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BALTIMORE

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# University of Maryland, Baltimore Surveys of Faculty COVID-19 Experience – June & December 2020

Prepared by

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## June Faculty Survey Response

- There were 1,161 responses, of which 1,072 were regular and 89 were adjunct faculty
- Overall about 47% of regular faculty participated
- Less than 50% participation: Medicine and Pharmacy
- Between 50% and 75% participation: Dentistry and Carey Law
- More than 75% participation: Nursing, Social Work, Graduate School, and HSHSL
- 57% of Tenured faculty participated in the survey
- 78% of Tenure Track faculty participated in the survey
- 42% of Non-Tenure Track faculty participated in the survey

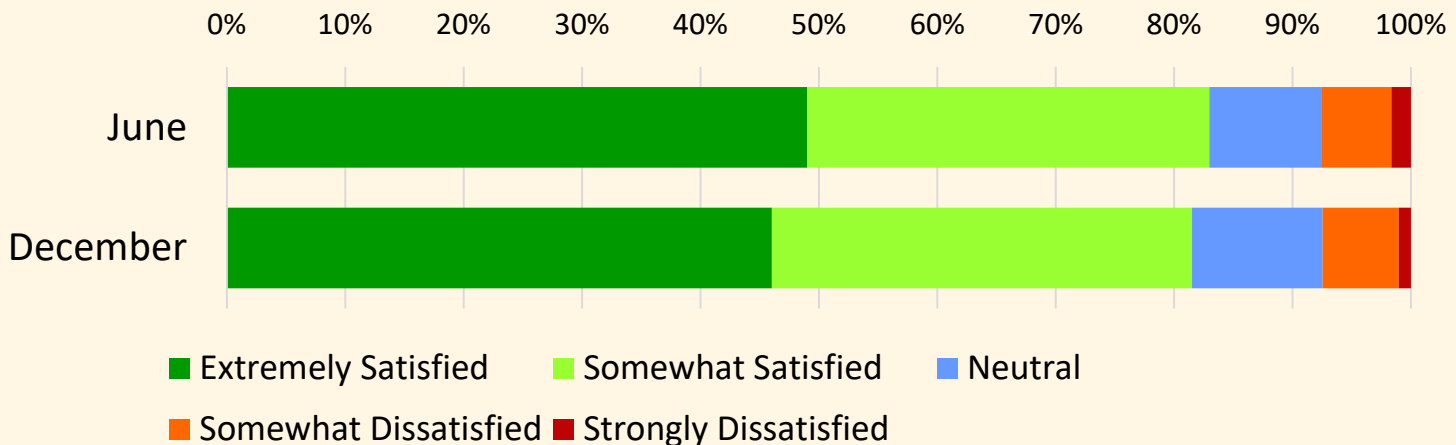
## December Faculty Survey Response

- There were 914 responses by regular and adjunct faculty
- Overall about 40% of regular faculty participated
- Less than 40% participation: Medicine and Thurgood Marshall Law Library
- Between 40% and 60% participation: Dentistry, Pharmacy and HSHSL
- More than 60% participation: Carey Law, Nursing, Social Work and Graduate School
- 43% of Tenured faculty participated in the survey
- 56% of Tenure Track faculty participated in the survey
- 31% of Non-Tenure Track faculty participated in the survey

# Overall Leadership Support Satisfaction

Q. – Overall, how satisfied are you with the support you are getting from UMB (including your school and central administration) during the COVID-19 pandemic?

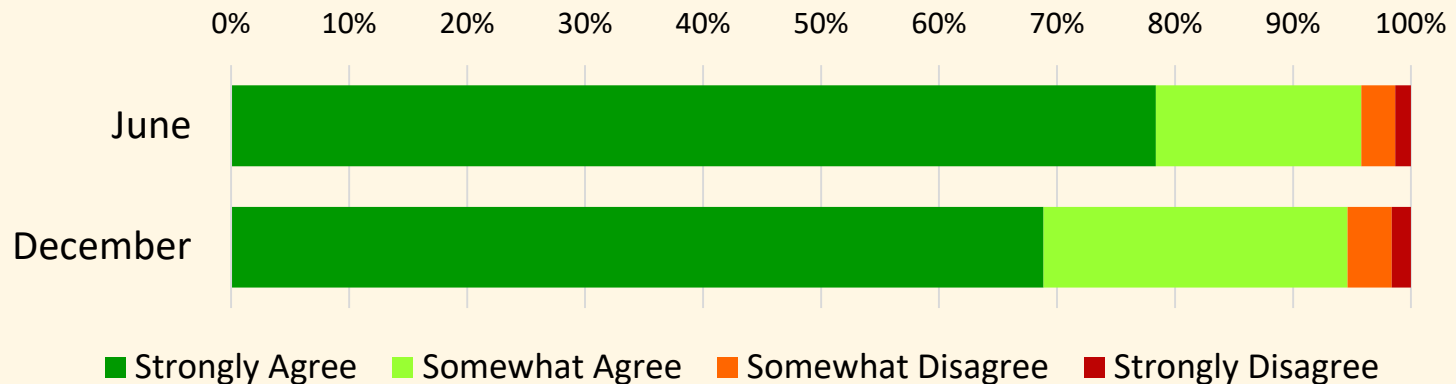
- In June, 49% of All Faculty were Extremely Satisfied, ranging from 41% (Medicine) to 75% (Graduate)
- In December, 46% of All Faculty were Extremely Satisfied, ranging from 35% (Medicine) to 75% (Libraries)
- In June, 83% of All Faculty were either Extremely Satisfied or Somewhat Satisfied
- In December, 82% of All Faculty were either Extremely Satisfied or Somewhat Satisfied



# University Level Leadership Satisfaction

Q. – Overall, University-Level leadership has effectively protected faculty from the negative health consequences of COVID-19

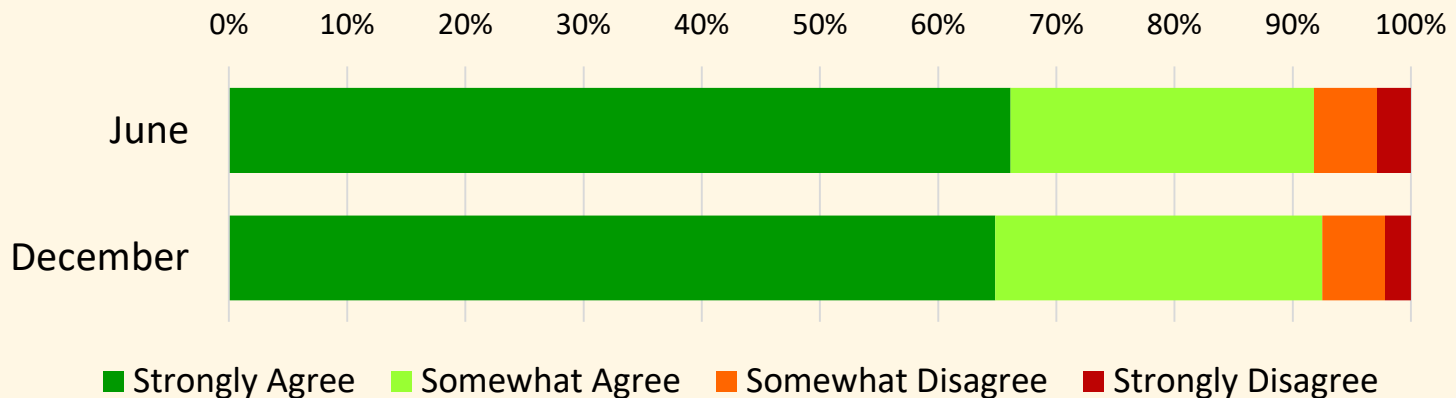
- In June, 78% of All Faculty Strongly Agreed, ranging from 71% (Medicine) to 93% (Libraries)
- In December, 69% of All Faculty Strongly Agreed, ranging from 60% (Medicine) to 90% (Libraries)
- In June, 96% of All Faculty either Strongly or Somewhat Agreed
- In December, 95% of All Faculty either Strongly or Somewhat Agreed



# University Level Leadership Satisfaction

Q. – Overall, University-Level leadership has supported faculty in adapting to the changes at the institution caused by the spread of COVID-19

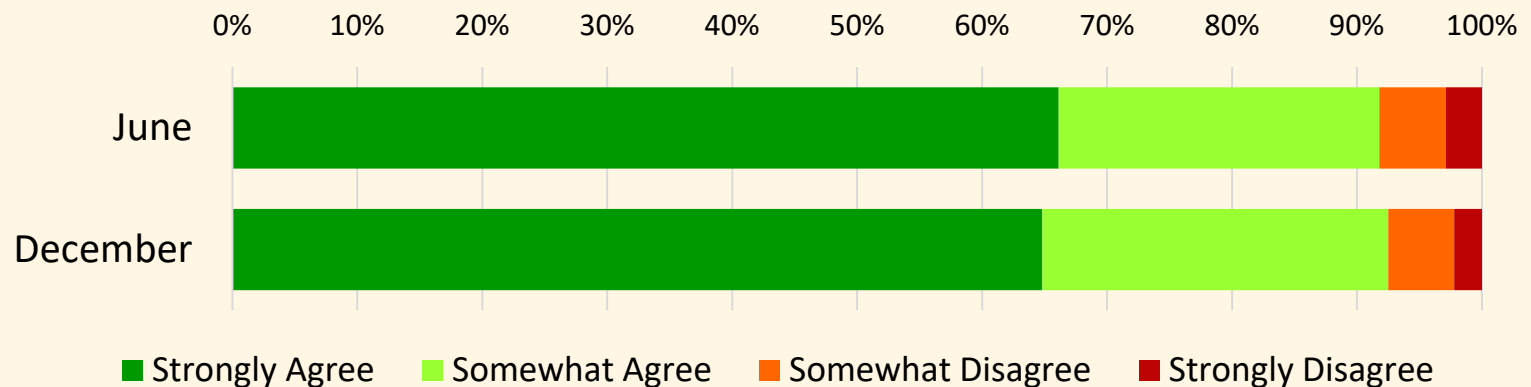
- In June, 61% of All Faculty Strongly Agreed, ranging from 56% (Medicine) to 79% (Graduate)
- In December, 65% of All Faculty Strongly Agreed, ranging from 59% (Medicine) to 85% (Graduate and Libraries)
- In June, 93% of All Faculty either Strongly or Somewhat Agreed
- In December, 93% of All Faculty either Strongly or Somewhat Agreed



