. 12-month faculty averaged 8.71 credit hours taught in Fall 2019 and 9.04 in Fall 2020. The average number of hours worked per week fluctuated to a greater degree. Average hours per week worked for 9- or 10-month faculty went from 42.35 hours in Fall 2019 to 44.35 hours in Fall 2020. Average hours per week worked for 12-month faculty went from 42.60 in Fall 2019 to 49.54 in Fall 2020.

Participants were asked to rate their level of agreement with the following statement: “I worked more hours in Fall 2020 compared to Fall 2019.” They rated their agreement on a 5-point Likert scale with 1 being strongly disagree and 5 being strongly agree. There were little differences between 9- or 10-month and 12-month faculty ratings. On average 9- or 10-month faculty rated their agreement as 4.26. On average 12-month faculty rated their agreement as 4.33.

Modality used to deliver classes experienced the same trends between both groups for Fall 2019 and Fall 2020. Both subgroups saw a large increase in teaching all online classes in Fall 2020. Both groups also saw a decrease in teaching all face-to-face classes in Fall 2020. 12-month faculty were more likely to teach a mix of face-to-face and online classes in Fall 2019 and Fall 2020.



Task distribution was evaluated by asking “On an average work week during Fall 2019, what percent of the time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0.” Faculty had to allocate percentages to the following activities that may be relevant to them: Preparing for winter/spring classes, teaching, research, service, administration, clinical, and extension. The same question and answer format were used for Fall 2020 as well. Workload distributions did not shift significantly for both subgroups from Fall 2019 to Fall 2020.



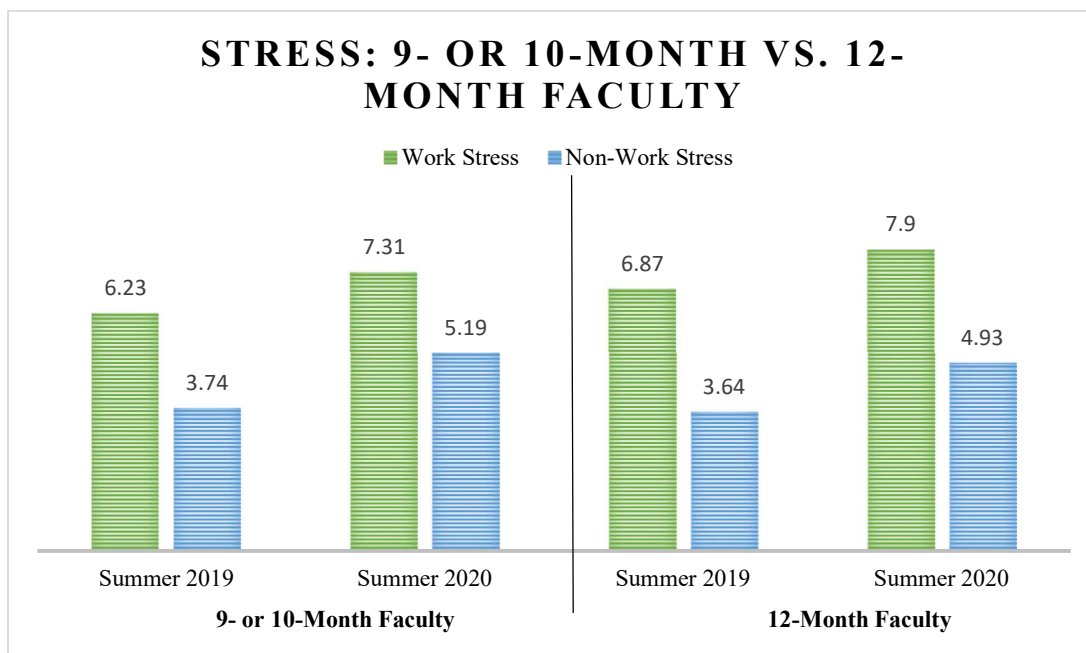
The table below shows percent change in time spent on tasks between Fall 2019 and Fall 2020 by contract.

Percent Change Fall 2019-Fall 2020		
	9-or-10 Month	12-Month
<b>Preparing for Classes</b>	1.19%	-20.08%
<b>Teaching</b>	6.85%	-4.17%
<b>Research</b>	-22.57%	-8.73%
<b>Service</b>	-13.48%	23.51%
<b>Administrative</b>	1.69%	8.31%

The percentages of workload distribution were converted into hours per week for interpretation. Similar to the summer semester analyses, the people who answered a value other than 0 at least once for clinical and extension were analyzed separately. For 9- or 10-month faculty, research hours decreased, and teaching hours increased from Fall 2019 to Fall 2020. For 12-month faculty, hours spent on almost every task increased, particularly administration.

Workload Distribution in Hours per Week						
	Fall 2019		Fall 2020		Percent Change	
	9- or 10-Month	12-Month	9- or 10-Month	12-Month	9- or 10-Month	12-Month
<b>Preparing for Classes</b>	4.04	2.05	4.25	2.11	5.20%	2.93%
<b>Teaching</b>	25.14	13.62	27.88	15.93	10.90%	16.96%
<b>Research</b>	4.63	9.80	3.77	10.49	-18.57%	7.04%
<b>Service</b>	5.39	3.91	5.20	4.14	-3.53%	5.88%
<b>Administration</b>	2.81	11.09	2.95	14.86	4.98%	33.99%
<b>Total Average Hours Spent on Tasks</b>	42.01	40.47	44.05	47.53	4.86%	17.45%

A 10-point scale was used to evaluate faculty work and non-work stress across semester. 0 represented no stress, 5 represented moderate stress, and 10 represented high stress. The reason for evaluating work and non-work stress was to gain a more accurate understanding of stress levels specifically related to work. Both 9-and-10-month faculty and 12-month faculty had similar stress levels and similar trends. Stress levels for both groups increased from Fall 2019 to Fall 2020.



# Appendices

## Appendix A: Survey

### Introduction



Tennessee University Faculty Senates



The objective of this survey is to identify and measure distribution of faculty work effort and overall workload, including work during the Covid-19 pandemic. Faculty leaders and TUFS will use this information to advocate for faculty in higher education in the spirit of shared governance.

This survey is completely **anonymous** and should take approximately **10 minutes** to complete.

**TUFS, the Tennessee University Faculty Senates**, is an association of the Faculty Senates of the ten four-year public universities in Tennessee. It represents the interests of over 10,000 faculty members across the state. We work to improve the lives of faculty members and advocate for improvements for higher education. For more information, you can visit the TUFS website at: <https://tnfacultyssenates.org/>

**COHRE, Center of Organizational and Human Resource Effectiveness** is a university-based consulting unit with a wide range of human resources expertise. COHRE's purpose is to serve its students, represent the University with pride, contribute to the community, and impact organizations and the people in them with integrity. For more information, you can visit the COHRE website at: <https://www.mtsu.edu/cohre/>

The questions of this survey will ask about what percent of your time was spent in preparation for class, teaching, service, administration, research, clinical, and extension for the **Summer 2019, Fall 2019, Summer 2020, and Fall 2020** semesters. It will also ask for how many hours you taught, what modality you used to teach, and which university(ies) you taught/worked at during **Summer 2019, Fall 2019, Summer 2020, and Fall 2020**.

### Demographic 1

Which of the following applies to your current faculty status?

- Tenured
- Tenure track

- Non-tenure track
- Other

What is your current rank?

- Full Professor
- Associate Professor
- Assistant Professor
- Full-Time Instructor
- Part-Time Instructor/Adjunct
- Other

Indicate your type of current employee contract.

- 9-month or 10-month faculty
- 12-month faculty
- Semester
- Other

What is your current distribution of your workload, as of Fall 2020? Please indicate your responses in percent. (Must add up to 100). If any of the activities do not apply to you, enter 0.

Research	<input type="text" value="0"/>
Teaching	<input type="text" value="0"/>
Service	<input type="text" value="0"/>
Administration	<input type="text" value="0"/>
Clinical	<input type="text" value="0"/>
Extension	<input type="text" value="0"/>
Total	<input type="text" value="0"/>

Have you worked for the same university since **Summer 2019**?

- Yes
- No

Select the university at which you are currently employed.

- Austin Peay State University
- East Tennessee State University
- Middle Tennessee State University
- Tennessee State University
- Tennessee Tech University
- University of Memphis
- University of Tennessee, Chattanooga
- University of Tennessee, Health Sciences Center
- University of Tennessee, Knoxville/UTIA/UTSI
- University of Tennessee, Martin

### Summer 2019

Please answer the following questions regarding your workload during **Summer 2019** (pre-pandemic).

