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

Prepared by
Christina Cestone, PhD
Executive Director, Faculty Center for Teaching and Learning

Gregory C. Spengler, MPA
Associate Vice President for Institutional Effectiveness

March 1, 2021
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.

![Bar chart showing change in student engagement post COVID-19](chart.png)
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.

![Bar chart showing level of concern in June and December]

- No Concerns
- Slightly Concerned
- Moderately Concerned
- Very Concerned
- Extremely Concerned
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
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
- Yes, Follow All of The Time: 69%
- Yes, Follow More Than Half of the Time: 30%
- Yes, But Don't Follow: 0.5%

### Faculty
- Yes, Follow All of The Time: 86%
- More Than Half of the Time: 13%
- Less Than Half of the Time: 0.4%
- Do Not Follow at All: 0.0%
- All of The Time: 86%
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
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

Students

- A Great Deal: 20%
- A Lot: 9%
- A Moderate Amount: 23%
- A Little: 28%
- None at All: 20%

Faculty

- A Great Deal: 10%
- A Lot: 9%
- A Moderate Amount: 25%
- A Little: 33%
- None at All: 24%
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**
- Not at All: 34%
- Several Days: 34%
- More Than Half of Days: 15%
- Nearly Every Day: 18%

**Faculty**
- Not at All: 45%
- Several Days: 39%
- More Than Half of Days: 8%
- Nearly Every Day: 8%
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

Or contact ccestone@umaryland.edu

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

www.umaryland.edu/iespa

Or contact gspengler@umaryland.edu