# University Level Leadership Satisfaction

Q. – Overall, University-Level leadership has communicated effectively and transparently during this crisis

- In June, 66% of All Faculty Strongly Agreed, ranging from 57% (Pharmacy) to 83% (Graduate)
- In December, 65% of All Faculty Strongly Agreed, ranging from 59% (Medicine) to 85% (Graduate and Libraries)
- In June, 92% of All Faculty either Strongly or Somewhat Agreed
- In December, 93% of All Faculty either Strongly or Somewhat Agreed





## School Level Leadership Satisfaction

Four questions regarding satisfaction with school level leadership:

- Help with resetting faculty priorities
  - Help understanding direction forward in work
  - Showing care and concern
  - Communicated effectively and transparently
- 
- June survey Strong Agreement / Agreement ranged between 70% and 84% overall
  - December survey Strong Agreement / Agreement ranged between 67% and 80% overall
  - In both June and December surveys Medicine faculty typically were the least satisfied
  - Graduate School faculty were typically the most satisfied



## UMB Faculty Engagement

Both surveys asked faculty if they were engaged in the following activities:

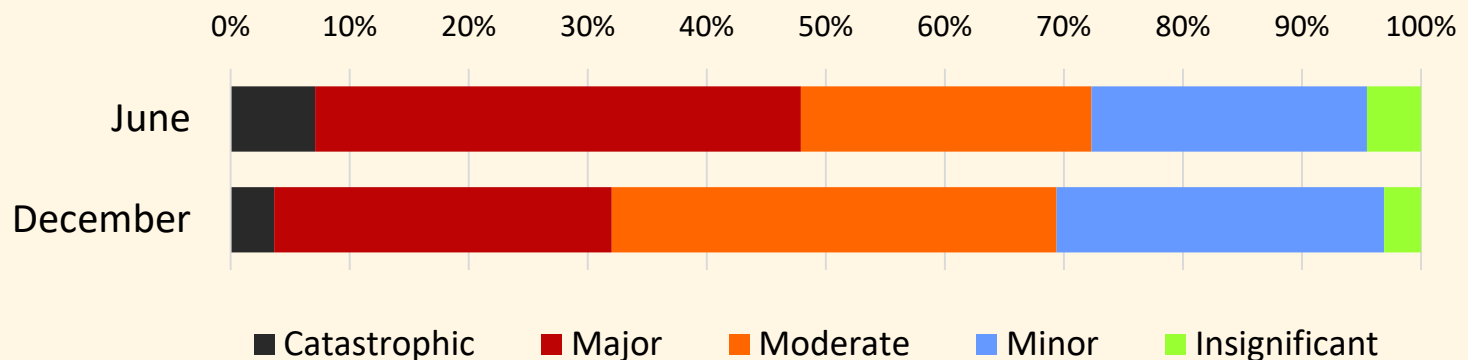
- Didactic instruction (55% June survey / 54% December survey)
- Clinical Skill instruction (41% June survey / 38% December survey)
- Research (62% June survey / 55% December survey)
- Clinical Practice (37% June survey / 38% December survey)
  
- In June, 77% of All Faculty conducting research were affected by COVID-19 disruptions; in December 73% of All Faculty were affected
- Medicine and Dentistry faculty were the most affected
- Carey Law, the Graduate School, and Libraries had the fewest faculty affected
  
- In June, 89% of All Faculty engaged in clinical practice said they were affected by COVID-19 disruptions; in December 83% were affected
- In June, more than 90% of clinical practitioners in Dentistry, Medicine, Pharmacy, and Carey Law were affected
- In December, 80% or more of clinical practitioners in Pharmacy, Medicine, and Social Work were affected



# Impact of COVID-19 on Research Activity

Q. – What impact has reduction or suspension of your research activities had on you?

- In June, 48% of All Faculty reported Catastrophic or Major impact, ranging from 0% (Carey Law) to 52% (Medicine and Pharmacy)
- In December, 32% of All Faculty reported Catastrophic or Major impact, ranging from 29% (Nursing and Social Work) to 36% (Pharmacy)
- In June, 28% of All Faculty reported Insignificant or Minor impact
- In December, 30% of All Faculty reported Insignificant or Minor impact

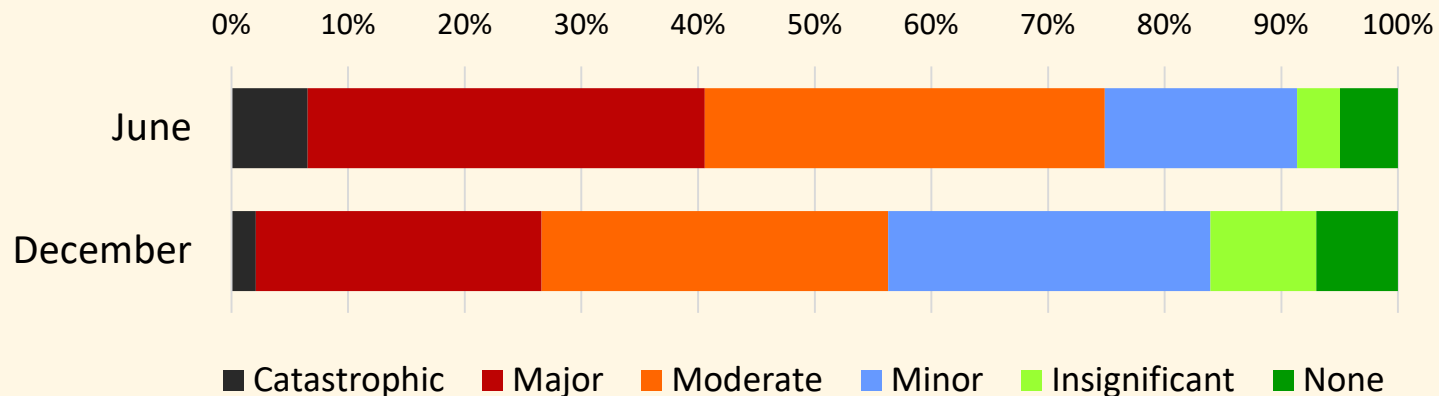


Note: No more than 2 Graduate School faculty and 3 Librarians reported impact in June and December

# Impact of COVID-19 on Clinical Practice

Q. – What impact has reduction or suspension of your clinical practice had on you?

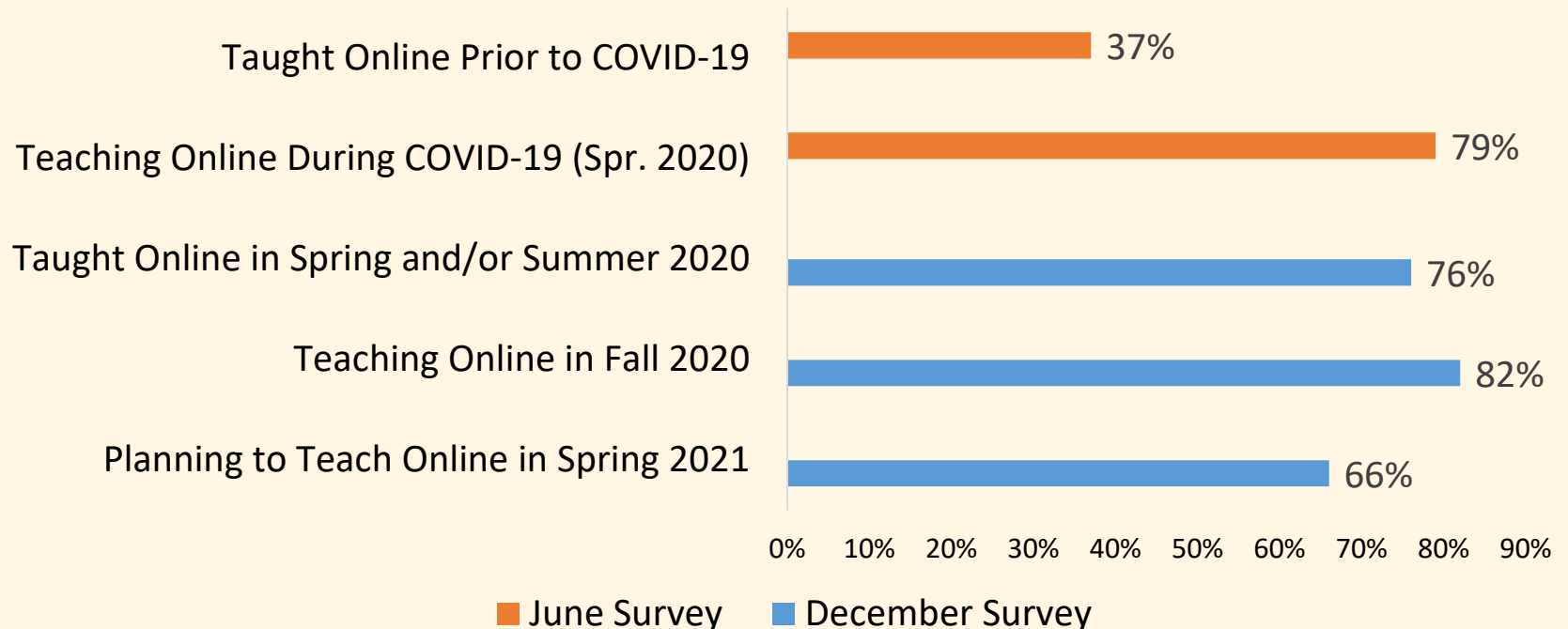
- In June, 41% of All Faculty reported Catastrophic or Major impact, ranging from 9% (Pharmacy) to 42% (Nursing)
- In December, 27% of All Faculty reported Catastrophic or Major impact, ranging from 24% (Medicine) to 75% (Social Work)
- In June, 9% of All Faculty reported No or Insignificant impact
- In December, 16% of All Faculty reported No or Insignificant impact