Did you do any work, compensated or uncompensated, for a university during **Summer 2019**?

- Yes
- No

Select the University you were working at during **Summer 2019**:

- Austin Peay State University
- East Tennessee State University
- Middle Tennessee State University
- Tennessee State University
- Tennessee Tech University
- University of Memphis
- University of Tennessee, Chattanooga
- University of Tennessee, Health Sciences Center
- University of Tennessee, Knoxville/UTIA/UTSI
- University of Tennessee, Martin

None of the above

Did you teach in **Summer 2019**?

Yes

No

What modality did you use to deliver your classes in **Summer 2019**?

All online classes (including any remote delivery approach)

A mix of face-to-face and online classes (including any remote delivery approach)

All face-to-face classes

How many credit hours did you teach in **Summer 2019**?

On an average week how many hours, compensated or uncompensated, did you work during **Summer 2019**?

Approximately how many weeks did you work, compensate or uncompensated, during **Summer 2019**?

On an average work week during **Summer 2019** (pre-pandemic), what percent of the time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0.

Preparation for Fall classes

Teaching Summer classes

Research

Service

Administration

Clinical



Extension

0

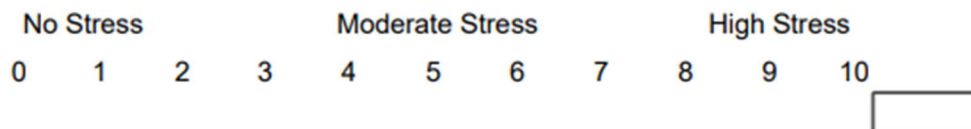
Total

0

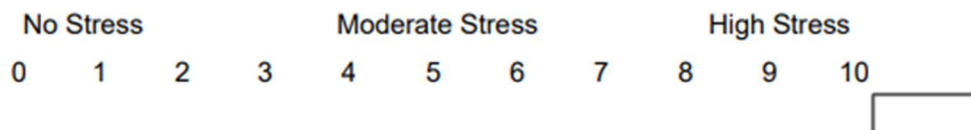
Select your level of compensation for each of the following activities for **Summer 2019**. If the activity does not apply to you select the option "N/A".

	Not compensated	Somewhat compensated	Fully compensated	N/A
Preparing for Fall classes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching Summer classes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Using the bar below, indicate your average level of **work** stress during **Summer 2019**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.



Using the bar below, indicate your average level of **non-work** stress during **Summer 2019**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.



**Fall 2019**

Please answer the following questions regarding your workload during **Fall 2019** (pre-pandemic).

Did you do any work, compensated or uncompensated, for university during **Fall 2019**?

- Yes
- No

Select the University you were working at during **Fall 2019**:

- Austin Peay State University
- East Tennessee State University
- Middle Tennessee State University
- Tennessee State University
- Tennessee Tech University
- University of Memphis
- University of Tennessee, Chattanooga
- University of Tennessee, Health Sciences Center
- University of Tennessee, Knoxville/UTIA/UTSI
- University of Tennessee, Martin
- None of the above

Did you teach in **Fall 2019**?

- Yes
- No

What modality did you use to deliver your classes in **Fall 2019**?

- All online classes (including any remote delivery approach)
- A mix of face-to-face and online classes (including any remote delivery approach)
- All face-to-face classes

How many credit hours did you teach in **Fall 2019**?

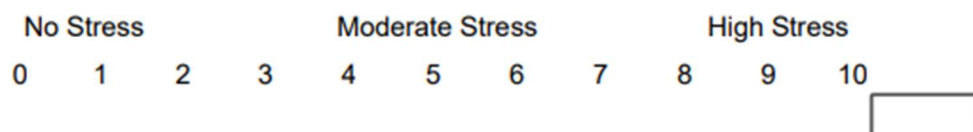
On an average week how many hours, compensated or uncompensated, did you work during **Fall 2019**?

On an average work week during **Fall 2019**, what percent of the time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0.

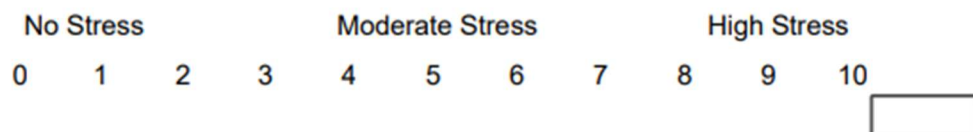
Preparation for Winter/Spring classes

Teaching Fall classes	<input type="text" value="0"/>
Research	<input type="text" value="0"/>
Service	<input type="text" value="0"/>
Administration	<input type="text" value="0"/>
Clinical	<input type="text" value="0"/>
Extension	<input type="text" value="0"/>
Total	<input type="text" value="0"/>

Using the bar below, indicate your average level of **work** stress during **Fall 2019**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.



Using the bar below, indicate your average level of **non-work** stress during **Fall 2019**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.



### Summer 2020

Please answer the following questions regarding your workload during **Summer 2020** during the pandemic.

Did you do any work, compensated or uncompensated, for university during **Summer 2020**?

- Yes  
 No

Select the University you were working at during **Summer 2020**:

- Austin Peay State University  
 East Tennessee State University  
 Middle Tennessee State University

- Tennessee State University
- Tennessee Tech University
- University of Memphis
- University of Tennessee, Chattanooga
- University of Tennessee, Health Sciences Center
- University of Tennessee, Knoxville/UTIA/UTSI
- University of Tennessee, Martin
- None of the above

Did you teach in **Summer 2020**?

- Yes
- No

What modality did you use to deliver your classes in **Summer 2020**?

- All online classes (including any remote delivery approach)
- A mix of face-to-face and online classes (including any remote delivery approach)
- All face-to-face classes

How many credit hours did you teach in **Summer 2020**?

On an average week how many hours, compensated or uncompensated, did you work during **Summer 2020**?

Approximately how many weeks did you work, compensated or uncompensated, in **Summer 2020**?

On an average work week during **Summer 2020** (during the pandemic), what percent of time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0.

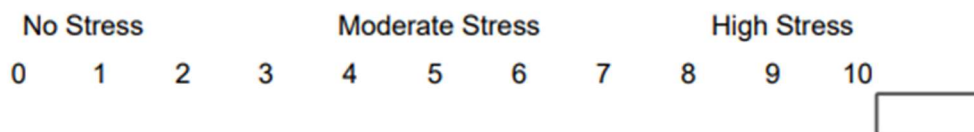
Preparation for Fall classes

Teaching Summer classes	<input type="text" value="0"/>
Research	<input type="text" value="0"/>
Service	<input type="text" value="0"/>
Administration	<input type="text" value="0"/>
Clinical	<input type="text" value="0"/>
Extension	<input type="text" value="0"/>
Total	<input style="color: red;" type="text" value="0"/>

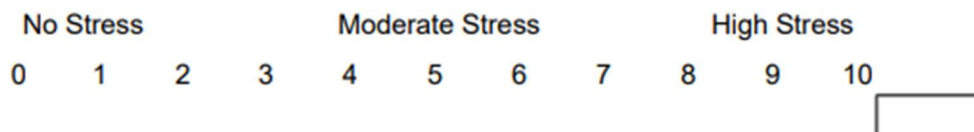
Select your level of compensation for each of the following activities for **Summer 2020**. If the activity does not apply to you select the option "N/A".

	Not compensated	Somewhat compensated	Fully compensated	N/A
Preparing for Fall classes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching Summer classes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Using the bar below, indicate your average level of **work** stress during **Summer 2020**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.



Using the bar below, indicate your average level of **non-work** stress during **Summer 2020**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.



	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I worked more hours in <b>Summer 2020</b> compared to <b>Summer 2019</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Fall 2020**

Please answer the following questions regarding your workload during **Fall 2020** during the pandemic.

Did you do any work, compensated or uncompensated, for the university during **Fall 2020**?

- Yes
- No

Select the University you were working at during **Fall 2020**:

- Austin Peay State University
- East Tennessee State University
- Middle Tennessee State University
- Tennessee State University
- Tennessee Tech University
- University of Memphis
- University of Tennessee, Chattanooga
- University of Tennessee, Health Sciences Center
- University of Tennessee, Knoxville/UTIA/UTSI
- University of Tennessee, Martin
- None of the above

Did you teach in **Fall 2020**?

- Yes
- No

What modality did you use to deliver your classes in **Fall 2020**?

