

## 2020 Faculty Satisfaction Survey Summary

### Participants and Structure

This survey was designed to measure faculty working conditions and attitudes related to COVID safety and the campus reopening plans presented by the administration for Fall 2021. It was sent to all faculty in our bargaining unit, about 1430 faculty. 486 faculty responded to the survey, a response rate of **34%**. The full survey results, excluding write-in responses, can be viewed [here](#).

### Result Highlights

- **89%** anticipate returning to campus with an average of **1.6** classes each.
- Less than half (**47%**) are confident that UIC is doing enough to make the campus safe.
- Only a slim majority (**52%**) have been consulted on moving to hybrid classes.
- Less than half (**47%**) are confident in teaching hybrid/hyflex classes, and **40%** do not believe hybrid/hyflex models are effective.
- **29-40%** of faculty surveyed have underlying health conditions putting them at high risk from COVID. **28-32%** say they live with or care for someone with COVID risk factors.
- Only **27%** of faculty feel that the current process to opt-out of in-person work is reasonable.

### Result Details

#### Getting to Campus

Commuting is a significant risk factor for COVID infection, but it is rarely discussed in reopening plans. Our survey reveals a few key facts and attitudes around commuting:

- Just under half (**46%**) of respondents use mass transit for their commute. -Q1
- A third (**33%**) of respondents say that the nature of their commute would be a factor in choosing to work remotely rather than on campus, if given the option. -Q2
- Anecdotal responses reveal a general lack of confidence in the safety of CTA or Metra lines, coupled with a corollary concern about the cost and availability of parking on campus. -Q3

#### Safety on Campus

Safety at work is a paramount concern for our members, and a mandatory subject of bargaining for the university administration. However, the administration has repeatedly pushed policies, including required on-campus teaching or duties, without negotiating with UICUF and with little or no evidence of shared governance consultation. The following responses show large numbers of faculty currently on campus or expecting to return in the fall, while confidence over safety measures is middling at best.

- **16%** of respondents are *currently* working on campus, while almost all respondents (**89%**) expect to return to campus in the fall teaching an average of 1.6 classes each, based on the administration's stated plan to hold most classes under 100 students at least partially in-person. -Q4 & Q7

- Less than half of respondents (**47%**) are confident that UIC is doing enough to meet public health guidelines to keep the community safe. **36%** are uncertain, and **17%** do not believe enough is being done. -Q5
- When asked what would make them feel safe working on campus, respondents strongly favored enforcement of campus-wide mask mandates, personal access to the vaccine, and improved airflow/filtration (**75%+**). Clearly marked social distancing, and more frequent/visible cleaning schedules were also considered very important (**69 and 65% respectively**). -Q8
- Anecdotal responses indicate strong sentiment for students to be vaccinated, possibly as a prerequisite for taking in-person classes. There are also seemingly widely held concerns about the feasibility of on-campus classes if social distancing is to be maintained.

### Teaching Effectively in a Hybrid Class

Among the administration's announcements for fall planning are commitments to both hold the majority of classes on campus AND to simultaneously upgrade classroom technology to support remote learning. This alignment of priorities and resources strongly suggests (and has been corroborated by some department and college administrators) a plan to use Hybrid or HyFlex learning models in Fall 2021. This section measures both faculty inclusion in planning around these realities, and their perceived ability to perform under a Hybrid/HyFlex model.

- Just over half (**52%**) of faculty say they are being included in ongoing conversations about course delivery methods. However, the other half of faculty either haven't heard anything at all about these plans in their academic unit (**28%**), or know plans are being made, but are not being consulted on those plans (**20%**). -Q9
- A bit under half (**47%**) of faculty are at least somewhat confident in their ability to teach under a Hybrid/HyFlex. Meanwhile, **30%** say they have little confidence, and nearly a quarter (**23%**) have *no* confidence that they can teach in this model. -Q10
- A considerable portion of this lack of confidence stems from concerns about technology itself, and technical support availability (**66% and 64% respectively**), but **40%** simply do not believe Hybrid/HyFlex models are effective under any circumstances. -Q11
- Anecdotal responses reveal additional concerns over expanded workloads to manage this class structure, and logistical concerns about the complexity of simultaneously handling students who are both online and in person, or rotating between the two. -Q11 & Q12

### Returning Home

As we've all learned during the pandemic, health and safety at work cannot be entirely separated from health and safety at home, even at the best of times. This section measures risk factors for faculty and those they cohabitate with/care for, as well as receptivity to the current system for requesting a remote-work accommodation.

- **29%** of respondents say they DO have underlying health issues that increase their COVID risk, while an additional **11%** are unsure of their personal risk profile, meaning up to **40%** of faculty may be at higher than average risk if infected with COVID. -Q13
- Almost half (**47%**) of those who have or may have underlying health risks say those risks are a reason they would not want to return to campus. A further **25%** say they are unsure whether they would want to return to campus. -Q14
- Over a quarter (**28%**) of respondents say they are cohabitating with or caring for someone with health concerns that put them at greater risk from COVID. -Q15
- Nearly a supermajority (**64%**) of respondents who are cohabitating with or caring for someone with health concerns say they would not want to return to campus for this reason. A further fifth of respondents (**20%**) are unsure. -Q16
- Regarding the current accommodations process (the same as for ADA accommodations), only about a quarter (**27%**) of respondents felt the system was reasonable, while half (**50%**) felt it was unreasonable. Anecdotal responses suggest strong sentiments over privacy concerns and administrative transparency in this process. -Q17 & Q18