Note: Only 1 Graduate School faculty and no Librarians were affected

# Instructional Delivery During COVID-19

- 37% of All Faculty taught virtually / online prior to COVID-19
- 79% of All Faculty taught virtually / online after mid-March 2020 due to COVID-19
- 76% of All Faculty taught virtually / online in Spring and / or Summer 2020
- 82% of All Faculty were teaching virtually / online in Fall 2020
- 66% of All Faculty planned to teach virtually / online in Spring 2021





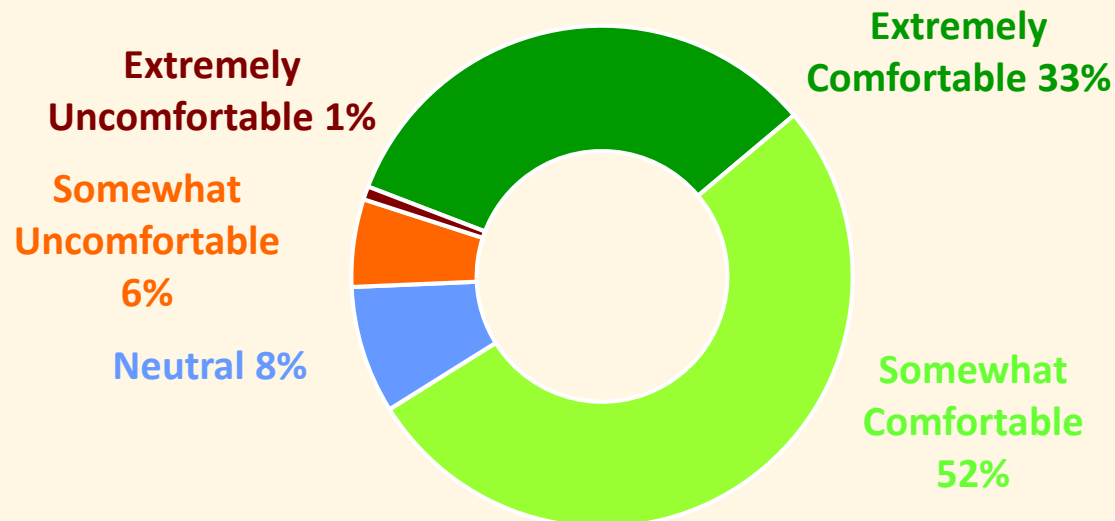
## Courses Load Changes Due to COVID-19

- In June, 19% of All Faculty reported they moved 3 or more courses virtually / online
- In December, 21% of All Faculty reported they moved 3 or more courses virtually / online
- In June, 19% of All Faculty reported they moved 3 or more courses virtually / online
- In December, 21% of All Faculty reported they moved 3 or more courses virtually / online
- In June, 17% of All Faculty reported teaching 75 or more students in their largest course, ranging between None in the Graduate School to 57% in Pharmacy
- In December, 26% of All Faculty reported teaching 75 or more students in their largest course, ranging between None in Social Work to 93% in Pharmacy

## Comfort Engaging in Virtual / Online Teaching

Q. – How comfortable are you engaging in virtual / online teaching?

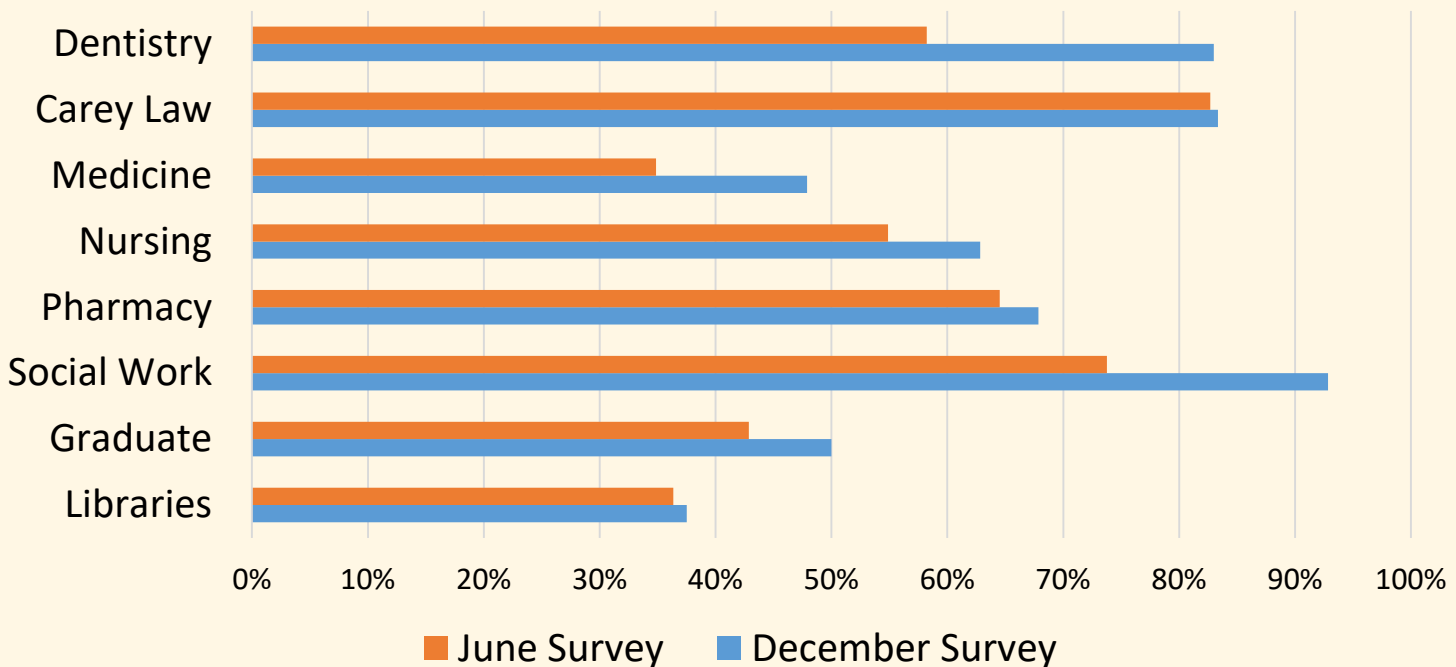
- In December, 85% of All Faculty reported they were extremely or somewhat comfortable engaging in virtual / online teaching, ranging between 19% in Social Work and 81% in the Graduate School
- In December, 7% of All Faculty reported they were somewhat or extremely uncomfortable engaging in virtual / online teaching, ranging between 2% in Law and 13% in the Graduate School



## Percent of Faculty Instructors Seeking Assistance

Q. – Have you sought help with virtual / online teaching during COVID-19?

- In June, 51% of All Faculty engaged in didactic or clinical instruction reported they sought assistance with virtual / online teaching during COVID-19
- In December, 62% of All Faculty engaged in didactic or clinical instruction reported they sought assistance with virtual / online teaching during COVID-19