- All online classes (including any remote delivery approach)
- A mix of face-to-face and online classes (including any remote delivery approach)
- All face-to-face classes

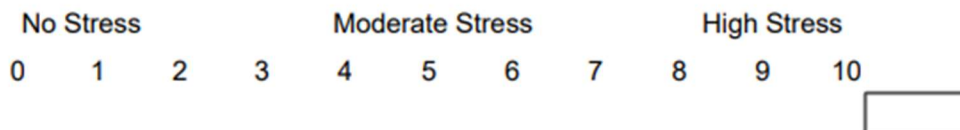
How many credit hours did you teach in **Fall 2020**?

On an average week how many hours, compensated or uncompensated, did you work during **Fall 2020**?

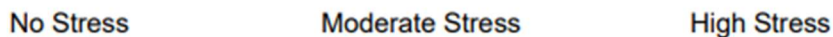
On an average work week during **Fall 2020** (during the pandemic), what percent of time did you spend doing the following activities? (Must add up to 100). If any of the activities do not apply to you, enter 0.

Preparation for Winter/Spring classes	<input type="text" value="0"/>
Teaching Fall classes	<input type="text" value="0"/>
Research	<input type="text" value="0"/>
Service	<input type="text" value="0"/>
Administration	<input type="text" value="0"/>
Clinical	<input type="text" value="0"/>
Extension	<input type="text" value="0"/>
Total	<input type="text" value="0"/>

Using the bar below, indicate your average level of **work** stress during **Fall 2020**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.



Using the bar below, indicate your average level of **non-work** stress during **Fall 2020**. 0 represents no stress, 5 represents moderate stress, and 10 represents high stress.



0 No Stress 1 2 3 4 Moderate Stress 5 6 7 8 High Stress 9 10

Rate your level of agreement with the following statement.

Strongly disagree      Somewhat disagree      Neither agree nor disagree      Somewhat agree      Strongly agree

I worked more hours in **Fall 2020** compared to **Fall 2019**

**Demographic 2**

Select your ethnicity.

- African American or Black
- Asian
- White
- Hispanic or Latino/Latina/Latinx
- Native American or Alaska Native
- Native Hawaiian or other Pacific Islander
- Other

Select your age range.

- Under 20
- 20-30
- 31-40
- 41-50
- 51-60
- 61-70
- 71-80
- Over 80

Select your gender.

- Man



- Woman
- Transgender
- Other
- Prefer not to say

**Block 7**

Thank you for your participation! If you have any questions concerning the survey or TUFS, please contact us at [cohrefortufs@mtsu.edu](mailto:cohrefortufs@mtsu.edu).

## Appendix B: Communications

### **Email 1- Email to Senate presidents**

Subject line: TUFS Survey Coming November 18

Date: November 3<sup>rd</sup>

Dear TUFS Colleagues,

I hope this message finds you all well at a stressful time, and I hope you are finding ways to manage that stress. Oh that we may see better times, and soon!

I'm also hoping that our current TUFS project to create a TUFS-wide data set about faculty time spent and lost during the pandemic will be a help to you. Charlene Simmons at UTC and Rick Cottle at MTSU have taken this idea to a professional level in a way that will benefit all of us. With help from the COHRE Center at MTSU and two outstanding graduate students (Shelby French and Mariyam Sumaiya), we are going to have a thoroughly professional survey that is brief, high-impact, and with a thorough data analysis conducted and supervised by the COHRE group that makes visible faculty work that might otherwise go unnoticed. You will get a report on your campus and a report on the overall results. This should allow each campus to lobby on behalf of faculty as needed on your campus and it should allow us to present a coherent big picture for larger TN audiences.

Here's what we need from you. We need every Senate president to commit to sending out the email message with the survey link on November 18 to all of your faculty, Tenure and Non-Tenure Track, with the best distribution list you have on your campus. Then, we'll need you to send the reminder/closing date email on December 4. The message and the survey will be all prepared; you just have to send on time. The first message will explain the context and benefits of the entirely anonymous survey, which is faculty-driven with faculty best interest in mind, designed to make visible the extra labor of teaching and researching in the Covid-19 era. It will have the link to the survey, followed by a brief explanation of what TUFS is and what the COHRE group's role is as our partners in administering and analyzing this survey. The second is just a reminder/follow up before the survey closes.

I'm also asking you to pre-test the survey some time between Nov. 13-17 as we confirm that it does not hit snags on different servers or machines. That will also show you in detail what is in the survey. We hope that the results will include better advocacy through the UFC for the UT schools, better advocacy through the LGIs, and a powerful picture for all our lobbyists who may need to fight for higher ed funding.

I'm attaching the proposal that the MTSU folks put together, with extra thanks to Charlene, whose work at UTC catalyzed the idea for this project and who has continued to guide it. I also can't thank Rick Cottle, Bonnie Ownley, and Sandi Smith for their leadership and contributions here. This is TUFS at its best, folks, doing more than any one of us could do on our own, and

making your leadership role easier, not harder. (I've added a few TUFS alumni to this list so they can see what we're up to). All you have to do is say yes and forward the messages. If you have any questions or concerns, please let me know.

You're all wonderful leaders, and my hope is that this project of TUFS will be an easy lift with a big, big reward for all of us. Stay well, see you for our winter meeting on Dec. 5, and good luck to you all.

Much thanks,

Misty

**Email 2- Survey launch email**

Subject line: Faculty Workload Survey

Date: November 19<sup>th</sup>

Dear Faculty,

The Tennessee University Faculty Senates (TUFS), in collaboration with your Faculty Senate, is conducting a survey to assess faculty workload across the state universities in Tennessee. **The objective of this survey is to identify and measure the volume of uncompensated work that faculty perform, including work during the Covid-19 pandemic. Faculty leaders and TUFS will use this information to make a case to campus leaders and legislative authorities for improving faculty conditions and honoring our work across all ranks.**

The link to the survey is:

[https://mtsupsychology.az1.qualtrics.com/jfe/form/SV\\_0lAkfK9mrfJeYbr](https://mtsupsychology.az1.qualtrics.com/jfe/form/SV_0lAkfK9mrfJeYbr)

Important Information:

1. The survey closes on ***December 4<sup>th</sup> 11:59 PM Central Time***
2. It only takes approximately 10 minutes to complete
3. If you want to preview the type of questions that will be asked, please see the attached pdf for the type of questions you will be asked
4. The survey findings will be discussed and disseminated to all faculty senate presidents and TUFS and will be reviewed for an action plan at their March meeting.
5. This survey is completely ***anonymous***
  - a. TUFS has partnered with the Center of Organizational and Human Resource Effectiveness (COHRE) from the Middle Tennessee State University (MTSU) to administer and analyze the survey
  - b. Ownership of the raw data will remain with the lead faculty consultants from COHRE, Dr. Rick Moffett and Dr. Michael Hein
  - c. No uniquely identifiable information will be collected in this survey
  - d. COHRE will aggregate participants responses at the university level
6. Questions about TUFS or the survey can be directed to [cohrefortufs@mtsu.edu](mailto:cohrefortufs@mtsu.edu)

TUFS, the Tennessee University Faculty Senates, is an association of the Faculty Senates of the ten four-year public universities in Tennessee. It represents the interests of over 10,000 faculty

members across the state. We work to improve the lives of faculty members and advocate for improvements in higher education.

COHRE is a university-based consulting unit with a wide range of human resources expertise. COHRE's purpose is to serve its students, represent the University with pride, contribute to the community, and impact organizations and the people in them with integrity.

Thank you,

(insert senate representative here)

**Email 3- Survey reminder email**

Subject line: Reminder: Faculty Workload survey will close in 3 days!

Date: December 1<sup>st</sup>

Dear faculty,

You have 3 days remaining to complete the Faculty Workload Survey by the Tennessee University Faculty Senate. The survey closes on December 4th at 11:59 pm Central Time.

The link to the survey is:

[https://mtsuppsychology.az1.qualtrics.com/jfe/form/SV\\_0IAkfk9mrfJeYbr](https://mtsuppsychology.az1.qualtrics.com/jfe/form/SV_0IAkfk9mrfJeYbr)

This survey is anonymous (no uniquely identifiable information will be collected) and is administered and analyzed by the Center of Organizational Human Resource Effectiveness (COHRE) from the Middle Tennessee State University (MTSU). The objective of this survey is to identify and measure the volume of uncompensated work performed by faculty.

Questions about TUFs or the survey can be directed to [cohrefortufs@mtsu.edu](mailto:cohrefortufs@mtsu.edu)

TUFs, the Tennessee University Faculty Senates, is an association of the Faculty Senates of the ten four-year public universities in Tennessee. It represents the interests of over 10,000 faculty members across the state. We work to improve the lives of faculty members and advocate for improvements in higher education.