## Faculty Adjustment to New Teaching Environment

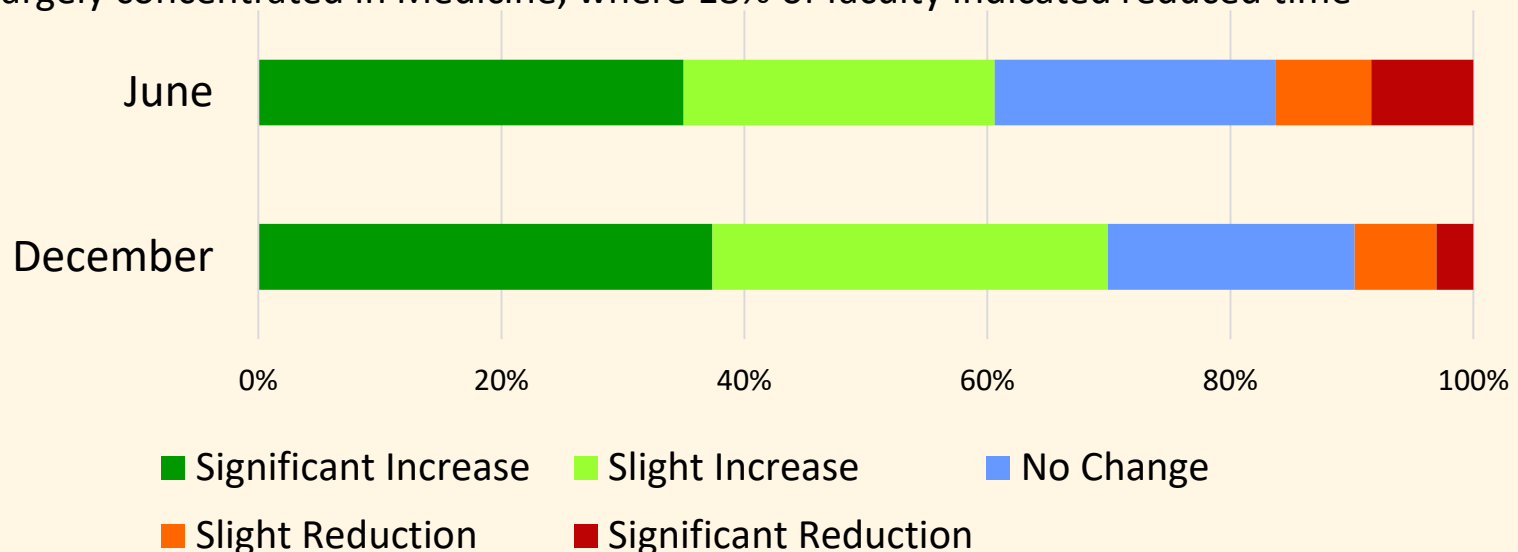
- On a scale of 1 to 10, with 10 being the highest, faculty rated how well they adjusted to the demands of the new teaching environment during COVID-19
- In June, faculty rated their own adjustment as 7.34, with the lowest in Social Work (7.07) and the highest in the Graduate School (8.08)
- In December, faculty rated their own adjustment as 7.43, with the lowest in Social Work (7.0) and the highest in the Graduate School (8.83)

## Student Adjustment to New Teaching Environment

- On a scale of 1 to 10, with 10 being the highest, faculty rated their perception of how well their students adjusted to the demands of the new teaching environment during COVID-19
- In June, faculty rated their perception of how well their students adjusted as 6.85, with the lowest in Social Work (6.15) and the highest in the Graduate School (7.5)
- In December, faculty rated their perception of how well their students adjusted as 6.74, with the lowest in Pharmacy (6.0) and the highest in Dentistry (7.6)

## Change in Time Spent Related to Teaching Mission Since Transition to Virtual / Online Instruction

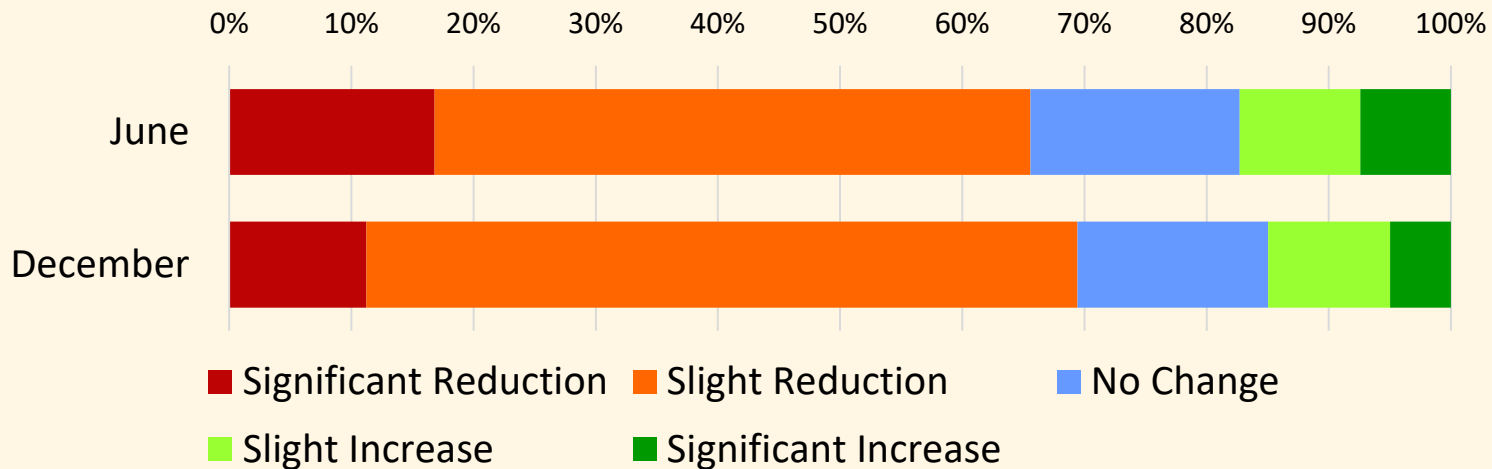
- In June, 61% of All Faculty indicated a significant or slight increase in time spent related to teaching mission since the transition to virtual / online instruction
- In December, 70% of All Faculty indicated a significant or slight increase in time spent
- In June, 16% of All Faculty indicated a significant or slight reduction in time spent, largely concentrated in Medicine, where 29% of faculty indicated reduced time
- In December, 10% of All Faculty indicated a significant or slight reduction in time spent, largely concentrated in Medicine, where 18% of faculty indicated reduced time





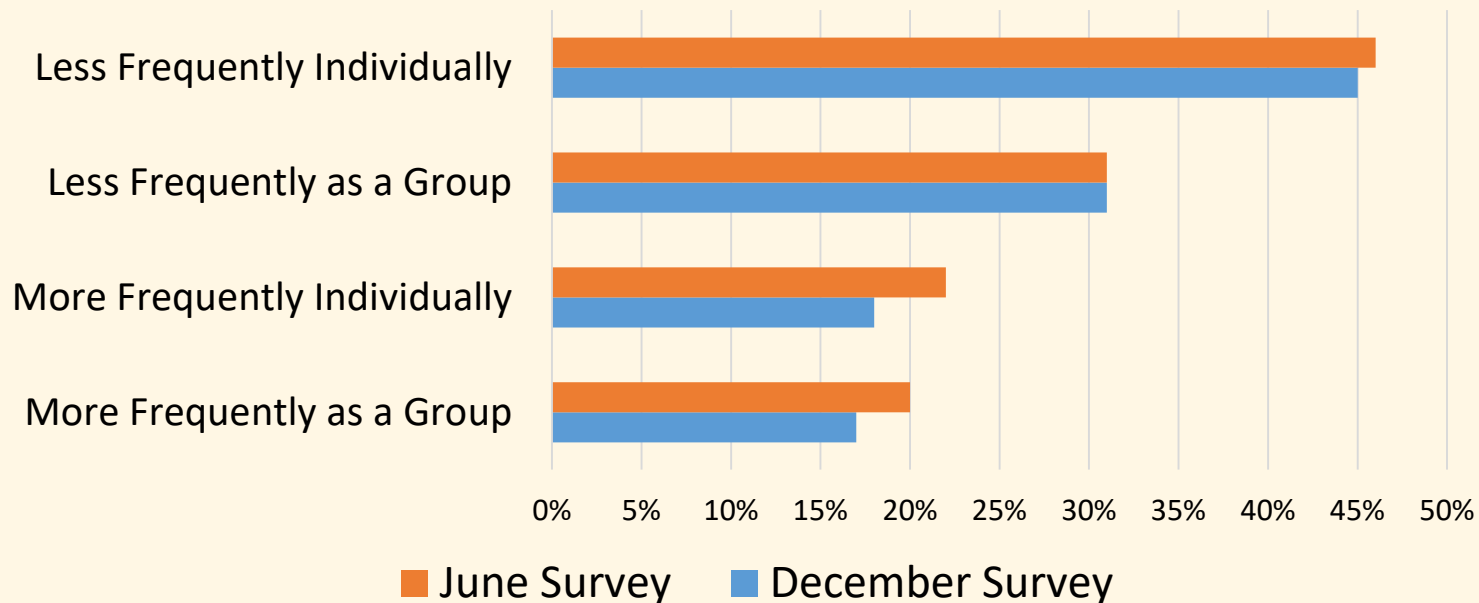
## Perceived Change in Instructional Effectiveness

- In June, 66% of All Faculty perceived a significant or slight reduction in instructional effectiveness due to the shift from in-person to virtual / online instruction
- In December, 69% of All Faculty perceived a significant or slight reduction
- In June, 17% of All Faculty perceived a significant or slight increase in instructional effectiveness due to the shift from in-person to virtual / online instruction
- In December, 15% of All Faculty perceived a significant or slight increase