COHRE is a university-based consulting unit with a wide range of human resources expertise. COHRE's purpose is to serve its students, represent the University with pride, contribute to the community, and impact organizations and the people in them with integrity.

Thank you,

(insert senate representative here)

Appendix C: Item Analysis by Overall, Contract, Tenure, Status, Ethnicity, Gender, and Age

## Appendix C-1: Overall Item-Level Analysis

Modality and Compensation in Percent					
		Summer 2019	Summer 2020	Fall 2019	Fall 2020
What modality did you use to deliver your classes in ...?	All online classes	43.8	92.6	11.0	83.1
	A mix of face-to-face and online classes	15.6	5.6	30.5	13.0
	All face-to-face classes	40.6	1.9	58.5	3.9
	<i>N</i>	64	54	82	77
Select your level of compensation for each of the following activities... <u>Preparing for Classes</u>	Not Compensated	69.0	73.1		
	Somewhat Compensated	7.1	9.0		
	Fully Compensated	23.8	17.9		
	<i>N</i>	84	78		
Select your level of compensation for each of the following activities... <u>Teaching</u>	Not Compensated	1.5	3.3		
	Somewhat Compensated	10.3	16.7		
	Fully Compensated	88.2	80.0		
	<i>N</i>	68	60		
Select your level of compensation for each of the following activities... <u>Research</u>	Not Compensated	57.1	56.3		
	Somewhat Compensated	15.6	14.1		
	Fully Compensated	27.3	29.7		
	<i>N</i>	77	64		
Select your level of compensation for each of the following activities... <u>Service</u>	Not Compensated	67.1	68.8		
	Somewhat Compensated	12.9	12.5		
	Fully Compensated	20.0	18.8		
	<i>N</i>	70	64		
Select your level of compensation for each of the following activities... <u>Administration</u>	Not Compensated	47.6	41.9		
	Somewhat Compensated	23.8	25.6		
	Fully Compensated	28.6	32.6		
	<i>N</i>	42	43		
Select your level of compensation for each of the following activities... <u>Clinical</u>	Not Compensated	45.5	---		
	Somewhat Compensated	45.5	---		
	Fully Compensated	9.1	---		
	<i>N</i>	11	8		
Select your level of compensation for each of the following activities... <u>Extension</u>	Not Compensated	45.5	---		
	Somewhat Compensated	27.3	---		
	Fully Compensated	27.3	---		
	<i>N</i>	11	9		



<b>Credit Hours, Compensation, and Stress</b>					
	<b>Value</b>	<b>Summer 2019</b>	<b>Summer 2020</b>	<b>Fall 2019</b>	<b>Fall 2020</b>
<b>How many credit hours did you teach in ...?</b>	Mean	4.53	4.36	10.14	10.35
	SE	0.244	0.268	0.400	0.404
	N	66	60	90	89
<b>Total Hours taught in ...</b>	Mean	290.24	319.16		
	SE	24.848	24.314		
	N	98	90		
<b>On an average week, how many hours, compensated or uncompensated, did you work during ...?</b>	Mean	30.11	32.43	42.19	45.81
	SE	1.910	1.984	1.558	1.584
	N	98	90	95	93
<b>Approximately how many weeks did you work, compensated or uncompensated, during ...?</b>	Mean	8.95	9.38		
	SE	0.326	0.319		
	N	98	90		
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>preparing for classes</u>?</b>	Mean	18.70	21.90	8.46	8.29
	SE	1.937	2.728	0.835	0.956
	N	98	90	95	96
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>teaching</u>?</b>	Mean	34.71	32.78	50.72	53.41
	SE	2.998	3.214	2.407	2.613
	N	98	90	95	96
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on research</u>?</b>	Mean	24.83	17.99	14.08	11.70
	SE	2.804	2.621	1.775	1.733
	N	98	90	95	96
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on service</u>?</b>	Mean	8.21	9.94	11.49	11.10
	SE	1.390	1.641	1.453	1.438
	N	98	90	95	96
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend on <u>administrative tasks</u>?</b>	Mean	10.58	15.61	13.03	13.52
	SE	2.164	2.501	2.127	2.266
	N	98	90	95	96
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend on <u>clinical tasks</u>?</b>	Mean	1.02	1.06	1.37	1.09
	SE	0.575	0.663	0.641	0.629
	N	98	90	95	96
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on extension tasks</u>?</b>	Mean	1.94	0.72	0.84	0.89
	SE	0.911	0.384	0.379	0.412
	N	98	90	95	96
<b>Using the bar below, indicate your average level of work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	5.23	6.77	6.41	7.49
	SE	0.258	0.248	0.249	0.217
	N	97	87	93	95
<b>Using the bar below, indicate your average level of non-work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	3.24	4.48	3.70	5.13
	SE	0.224	0.285	0.250	0.285
	N	89	84	87	92
<b>I worked more hours in ... 2020 compared to ... 2019. 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree</b>	Mean		4.02		4.29
	SE		0.131		0.105
	N		88		96

Appendix C-2: Item-Level Analysis by Contract

Credit Hours, Compensation, and Stress by Contract									
	Value	9- and 10-Month Faculty				12 Month Faculty			
		Summer 2019	Summer 2020	Fall 2019	Fall 2020	Summer 2019	Summer 2020	Fall 2019	Fall 2020
<b>How many credit hours did you teach in ...?</b>	Mean	4.24	4.14	10.88	10.75	5.44	4.93	8.71	9.04
	SE	0.228	0.280	0.352	0.337	0.683	0.623	0.978	1.207
	N	50	43	62	65	16	17	27	23
<b>Total Hours taught in ...</b>	Mean	229.80	245.63			421.45	480.91		
	SE	29.696	22.868			36.744	46.063		
	N	65	60			32	29		
<b>On an average week, how many hours, compensated or uncompensated, did you work during ...?</b>	Mean	26.75	27.04	42.35	44.35	37.70	44.36	42.60	49.54
	SE	2.408	1.996	1.794	1.758	2.723	3.689	3.042	3.258
	N	65	60	63	63	32	29	31	29
<b>Approximately how many weeks did you work, compensated or uncompensated, during ...?</b>	Mean	8.15	8.80			10.72	10.76		
	SE	0.395	0.398			0.447	0.435		
	N	65	60			32	29		
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>preparing for classes</u>?</b>	Mean	20.12	25.92	10.08	10.20	13.28	10.90	5.13	4.10
	SE	2.154	3.369	1.106	1.206	2.958	3.301	1.004	1.323
	N	65	60	63	65	32	29	31	30
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>teaching</u>?</b>	Mean	42.60	39.58	59.13	63.18	19.78	19.83	32.35	31.00
	SE	3.529	3.944	2.085	2.080	4.625	4.834	4.437	4.991
	N	65	60	63	65	32	29	31	30
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on research</u>?</b>	Mean	25.89	17.50	11.03	8.54	23.44	19.62	20.74	18.93
	SE	3.282	2.929	0.961	0.902	5.423	5.462	4.903	4.987
	N	65	60	63	65	32	29	31	30
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on service</u>?</b>	Mean	7.08	9.67	12.54	10.85	10.78	10.86	9.74	12.03
	SE	1.273	1.616	1.254	1.066	3.368	3.877	3.653	4.009
	N	65	60	63	65	32	29	31	30
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend on <u>administrative tasks</u>?</b>	Mean	3.69	6.67	6.51	6.62	24.91	34.66	26.71	28.93
	SE	1.151	1.488	1.393	1.555	5.429	5.734	5.098	5.505
	N	65	60	63	65	32	29	31	30
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend on <u>clinical tasks</u>?</b>	Mean	0.00	0.00	0.32	0.15	3.13	3.28	3.55	3.17
	SE	0.000	0.000	0.317	0.154	1.721	2.020	1.814	1.955
	N	65	60	63	65	32	29	31	30
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on extension tasks</u>?</b>	Mean	0.62	0.67	0.40	0.46	4.69	0.86	1.77	1.83
	SE	0.615	0.524	0.235	0.262	2.448	0.501	1.051	1.186
	N	65	60	63	65	32	29	31	30
<b>Using the bar below, indicate your average level of work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	4.69	6.44	6.23	7.31	6.41	7.48	6.87	7.90
	SE	0.312	0.306	0.301	0.272	0.396	0.414	0.437	0.366
	N	64	57	61	64	32	29	31	30
<b>Using the bar below, indicate your average level of non-work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	3.26	4.39	3.74	5.19	3.23	4.63	3.64	4.93
	SE	0.295	0.349	0.324	0.344	0.349	0.518	0.399	0.532
	N	57	56	58	63	31	27	28	28
<b>I worked more hours in ... 2020 compared to ... 2019.</b>	Mean		3.93		4.26		4.18		4.33
<b>1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree</b>	SE		0.172		0.132		0.193		0.175
	N		59		65		28		30