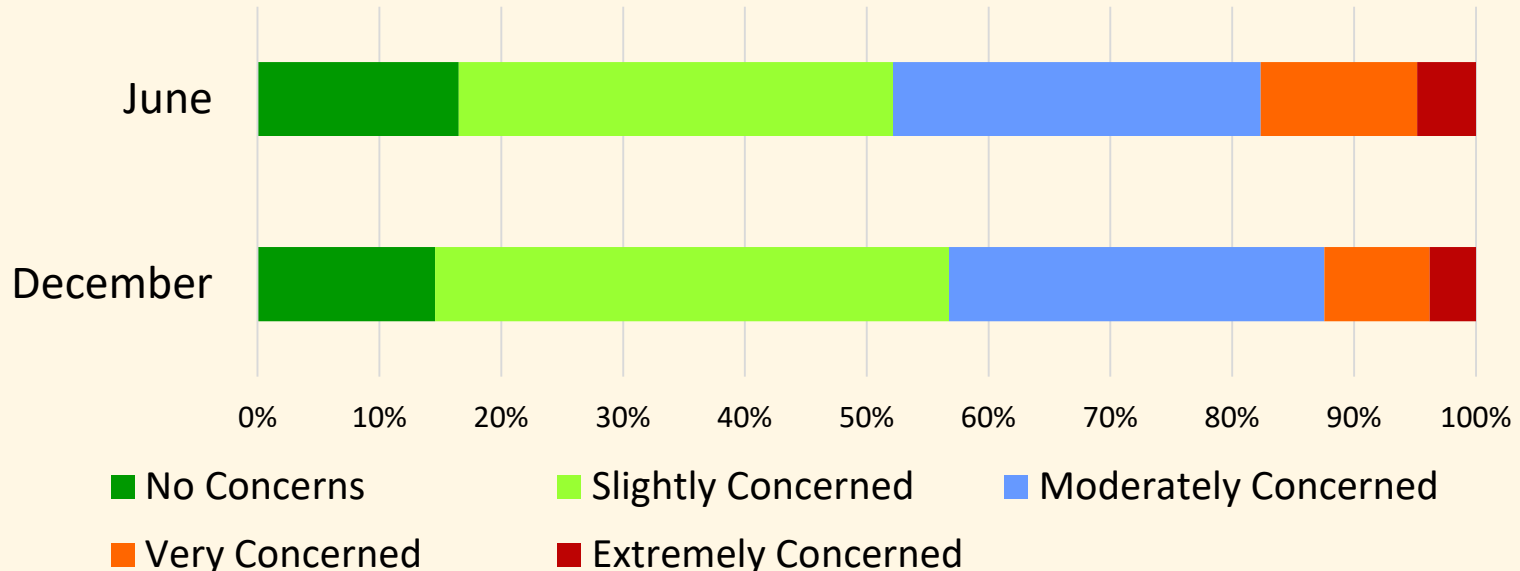
## Change in Student Engagement Post COVID-19

- In June and December approximately 45% of faculty reported less frequent engagement with students individually
- In June and December approximately 31% of faculty reported less frequent engagement with students as a group
- Compared to the June survey, fewer faculty in the December survey reported an increased frequency of engagement with students on an individual and group basis



## Level of Concern with Student Preparedness for Continued Study

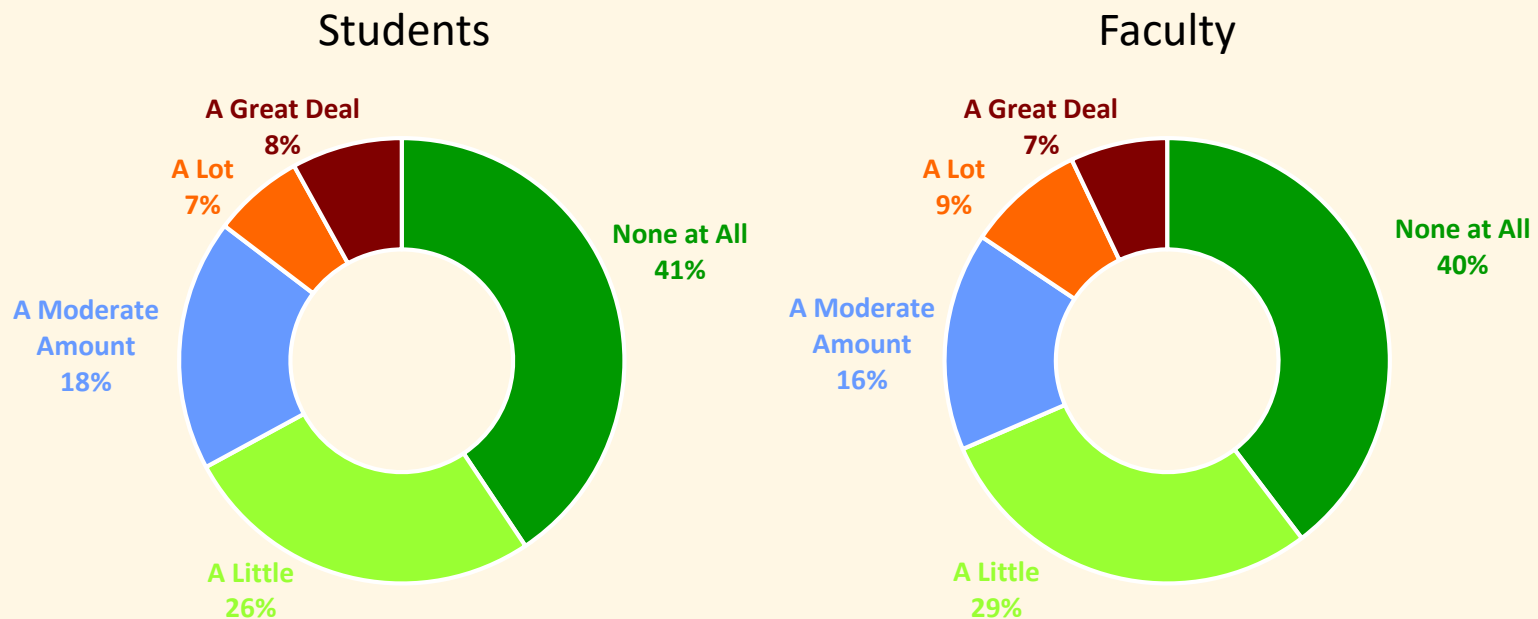
- In June, 84% of All Faculty indicated some level of concern about student preparedness for continued study as a result of Spring 2020 education experiences, ranging from 62% in the Graduate School to 90% in Pharmacy
- In December, 85% of All Faculty indicated some level of concern about student preparedness for continued study as result of educational experiences since Spring 2020, ranging from 68% in Carey Law to 93% in Social Work



# Student / Faculty COVID-19 Perception and Behavior

Q7.1 – How concerned are you about exposure to COVID-19 through your current educational setting(s)?

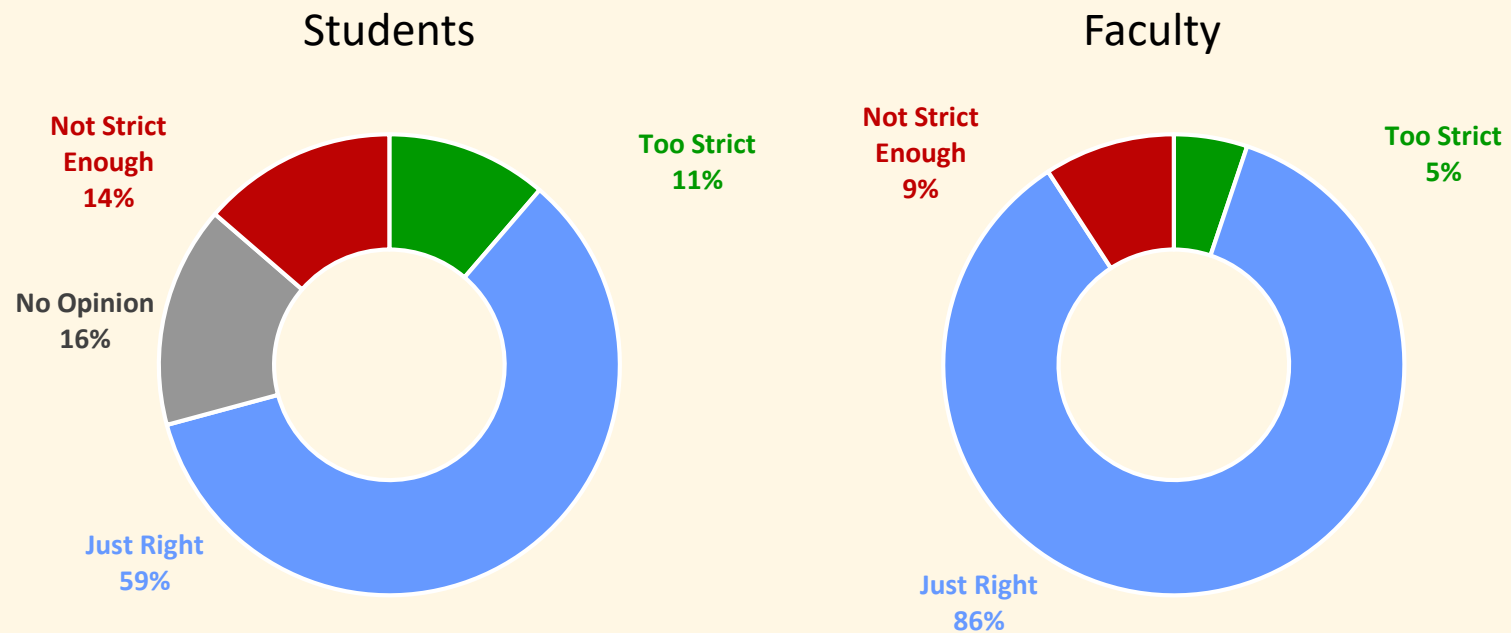
- The distribution of level of concern across student and faculty survey respondents was almost identical
- Dentistry and Medicine students had higher levels of concern than other students
- Dentistry and Medicine faculty had higher levels of concern than other faculty



# Student / Faculty COVID-19 Perception and Behavior

Q7.2 – How do you feel about UMB policies and guidelines regarding COVID-19 (e.g. policy requiring use of face coverings, physical distancing, capacity guidelines, symptom monitoring, testing)?