Modality and Compensation in Percent by Contract									
		9- and 10 Month Faculty				12-Month Faculty			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in ...?	All online classes	45.8	94.9	7.0	87.3	37.5	86.7	20.8	71.4
	A mix of face-to-face and online classes	10.4	2.6	33.3	7.3	31.3	13.3	25.0	28.6
	All face-to-face classes	43.8	2.6	59.6	5.5	31.3	0.0	54.2	0.0
	<i>N</i>	48	39	57	55	16	15	24	21
Select your level of compensation for each of the following activities... <u>Preparing for Classes</u>	Not Compensated	79.7	81.8			45.8	54.5		
	Somewhat Compensated	3.4	5.5			16.7	18.2		
	Fully Compensated	16.9	12.7			37.5	27.3		
	<i>N</i>	59	55			24	22		
Select your level of compensation for each of the following activities... <u>Teaching</u>	Not Compensated	2.0	4.4			0.0	0.0		
	Somewhat Compensated	7.8	15.6			17.6	20.0		
	Fully Compensated	90.2	80.0			82.4	80.0		
	<i>N</i>	51	45			17	15		
Select your level of compensation for each of the following activities... <u>Research</u>	Not Compensated	69.2	67.4			32.0	33.3		
	Somewhat Compensated	13.5	16.3			20.0	9.5		
	Fully Compensated	17.3	16.3			48.0	57.1		
	<i>N</i>	52	43			25	21		
Select your level of compensation for each of the following activities... <u>Service</u>	Not Compensated	82.6	85.7			37.5	36.4		
	Somewhat Compensated	8.7	9.5			20.8	18.2		
	Fully Compensated	8.7	4.8			41.7	45.5		
	<i>N</i>	46	42			24	22		
Select your level of compensation for each of the following activities... <u>Administration</u>	Not Compensated	81.8	76.2			10.0	9.1		
	Somewhat Compensated	9.1	9.5			40.0	40.9		
	Fully Compensated	9.1	14.3			50.0	50.0		
	<i>N</i>	22	21			20	22		
Select your level of compensation for each of the following activities... <u>Clinical</u>	Not Compensated	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	<i>N</i>	5	4			6	4		
Select your level of compensation for each of the following activities... <u>Extension</u>	Not Compensated	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	<i>N</i>	6	6			5	3		

Appendix C-3: Item-Level Analysis by Tenure

Credit Hours, Compensation, and Stress by Tenure, Tenure Track, and Non-Tenure Track									
	Value	Tenure				Tenure Track			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
<b>How many credit hours did you teach in ...?</b>	Mean	4.71	4.47	9.75	9.86	4.06	4.06	11.19	11.22
	SE	0.293	0.328	0.478	0.476	0.431	0.452	0.702	0.772
	N	48	44	61	60	18	16	27	27
<b>Total Hours taught in ...</b>	Mean	308.17	337.06			274.64	305.88		
	SE	32.720	31.082			36.229	41.069		
	N	66	58			29	29		
<b>On an average week, how many hours, compensated or uncompensated, did you work during ...?</b>	Mean	31.25	33.62	41.36	44.96	29.76	31.97	43.93	47.71
	SE	2.508	2.625	2.014	2.022	2.759	3.058	2.320	2.457
	N	66	58	63	64	29	29	30	27
<b>Approximately how many weeks did you work, compensated or uncompensated, during ...?</b>	Mean	9.11	9.66			8.97	9.03		
	SE	0.374	0.387			0.644	0.573		
	N	66	58			29	29		
<b>On an average work week during ..., what percent of the time did you spend <u>preparing for classes</u>?</b>	Mean	15.35	17.55	8.37	8.15	21.38	25.97	8.73	7.79
	SE	1.668	2.737	1.021	1.213	3.365	5.035	1.567	1.462
	N	66	58	63	65	29	29	30	29
<b>On an average work week during ..., what percent of the time did you spend <u>teaching</u>?</b>	Mean	38.06	36.72	52.06	53.42	30.69	28.28	45.60	52.24
	SE	3.631	3.961	2.766	3.258	5.441	5.676	4.618	4.539
	N	66	58	63	65	29	29	30	29
<b>On an average work week during ..., what percent of the time did you spend <u>on research</u>?</b>	Mean	23.91	17.45	13.78	11.74	26.03	17.48	15.50	12.07
	SE	3.479	3.384	2.313	2.267	4.414	3.468	2.811	2.685
	N	66	58	63	65	29	29	30	29
<b>On an average work week during ..., what percent of the time did you spend <u>on service</u>?</b>	Mean	8.86	9.05	10.51	10.42	7.59	12.76	14.00	13.07
	SE	1.440	1.746	1.444	1.477	3.372	3.669	3.444	3.424
	N	66	58	63	65	29	29	30	29
<b>On an average work week during ..., what percent of the time did you spend <u>on administrative tasks</u>?</b>	Mean	10.94	17.93	14.02	14.66	10.86	12.59	11.83	11.90
	SE	2.736	3.348	2.743	2.951	3.853	3.801	3.486	3.522
	N	66	58	63	65	29	29	30	29
<b>On an average work week during ..., what percent of the time did you spend <u>on clinical tasks</u>?</b>	Mean	0.53	0.52	0.79	0.46	2.24	2.24	2.67	2.59
	SE	0.344	0.383	0.455	0.342	1.782	1.915	1.790	1.932
	N	66	58	63	65	29	29	30	29
<b>On an average work week during ..., what percent of the time did you spend <u>on extension tasks</u>?</b>	Mean	2.35	0.78	0.48	1.15	1.21	0.69	1.67	0.34
	SE	1.274	0.547	0.246	0.588	1.043	0.479	1.081	0.345
	N	66	58	63	65	29	29	30	29
<b>Using the bar below, indicate your average level of work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	5.27	6.73	6.39	7.27	5.54	7.14	6.45	8.00
	SE	0.305	0.321	0.311	0.280	0.476	0.348	0.411	0.340
	N	66	56	62	64	28	28	29	29
<b>Using the bar below, indicate your average level of non-work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	3.23	4.13	3.53	5.00	3.50	5.12	4.20	5.52
	SE	0.264	0.359	0.319	0.349	0.454	0.463	0.400	0.505
	N	62	56	60	63	24	25	25	27
<b>I worked more hours in ... 2020 compared to ... 2019.</b>	Mean		3.96		4.15		4.07		4.62
<b>1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree</b>	SE		0.166		0.130		0.235		0.168
	N		57		65		28		29

Note: Non-Tenure Track were excluded due to low sample size.

**Modality and Compensation in Percent by Tenure, Tenure Track, and Non-Tenure Track**

		Tenure				Tenure Track			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
<b>What modality did you use to deliver your classes in ...?</b>	<b>All online classes</b>	53.2	89.5	14.3	82.4	17.6	100.0	4.0	84.0
	<b>A mix of face-to-face and online classes</b>	6.4	7.9	32.1	11.8	41.2	0.0	28.0	16.0
	<b>All face-to-face classes</b>	40.4	2.6	53.6	5.9	41.2	0.0	68.0	0.0
	<i>N</i>	47	38	56	51	17	16	25	25
<b>Select your level of compensation for each of the following activities... <u>Preparing for Classes</u></b>	<b>Not Compensated</b>	75.9	79.2			55.6	63.0		
	<b>Somewhat Compensated</b>	5.6	10.4			11.1	7.4		
	<b>Fully Compensated</b>	18.5	10.4			33.3	29.6		
	<i>N</i>	54	48			27	27		
<b>Select your level of compensation for each of the following activities... <u>Teaching</u></b>	<b>Not Compensated</b>	0.0	0.0			0.0	5.9		
	<b>Somewhat Compensated</b>	14.3	21.4			0.0	5.9		
	<b>Fully Compensated</b>	85.7	78.6			100.0	88.2		
	<i>N</i>	49	42			18	17		
<b>Select your level of compensation for each of the following activities... <u>Research</u></b>	<b>Not Compensated</b>	60.8	56.1			48.0	54.5		
	<b>Somewhat Compensated</b>	17.6	17.1			12.0	9.1		
	<b>Fully Compensated</b>	21.6	26.8			40.0	36.4		
	<i>N</i>	51	41			25	22		
<b>Select your level of compensation for each of the following activities... <u>Service</u></b>	<b>Not Compensated</b>	68.0	73.8			63.2	57.1		
	<b>Somewhat Compensated</b>	16.0	11.9			5.3	14.3		
	<b>Fully Compensated</b>	16.0	14.3			31.6	28.6		
	<i>N</i>	50	42			19	21		
<b>Select your level of compensation for each of the following activities... <u>Administration</u></b>	<b>Not Compensated</b>	51.7	40.0			38.5	46.2		
	<b>Somewhat Compensated</b>	17.2	30.0			38.5	15.4		
	<b>Fully Compensated</b>	31.0	30.0			23.1	38.5		
	<i>N</i>	29	30			13	13		
<b>Select your level of compensation for each of the following activities... <u>Clinical</u></b>	<b>Not Compensated</b>	---	---			---	---		
	<b>Somewhat Compensated</b>	---	---			---	---		
	<b>Fully Compensated</b>	---	---			---	---		
	<i>N</i>	6	4			5	4		
<b>Select your level of compensation for each of the following activities... <u>Extension</u></b>	<b>Not Compensated</b>	---	---			---	---		
	<b>Somewhat Compensated</b>	---	---			---	---		
	<b>Fully Compensated</b>	---	---			---	---		
	<i>N</i>	7	6			4	3		

*Note:* Non-Tenure Track were excluded due to low sample size.