- 14% of students and 9% of faculty felt UMB COVID-19 policies and guidelines were not strict enough
- 11% of students and 5% of faculty felt UMB COVID-19 policies and guidelines were too strict



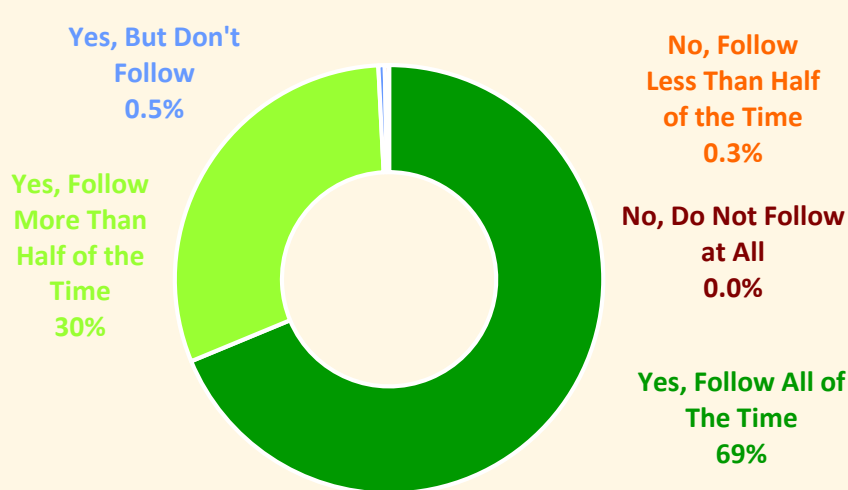
# Student / Faculty COVID-19 Perception and Behavior

Q7.3 (Student Survey) – I feel a responsibility to follow UMB policies and guidelines for minimizing exposure to COVID-19?

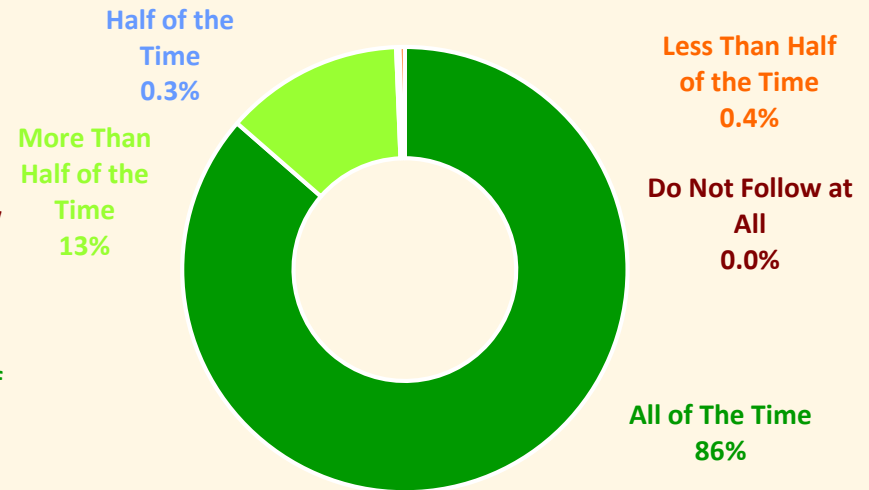
Q7.3 (Faculty Survey) – How well do you follow UMB policies and guidelines for minimizing exposure to COVID-19?

- 69% of students and 86% of faculty followed UMB COVID-19 policies and guidelines all of the time
- 30% of students and 13% of faculty followed UMB COVID-19 policies and guidelines more than half of the time

Students



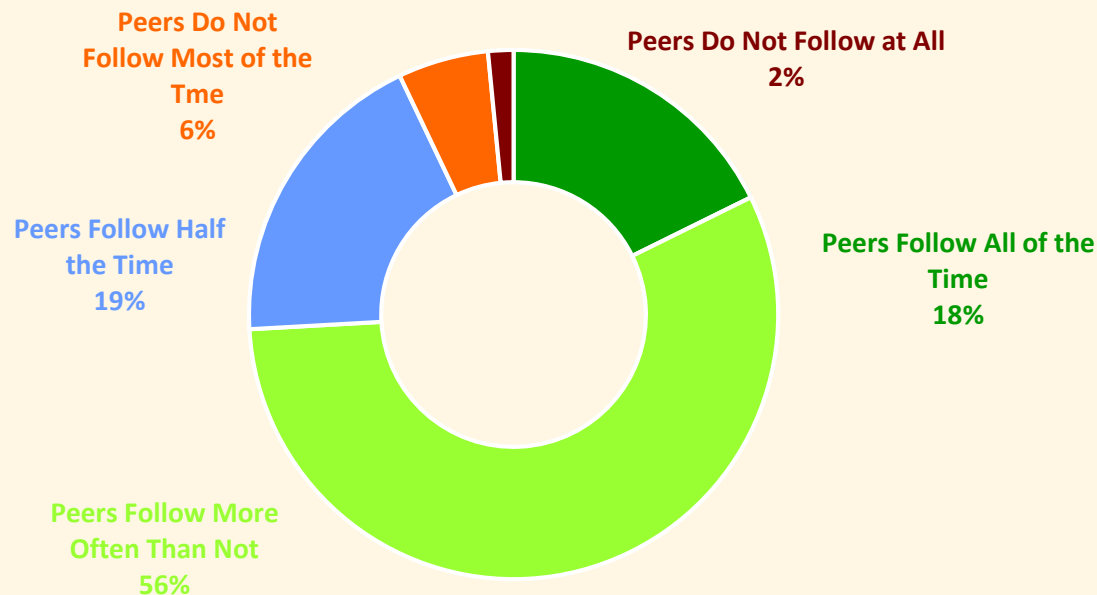
Faculty



## Student / Faculty COVID-19 Perception and Behavior

Q7.4 Student Survey Only – How well do you observe your peers following UMB policies and guidelines for minimizing exposure to COVID-19 (e.g. policy requiring use of face coverings, physical distancing, capacity guidelines, symptom monitoring, testing)?

- 18% of students observed their peers following policies and guidelines all of the time
- 56% of students observed their peers following policies and guidelines more often than not
- 19% of students observed their peers following policies about half of the time

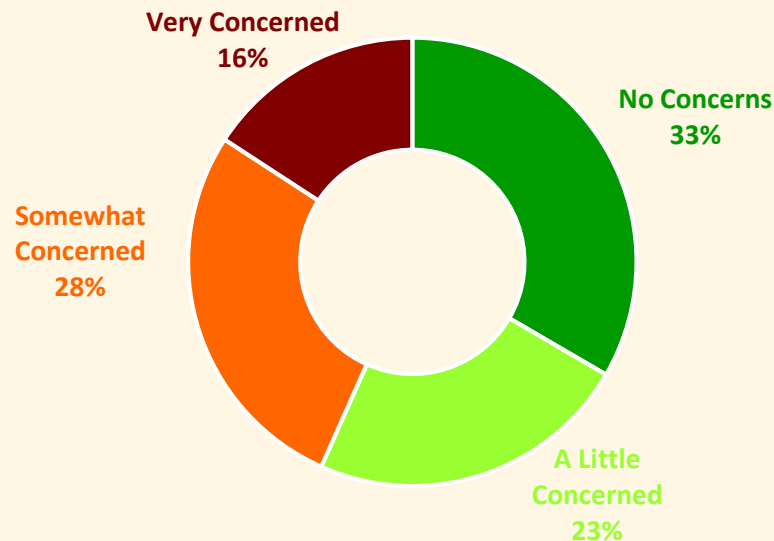


## Student / Faculty COVID-19 Perception and Behavior

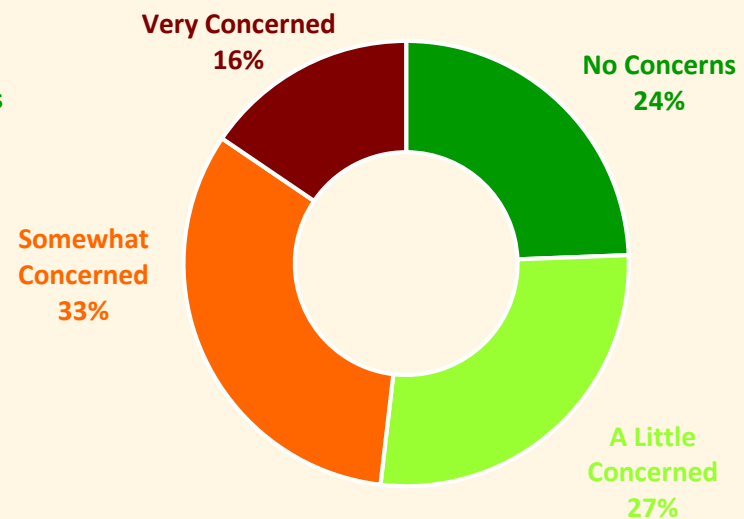
Q7.5 SS / Q7.4 FS – What is your level of concern that other students, faculty or staff are not following UMB policies and guidelines for minimizing exposure to COVID-19

- 33% of students and 24% of faculty had no concerns
- 16% of students and 16% of faculty were very concerned