Appendix C-5: Item-Level Analysis by Ethnicity

Modality and Compensation in Percent by Ethnicity													
		African American/Black				White				Other			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in ...?	All online classes	52.0	90.5	11.8	75.9	29.6	96.2	8.3	86.5	---	---	9.1	90.9
	A mix of face-to-face and online classes	24.0	9.5	35.3	20.7	14.8	3.8	30.6	8.1	---	---	18.2	9.1
	All face-to-face classes	24.0	0.0	52.9	3.4	55.6	0.0	61.1	5.4	---	---	72.7	0.0
	<i>N</i>	25	21	34	29	27	26	36	37	6	6	11	11
Select your level of compensation for each of the following activities... <u>Preparing for Classes</u>	Not Compensated	66.7	69.7			77.1	77.1			72.7	---		
	Somewhat Compensated	10.0	12.1			2.9	8.6			0.0	---		
	Fully Compensated	23.3	18.2			20.0	14.3			27.3	---		
	<i>N</i>	30	33			35	35			11	9		
Select your level of compensation for each of the following activities... <u>Teaching</u>	Not Compensated	0.0	4.2			0.0	0.0			---	---		
	Somewhat Compensated	8.0	8.3			13.8	21.4			---	---		
	Fully Compensated	92.0	87.5			86.2	78.6			---	---		
	<i>N</i>	25	24			29	28			8	8		
Select your level of compensation for each of the following activities... <u>Research</u>	Not Compensated	41.7	44.0			72.2	70.0			54.5	---		
	Somewhat Compensated	16.7	16.0			13.9	10.0			18.2	---		
	Fully Compensated	41.7	40.0			13.9	20.0			27.3	---		
	<i>N</i>	24	25			36	30			11	8		
Select your level of compensation for each of the following activities... <u>Service</u>	Not Compensated	52.2	58.3			75.0	71.0			---	---		
	Somewhat Compensated	21.7	16.7			9.4	12.9			---	---		
	Fully Compensated	26.1	25.0			15.6	16.1			---	---		
	<i>N</i>	23	24			32	31			10	8		
Select your level of compensation for each of the following activities... <u>Administration</u>	Not Compensated	38.5	37.5			50.0	42.9			---	---		
	Somewhat Compensated	15.4	12.5			31.8	38.1			---	---		
	Fully Compensated	46.2	50.0			18.2	19.0			---	---		
	<i>N</i>	13	16			22	21			6	5		
Select your level of compensation for each of the following activities... <u>Clinical</u>	Not Compensated	---	---			---	---			---	---		
	Somewhat Compensated	---	---			---	---			---	---		
	Fully Compensated	---	---			---	---			---	---		
	<i>N</i>	3	2			6	5			1	1		
Select your level of compensation for each of the following activities... <u>Extension</u>	Not Compensated	---	---			---	---			---	---		
	Somewhat Compensated	---	---			---	---			---	---		
	Fully Compensated	---	---			---	---			---	---		
	<i>N</i>	1	2			7	6			1	1		

Credit Hours, Compensation, and Stress in Percent by Ethnicity													
		African American/Black				White				Other			
	Value	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
<b>How many credit hours did you teach in ...?</b>	Mean	5.24	4.82	11.23	11.32	4.29	4.17	9.68	10.12	---	---	9.41	8.78
	SE	0.448	0.426	0.567	0.697	0.344	0.388	0.600	0.580	---	---	1.152	0.816
	N	25	23	36	34	28	29	38	40	7	7	14	15
<b>Total Hours taught in ...</b>	Mean	260.44	290.06			309.95	339.94			362.89	342.04		
	SE	29.842	32.366			41.545	40.763			94.541	69.067		
	N	34	36			41	41			14	12		
<b>On an average week, how many hours, compensated or uncompensated, did you work during ...?</b>	Mean		30.90	41.45	45.03	30.82	33.68	45.29	48.22	36.68	32.13	38.36	43.50
	SE	2.546	2.953	1.958	1.943	3.132	3.103	2.286	2.491	6.813	5.866	5.627	4.843
	N	34	36	37	36	41	41	42	41	14	12	14	15
<b>Approximately how many weeks did you work, compensated or uncompensated, during ...?</b>	Mean	8.56	9.11			9.49	9.54			8.50	9.92		
	SE	0.480	0.398			0.510	0.520			1.047	1.083		
	N	34	36			41	41			14	12		
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>preparing for classes</u>?</b>	Mean	17.35	21.81	8.62	9.62	19.10	24.63	7.14	6.05	19.29	13.83	12.14	12.00
	SE	2.605	4.051	1.398	1.669	3.711	4.670	1.119	1.111	4.474	3.823	2.552	2.960
	N	34	36	37	37	41	41	42	43	14	12	14	15
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>teaching</u>?</b>	Mean	39.85	35.69	57.11	55.32	32.00	30.73	46.19	52.91	30.00	31.25	52.14	53.67
	SE	5.069	5.412	3.235	3.928	4.434	4.535	3.889	4.240	8.786	9.377	6.218	5.466
	N	34	36	37	37	41	41	42	43	14	12	14	15
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on research</u>?</b>	Mean	21.76	15.00	11.03	8.73	23.12	17.56	15.12	12.21	36.07	29.92	18.93	16.33
	SE	4.542	3.365	1.942	1.597	4.172	3.862	2.899	3.167	9.261	10.273	6.402	4.817
	N	34	36	37	37	41	41	42	43	14	12	14	15
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on service</u>?</b>	Mean	8.97	11.39	11.49	11.59	9.27	8.41	12.38	11.05	6.07	11.67	9.79	8.13
	SE	3.228	3.384	3.044	3.165	1.794	1.496	1.813	1.408	1.974	4.898	1.873	2.140
	N	34	36	37	37	41	41	42	43	14	12	14	15
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on administrative tasks</u>?</b>	Mean	11.32	15.28	9.73	13.38	12.98	15.49	16.67	15.23	8.57	13.33	7.00	9.87
	SE	3.743	3.785	2.670	3.322	3.346	3.821	3.503	3.510	7.079	6.779	4.477	6.681
	N	34	36	37	37	41	41	42	43	14	12	14	15
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on clinical tasks</u>?</b>	Mean	0.74	0.56	1.49	0.81	1.83	1.83	1.79	1.74	0.00	0.00	0.00	0.00
	SE	0.602	0.556	0.885	0.598	1.280	1.372	1.227	1.309	0.000	0.000	0.000	0.000
	N	34	36	37	37	41	41	42	43	14	12	14	15
<b>On an average work week during ... (pre-pandemic), what percent of the time did you spend <u>on extension tasks</u>?</b>	Mean	0.00	0.28	0.54	0.54	1.71	1.34	0.71	0.81	0.00	0.00	0.00	0.00
	SE	0.000	0.278	0.377	0.377	1.085	0.801	0.364	0.524	0.000	0.000	0.000	0.000
	N	34	36	37	37	41	41	42	43	14	12	14	15
<b>Using the bar below, indicate your average level of work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	5.29	6.82	6.44	7.50	5.13	6.83	6.22	7.37	5.00	6.42	6.79	7.73
	SE	0.502	0.399	0.417	0.371	0.383	0.336	0.379	0.316	0.646	0.892	0.613	0.556
	N	34	34	36	36	40	40	41	43	14	12	14	15
<b>Using the bar below, indicate your average level of non-work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	3.17	4.06	3.44	4.53	3.08	4.69	3.76	5.49	4.15	4.92	4.08	5.64
	SE	0.362	0.383	0.404	0.431	0.329	0.456	0.352	0.433	0.715	0.874	0.788	0.768
	N	30	32	32	34	40	39	41	43	13	12	13	14
<b>I worked more hours in ... 2020 compared to ... 2019. 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree</b>	Mean		4.03		4.41		3.95		4.09		4.17		4.67
	SE		0.193		0.171		0.204		0.162		0.405		0.187
	N		36		37		39		43		12		15

Appendix C-6: Item-Level Analysis by Gender

Modality and Compensation in Percent by Gender									
		Male				Female			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in ...?	All online classes	44.8	92.6	13.5	85.7	37.9	92.3	6.8	80.5
	A mix of face-to-face and online classes	10.3	7.4	24.3	5.7	24.1	3.8	36.4	19.5
	All face-to-face classes	44.8	0.0	62.2	8.6	37.9	3.8	56.8	0.0
	<i>N</i>	29	27	37	35	29	26	44	41
Select your level of compensation for each of the following activities... <u>Preparing for Classes</u>	Not Compensated	72.7	74.2			73.8	73.3		
	Somewhat Compensated	6.1	12.9			4.8	6.7		
	Fully Compensated	21.2	12.9			21.4	20.0		
	<i>N</i>	33	31			42	45		
Select your level of compensation for each of the following activities... <u>Teaching</u>	Not Compensated	0.0	3.3			3.2	3.3		
	Somewhat Compensated	6.5	10.0			16.1	23.3		
	Fully Compensated	93.5	86.7			80.6	73.3		
	<i>N</i>	31	30			31	30		
Select your level of compensation for each of the following activities... <u>Research</u>	Not Compensated	65.6	57.1			55.3	58.8		
	Somewhat Compensated	15.6	17.9			15.8	11.8		
	Fully Compensated	18.8	25.0			28.9	29.4		
	<i>N</i>	32	28			38	34		
Select your level of compensation for each of the following activities... <u>Service</u>	Not Compensated	62.1	74.1			77.1	68.6		
	Somewhat Compensated	17.2	14.8			8.6	11.4		
	Fully Compensated	20.7	11.1			14.3	20.0		
	<i>N</i>	29	27			35	35		
Select your level of compensation for each of the following activities... <u>Administration</u>	Not Compensated	45.0	38.9			52.4	45.8		
	Somewhat Compensated	10.0	22.2			33.3	29.2		
	Fully Compensated	45.0	38.9			14.3	25.0		
	<i>N</i>	20	18			21	24		
Select your level of compensation for each of the following activities... <u>Clinical</u>	Not Compensated	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	<i>N</i>	4	3			6	5		
Select your level of compensation for each of the following activities... <u>Extension</u>	Not Compensated	---	---			---	---		
	Somewhat Compensated	---	---			---	---		
	Fully Compensated	---	---			---	---		
	<i>N</i>	5	5			3	3		



Credit Hours, Compensation, and Stress by Gender									
	Value	Males				Females			
		Summer 2019	Summer 2020	Fall 2019	Fall 2020	Summer 2019	Summer 2020	Fall 2019	Fall 2020
How many credit hours did you teach in ...?	Mean	4.20	3.83	9.80	10.11	4.93	4.96	10.68	10.80
	SE	0.309	0.356	0.607	0.552	0.421	0.390	0.521	0.555
	N	30	30	41	42	30	29	47	46
Total Hours taught in ...	Mean	295.39	308.12			302.82	329.95		
	SE	37.592	34.886			38.774	35.202		
	N	41	39			47	49		
On an average week, how many hours, compensated or uncompensated, did you work during ...?	Mean	32.54	32.81	38.51	42.69	29.68	31.88	46.68	49.54
	SE	2.956	2.885	2.391	2.319	2.872	2.849	1.894	2.034
	N	41	39	44	43	47	49	48	48
Approximately how many weeks did you work, compensated or uncompensated, during ...?	Mean	8.98	9.38			9.00	9.47		
	SE	0.467	0.483			0.503	0.441		
	N	41	39			47	49		
On an average work week during ..., what percent of the time did you spend <u>preparing for classes</u> ?	Mean	13.61	14.56	8.34	7.71	22.98	28.33	8.69	8.86
	SE	1.963	2.669	1.119	1.179	3.433	4.350	1.302	1.521
	N	41	39	44	45	47	49	48	49
On an average work week during ..., what percent of the time did you spend <u>teaching</u> ?	Mean	39.56	36.41	49.77	53.78	31.17	30.61	54.02	54.94
	SE	4.593	4.686	3.642	3.731	4.261	4.535	3.064	3.588
	N	41	39	44	45	47	49	48	49
On an average work week during ..., what percent of the time did you spend <u>on research</u> ?	Mean	22.88	21.85	17.45	14.84	25.21	14.22	9.90	7.65
	SE	4.191	4.525	3.102	3.081	4.220	2.943	1.566	1.534
	N	41	39	44	45	47	49	48	49
On an average work week during ..., what percent of the time did you spend <u>on service</u> ?	Mean	10.00	11.15	11.07	10.71	7.23	9.08	11.98	10.69
	SE	2.451	2.542	2.239	1.958	1.880	2.238	2.012	2.097
	N	41	39	44	45	47	49	48	49
On an average work week during ..., what percent of the time did you spend <u>on administrative tasks</u> ?	Mean	13.10	15.38	12.57	11.96	10.64	15.20	12.60	15.51
	SE	3.951	4.113	3.207	3.427	2.848	3.113	2.671	3.121
	N	41	39	44	45	47	49	48	49
On an average work week during ..., what percent of the time did you spend <u>on clinical tasks</u> ?	Mean	0.24	0.26	0.23	0.22	1.91	1.73	2.50	1.94
	SE	0.244	0.256	0.227	0.222	1.174	1.198	1.237	1.210
	N	41	39	44	45	47	49	48	49
On an average work week during ..., what percent of the time did you spend <u>on extension tasks</u> ?	Mean	0.61	0.38	0.57	0.78	0.85	0.82	0.31	0.41
	SE	0.500	0.284	0.334	0.501	0.851	0.641	0.231	0.286
	N	41	39	44	45	47	49	48	49
Using the bar below, indicate your average level of work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	5.08	6.42	5.72	6.77	5.28	7.06	7.06	8.10
	SE	0.357	0.403	0.376	0.376	0.423	0.323	0.322	0.217
	N	40	36	43	44	47	49	47	49
Using the bar below, indicate your average level of non-work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.	Mean	3.49	4.22	3.63	5.05	3.09	4.63	3.68	5.19
	SE	0.363	0.403	0.390	0.408	0.312	0.412	0.334	0.412
	N	39	36	41	43	43	46	44	47
I worked more hours in ... 2020 compared to ... 2019. 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree	Mean		3.95		4.24		4.08		4.39
	SE		0.196		0.139		0.183		0.157
	N		38		45		48		49