Students



Faculty

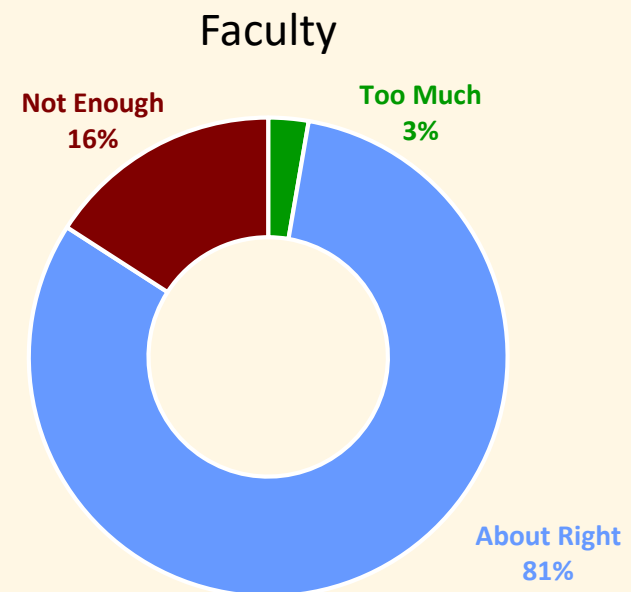
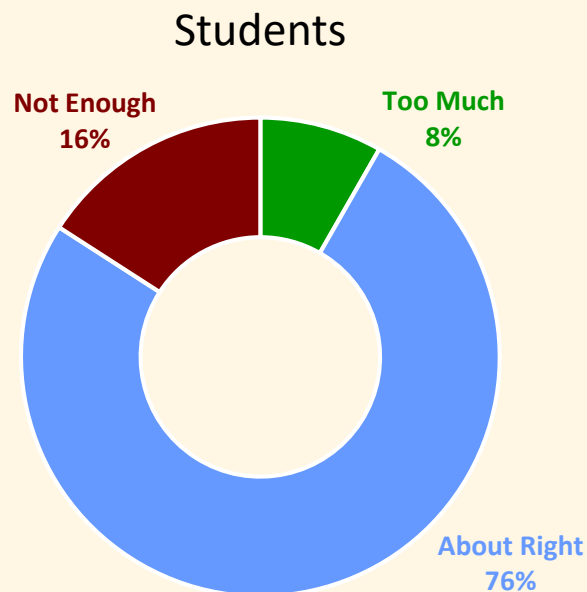




## Student / Faculty COVID-19 Perception and Behavior

Q7.6 SS / Q7.5 FS – In your opinion, the level of enforcement by School (student survey) / UMB (faculty survey) officials of UMB policies and guidelines applicable to students, faculty and staff to minimize exposure to COVID-19 is:

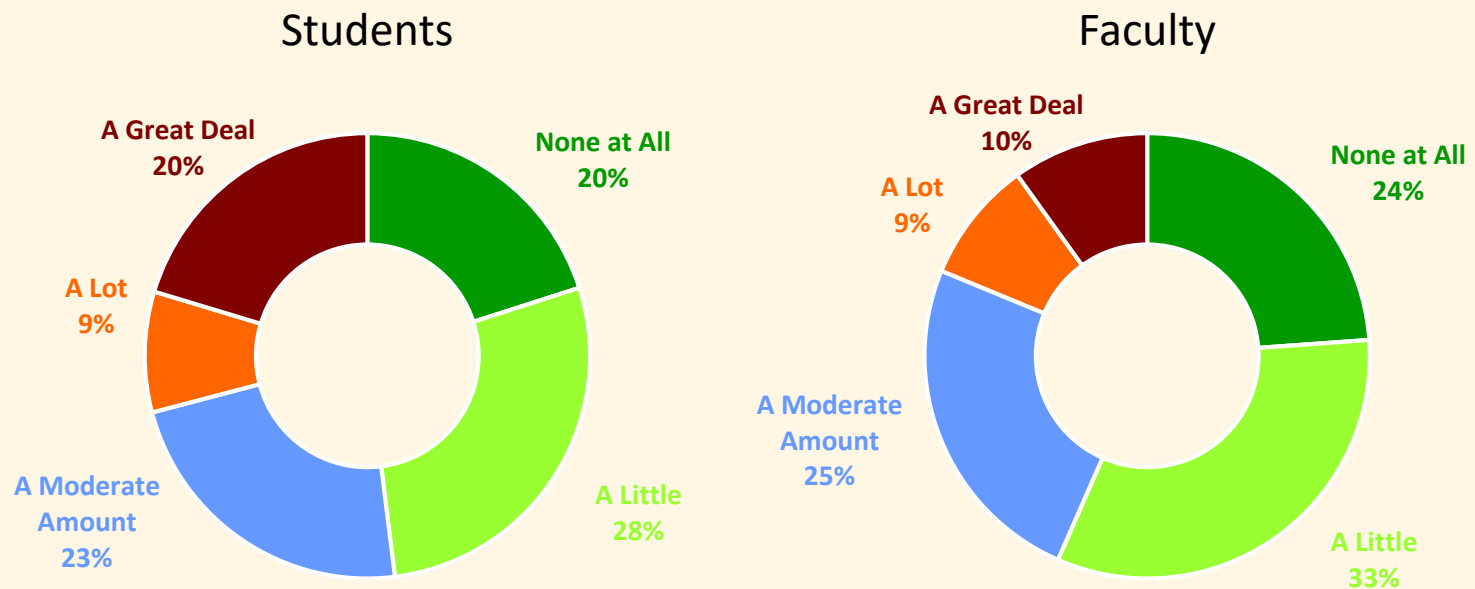
- 76% of students and 81% of faculty felt enforcement levels were about right
- 16% of students and 16% of faculty felt the level of enforcement was not enough



## Student / Faculty COVID-19 Perception and Behavior

Q7.7 SS / Q7.6 FS – If you are participating in in-person classes, experiential learning, research, or clinical experiences, how much stress are you currently feeling about participating in these in-person experiences?

- 20% of students and 24% of faculty reported no stress participating in in-person experiences
- 20% of students and 10% of faculty reported a great deal of stress



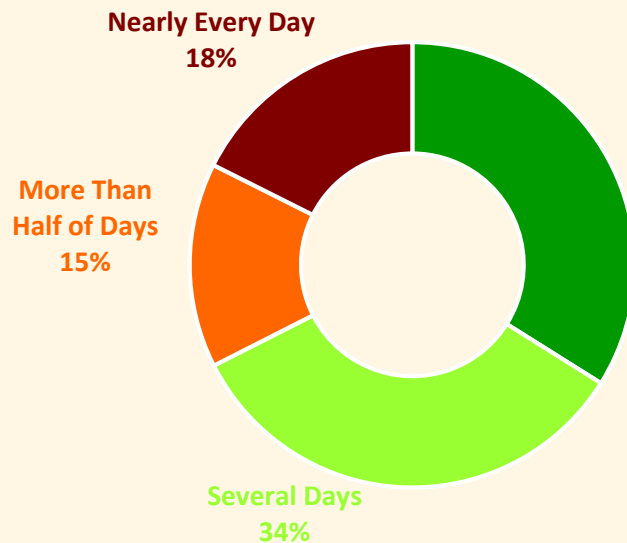
# Student / Faculty COVID-19 Perception and Behavior

Q7.9 (Student Survey) – Over the last two weeks, how often have you been unable to stop worrying about the pandemic and its impact?

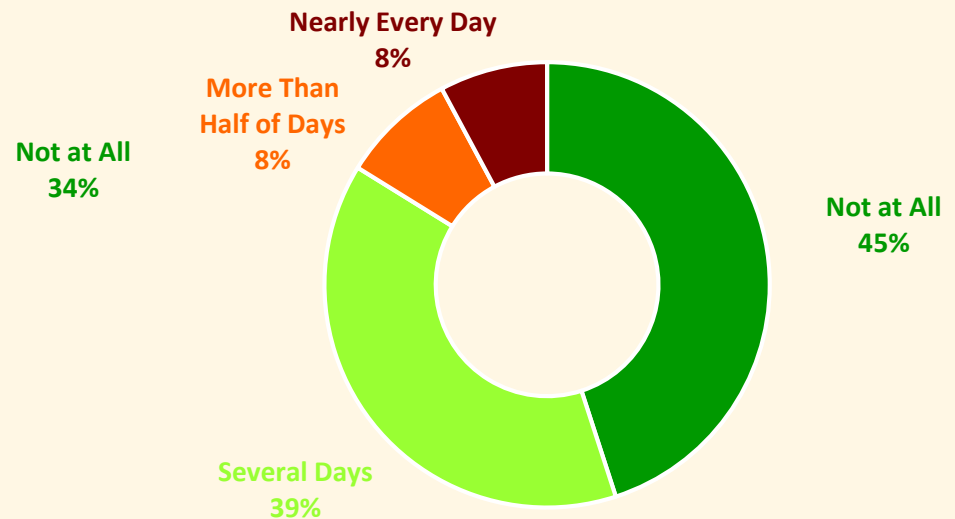
Q7.8 (Faculty Survey) – Over the last two weeks, how often have you felt unable to stop or control worrying due to impacts associated with the pandemic?