Appendix C-7: Item-Level Analysis by Age

		Modality and Compensation in Percent by Age Group															
		31-40				41-50				51-60				61-70			
		S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
What modality did you use to deliver your classes in ...?	All online classes	0.0	100.0	5.6	88.2	44.4	100.0	8.3	85.7	---	100.0	7.1	86.7	60.0	81.8	16.7	66.7
	A mix of face-to-face and online classes	45.5	0.0	22.2	11.8	16.7	0.0	37.5	9.5	---	0.0	42.9	6.7	13.3	18.2	27.8	27.8
	All face-to-face classes	54.5	0.0	72.2	0.0	38.9	0.0	54.2	4.8	---	0.0	50.0	6.7	26.7	0.0	55.6	5.6
	N	11	11	18	17	18	15	24	21	9	11	14	15	15	11	18	18
Select your level of compensation for each of the following activities... <u>Preparing for Classes</u>	Not Compensated	47.1	50.0			83.3	84.0			69.2	86.7			93.8	73.3		
	Somewhat Compensated	5.9	5.6			8.3	8.0			0.0	6.7			0.0	13.3		
	Fully Compensated	47.1	44.4			8.3	8.0			30.8	6.7			6.3	13.3		
	N	17	18			24	25			13	15			16	15		
Select your level of compensation for each of the following activities... <u>Teaching</u>	Not Compensated	0.0	0.0			0.0	5.3			---	0.0			6.3	7.1		
	Somewhat Compensated	0.0	9.1			5.0	10.5			---	9.1			25.0	21.4		
	Fully Compensated	100.0	90.9			95.0	84.2			---	90.9			68.8	71.4		
	N	11	11			20	19			10	11			16	14		
Select your level of compensation for each of the following activities... <u>Research</u>	Not Compensated	47.1	50.0			60.9	45.5			69.2	71.4			64.3	---		
	Somewhat Compensated	11.8	7.1			21.7	27.3			15.4	14.3			14.3	---		
	Fully Compensated	41.2	42.9			17.4	27.3			15.4	14.3			21.4	---		
	N	17	14			23	22			13	14			14	10		
Select your level of compensation for each of the following activities... <u>Service</u>	Not Compensated	61.5	50.0			80.0	76.2			58.3	72.7			80.0	84.6		
	Somewhat Compensated	0.0	14.3			10.0	14.3			25.0	9.1			13.3	0.0		
	Fully Compensated	38.5	35.7			10.0	9.5			16.7	18.2			6.7	15.4		
	N	13	14			20	21			12	11			15	13		
Select your level of compensation for each of the following activities... <u>Administration</u>	Not Compensated	---	---			54.5	50.0			---	---			53.8	27.3		
	Somewhat Compensated	---	---			18.2	16.7			---	---			7.7	36.4		
	Fully Compensated	---	---			27.3	33.3			---	---			38.5	36.4		
	N	7	8			11	12			7	9			13	11		
Select your level of compensation for each of the following activities... <u>Clinical</u>	Not Compensated	---	---			---	---			---	---			---	---		
	Somewhat Compensated	---	---			---	---			---	---			---	---		
	Fully Compensated	---	---			---	---			---	---			---	---		
	N	2	2			3	3			2	1			2	1		
Select your level of compensation for each of the following activities... <u>Extension</u>	Not Compensated	---	---			---	---			---	---			---	---		
	Somewhat Compensated	---	---			---	---			---	---			---	---		
	Fully Compensated	---	---			---	---			---	---			---	---		
	N	2	2			4	4			1	2			1	0		

Item Analysis by Age Group																	
		31-40				41-50				51-60				61-70			
	Value	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20	S-19	S-20	F-19	F-20
<b>How many credit hours did you teach in ...?</b>	Mean	3.73	4.00	10.56	11.24	4.58	3.95	10.84	9.83	---	3.80	10.75	11.50	4.60	4.92	9.50	9.82
	SE	0.449	0.426	1.017	1.066	0.467	0.498	0.721	0.707	---	0.553	0.653	0.753	0.550	0.582	0.913	0.867
	N	11	11	18	17	19	19	28	27	10	11	15	16	15	13	20	22
<b>Total Hours taught in ...</b>	Mean	283.14	317.61			262.54	309.35			315.19	310.39			339.66	350.60		
	SE	53.589	46.960			32.456	37.981			82.715	73.638			65.821	51.820		
	N	18	19			27	27			16	18			22	20		
<b>On an average week, how many hours, compensated or uncompensated, did you work during ...?</b>	Mean	29.61	31.79	45.53	45.46	27.70	30.30	42.50	44.95	32.31	31.83	44.24	49.72	34.66	35.90	40.48	46.67
	SE	3.392	3.043	2.497	3.135	2.615	2.995	2.393	2.384	6.245	6.032	4.549	4.132	5.132	4.749	3.648	3.440
	N	18	19	19	18	27	27	28	28	16	18	17	18	22	20	22	21
<b>Approximately how many weeks did you work, compensated or uncompensated, during ...?</b>	Mean	8.56	9.21			9.15	9.81			9.06	9.11			8.95	9.50		
	SE	0.950	0.808			0.508	0.523			0.829	0.704			0.722	0.731		
	N	18	19			27	27			16	18			22	20		
<b>On an average work week during ..., what percent of the time did you spend preparing for classes?</b>	Mean	23.89	26.74	7.11	7.00	16.96	15.78	8.75	6.54	23.13	32.78	6.59	8.22	11.59	17.60	7.59	10.52
	SE	5.580	6.910	1.924	1.775	3.396	3.850	1.139	1.293	6.189	7.368	1.588	2.320	2.514	5.015	1.619	2.313
	N	18	19	19	19	27	27	28	28	16	18	17	18	22	20	22	23
<b>On an average work week during ..., what percent of the time did you spend teaching?</b>	Mean	28.33	27.37	46.74	47.37	33.85	35.00	55.00	54.89	37.50	31.11	48.24	51.39	31.95	26.75	49.32	54.78
	SE	6.442	6.515	5.968	6.182	5.320	6.086	3.563	4.569	8.229	7.271	5.735	6.389	6.150	6.286	5.025	4.975
	N	18	19	19	19	27	27	28	28	16	18	17	18	22	20	22	23
<b>On an average work week during ..., what percent of the time did you spend on research?</b>	Mean	30.28	21.95	18.79	17.21	25.11	20.52	13.21	12.32	22.81	14.17	16.06	11.83	25.23	19.15	10.14	7.09
	SE	6.163	5.930	4.736	5.646	5.356	5.082	2.968	2.679	6.739	5.619	5.388	4.827	7.204	5.805	1.934	1.797
	N	18	19	19	19	27	27	28	28	16	18	17	18	22	20	22	23
<b>On an average work week during ..., what percent of the time did you spend on service?</b>	Mean	8.06	11.58	14.74	15.53	9.44	10.74	10.18	10.00	5.31	5.56	12.94	12.44	10.91	13.00	12.50	8.91
	SE	4.431	4.730	4.675	5.085	1.586	2.027	1.323	1.409	1.612	1.394	2.014	1.815	4.322	4.979	4.145	3.326
	N	18	19	19	19	27	27	28	28	16	18	17	18	22	20	22	23
<b>On an average work week during ..., what percent of the time did you spend on administrative tasks?</b>	Mean	6.39	8.95	9.47	10.00	12.04	16.11	11.25	14.46	9.69	15.56	14.12	14.72	19.41	22.00	18.64	17.39
	SE	2.614	3.368	2.728	3.311	4.428	4.571	3.811	4.516	5.194	6.156	6.261	5.988	6.345	6.391	4.549	5.425
	N	18	19	19	19	27	27	28	28	16	18	17	18	22	20	22	23
<b>On an average work week during ..., what percent of the time did you spend on clinical tasks?</b>	Mean	2.78	2.89	2.63	2.89	0.37	0.37	1.07	0.71	1.25	0.56	1.18	0.56	0.91	1.00	1.36	0.87
	SE	2.778	2.895	2.632	2.895	0.370	0.370	0.787	0.496	0.968	0.556	0.805	0.556	0.909	1.000	1.148	0.870
	N	18	19	19	19	27	27	28	28	16	18	17	18	22	20	22	23
<b>On an average work week during ..., what percent of the time did you spend on extension tasks?</b>	Mean	0.28	0.53	0.53	0.00	2.22	1.48	0.54	1.07	0.31	0.28	0.88	0.83	0.00	0.50	0.45	0.43
	SE	0.278	0.526	0.526	0.000	1.631	1.158	0.393	0.787	0.313	0.278	0.641	0.606	0.000	0.500	0.455	0.435
	N	18	19	19	19	27	27	28	28	16	18	17	18	22	20	22	23
<b>Using the bar below, indicate your average level of work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	5.33	6.95	6.50	8.11	4.59	6.19	6.07	6.93	4.81	7.00	6.65	7.39	5.95	7.20	7.00	8.00
	SE	0.600	0.408	0.567	0.366	0.425	0.408	0.405	0.378	0.586	0.554	0.477	0.436	0.630	0.655	0.558	0.479
	N	18	19	18	19	27	26	28	28	16	18	17	18	21	20	22	23
<b>Using the bar below, indicate your average level of non-work stress during ... 0 represents no stress. 5 represents moderate stress, and 10 represents high stress.</b>	Mean	3.21	5.12	3.88	5.78	2.81	3.81	3.00	4.19	3.20	4.76	4.00	5.71	3.68	4.40	3.95	4.96
	SE	0.422	0.635	0.427	0.664	0.337	0.461	0.417	0.480	0.571	0.621	0.632	0.580	0.524	0.638	0.536	0.624
	N	14	17	16	18	26	26	27	27	15	17	15	17	22	20	22	23
<b>I worked more hours in ... 2020 compared to ... 2019. (1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree)</b>	Mean		4.00		4.42		3.96		4.32		4.06		4.22		4.20		4.35
	SE		0.333		0.279		0.223		0.179		0.303		0.207		0.236		0.195
	N		19		19		27		28		17		18		20		23

Note: 30 or younger and 70- or older were excluded from the analyses due to small sample size.