- 34% of students and 45% of faculty reported no concerns with being able to stop worrying
- 23% of students and 16% of faculty reported worrying more than half of days or nearly every day

Students



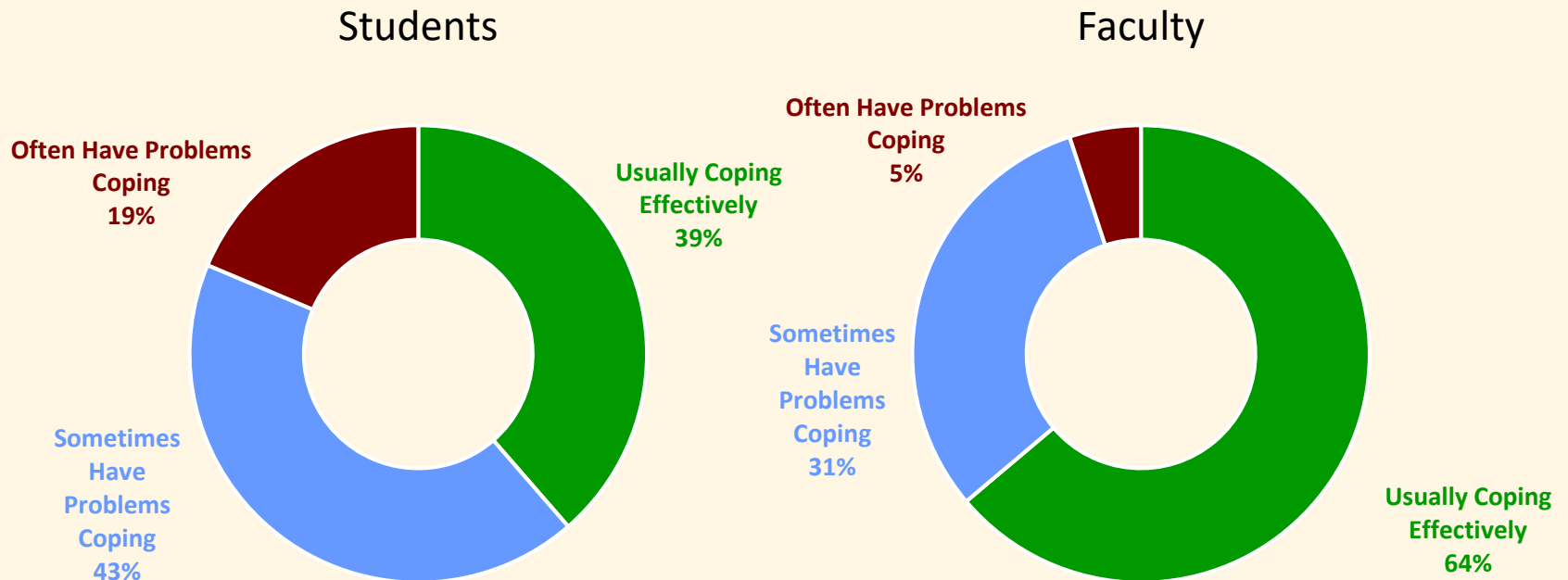
Faculty



# Student / Faculty COVID-19 Perception and Behavior

Q7.10 SS / Q7.9 FS – How well are you currently managing the stress in your life?

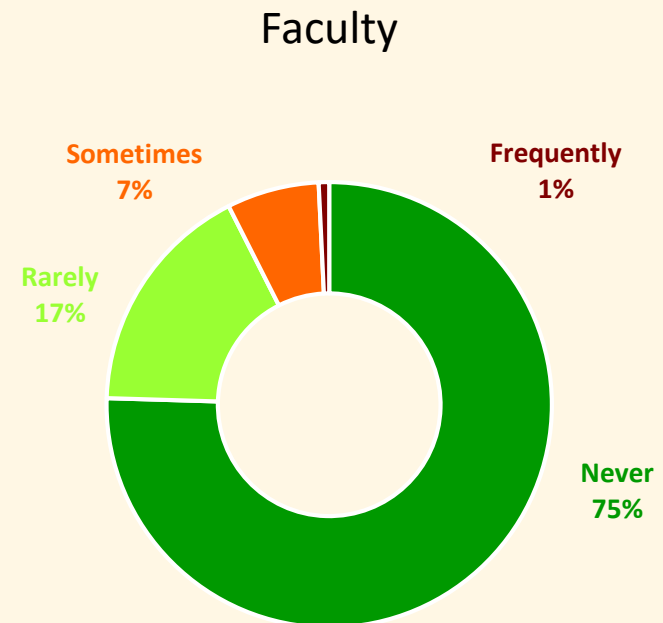
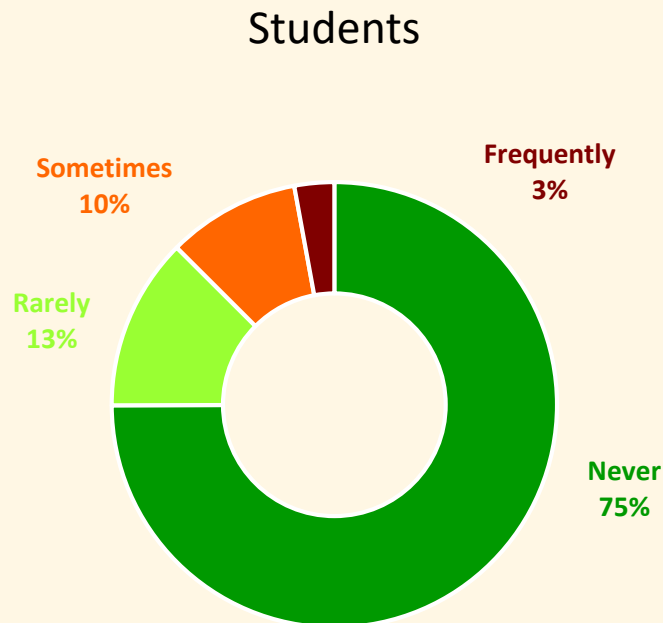
- 39% of students and 64% of faculty reported they are usually coping effectively
- 43% of students and 31% of faculty reported they sometimes have problems coping
- 19% of students and 5% of faculty reported they often have problems coping



# Student / Faculty COVID-19 Perception and Behavior

Q7.11 SS / Q7.10 FS – Are you participating in programming offered by UMB or your School that can help you manage more effectively with stress?

- 75% of students and faculty reported they never participated in stress management programming
- 10% of students and 7% of faculty reported they sometimes participated in programming
- 3% of students and 1% of faculty reported they frequently participated in programming

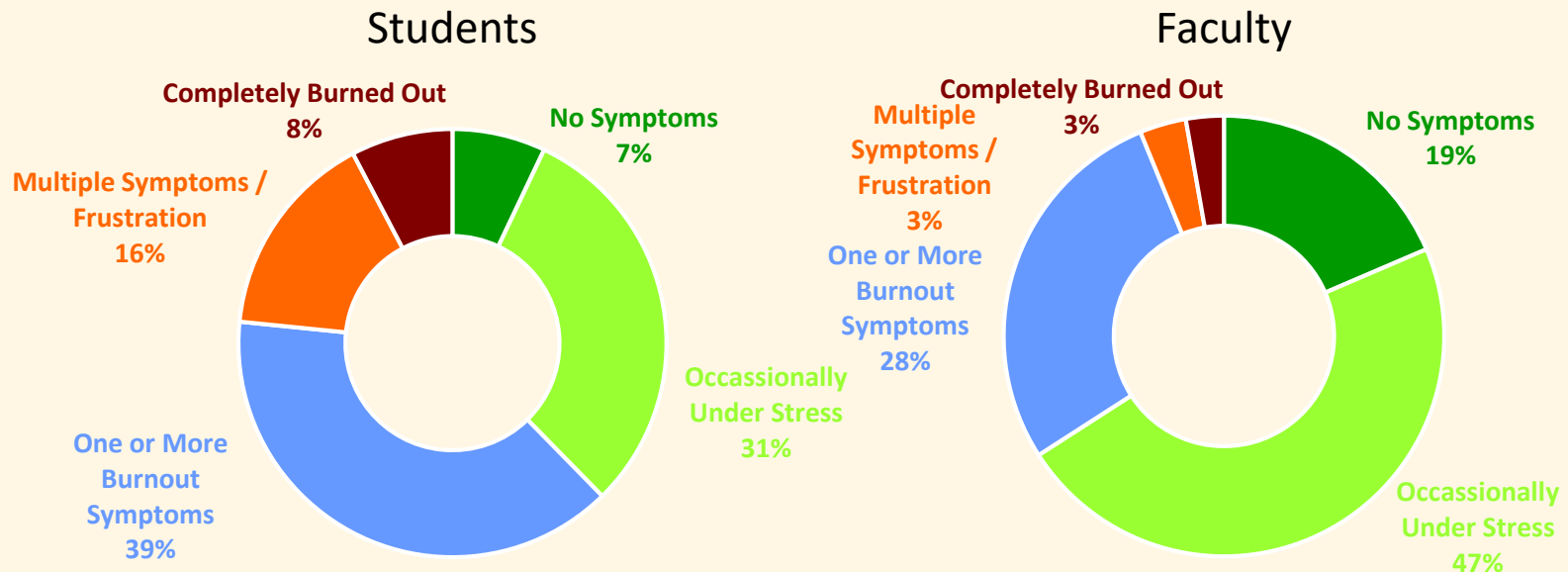


## Student / Faculty COVID-19 Perception and Behavior

Q7.12 (Student Survey) – Overall, how would you rate your level of burnout (e.g. physical and emotional exhaustion, increased frustration with school)?

Q7.11 (Faculty Survey) – Overall, based on your personal definition of burnout, how would you rate your level of burnout?

- 7% of students and 19% of faculty reported no symptoms of burnout
- 16% of students and 3% of faculty reported multiple symptoms of burnout and frustration
- 8% of students and 3% of faculty reported they were completely burned out





# For More Information

Faculty Center for Teaching and Learning

[www.umaryland.edu/fctl](http://www.umaryland.edu/fctl)

Or contact [ccestone@umaryland.edu](mailto:ccestone@umaryland.edu)

Detailed faculty, employee, and enrollment statistics are available on the Institutional Effectiveness, Strategic Planning, and Assessment website:

[www.umaryland.edu/iespa](http://www.umaryland.edu/iespa)

Or contact [gspengler@umaryland.edu](mailto:gspengler@umaryland.edu)