UBC-Vancouver Faculty Survey on The Effects of COVID-19: Tenure Track & Non-Tenure Track Faculty, Gender Analysis

This project involves two surveys: the Tenure Track (TT) Survey (June 19 - July 10 at UBC-Vancouver) and the Non-Tenure Track (Non-TT) Survey (July 06 - July 24 at UBC-Vancouver). The surveys measured the effects of COVID-19 on faculty's overall ability to work, teaching, research, service, and caregiving. The surveys also assessed work climate, racism, discrimination, and harassment.

The survey Task Force wishes to note the following limitations of the analysis. This analysis has not yet incorporated intersectionality theory and therefore does not yet reflect the impact of intersecting identities on faculty experience (e.g., racialized faculty, gender diverse faculty, faculty with disabilities, LGBTQ2S+ faculty). This means that the results of the intersectional analysis may show very different outcomes for certain populations than the data presented here, which reflects the majority experience. The number of gender diverse (non-binary) respondents was low and therefore could not be incorporated in the analysis.

In summary, both TT and Non-TT faculty report increases in teaching workloads, service workloads (worse for TT faculty), and caregiving at home. Faculty also report decreases in research outputs (worse for TT faculty), overall ability to work, concerns about interacting with & supporting students, and need for additional time & resources for teaching & research. And women faculty report significant increases in teaching workloads, service workloads (especially TT women), and caregiving at home. Women faculty report decreases in research outputs (especially TT women), overall ability to work, concerns about interacting with and supporting students, and need for additional time and resources for teaching & research.

PRESENTATION

1. UBCV Faculty Survey Results by Gender
COVID-19 Faculty Survey Task Force

• Ninan Abraham, Associate Dean, Equity and Diversity, Faculty of Science
• Jennifer Berdahl, Professor of Sociology
• Sara-Jane Finlay, Associate Vice President, Equity & Inclusion Office
• Minelle Mahtani, Senior Advisor to the Provost on Racialized Faculty
• Stephanie McKeown, Chief Institutional Research Officer, Planning and Institutional Research
• Camilo Peña-Moreno, Research Analyst, Planning and Institutional Research
• Sheryl Staub-French, Associate Dean of Equity, Diversity & Inclusion, Faculty of Applied Science
• Naznin Virji-Babul, Senior Advisor to the Provost on Women and Gender-Diverse Faculty
• Moura Quayle, Vice-Provost and Associate Vice-President, Academic Affairs
Overview

1. Tenure Track (TT) Survey (June 19 - July 10 at UBC-Vancouver*)
2. Non-Tenure Track (Non-TT) Survey (July 06 - July 24 at UBC-Vancouver*)


• Measured the effects of COVID-19 on faculty’s overall ability to work, teaching, research, service, and caregiving.

• Also assessed work climate, racism, discrimination, and harassment.

*UBC Okanagan chose not to deploy a survey at this time
Current limitations of the analysis to note...

- This analysis has not yet incorporated intersectionality theory and therefore does not yet reflect the impact of intersecting identities on faculty experience (e.g., racialized faculty, gender diverse faculty, faculty with disabilities, LGBTQ2S+ faculty).
- This means that the results of the intersectional analysis may show very different outcomes for certain populations than the data presented here, which reflects the majority experience.
- The number of gender diverse (non-binary) respondents was low and therefore could not be incorporated in the analysis.
Survey Respondents by Appointment and Gender

TT respondents
- Men: 491
- Women: 433
- Non-Binary: 159
- Not Indicated: 11
47% response rate (N=1,094)

All TT faculty
- Men: 1445
- Women: 885
22% response rate (N=328)

Non-TT respondents
- Men: 97
- Women: 183
- Non-Binary: 44
- Not Indicated: 4

All non-TT faculty
- Men: 789
- Women: 733
Findings: TT and Non-TT Faculty

Both TT and Non-TT faculty report...

• Increases in:
  • Teaching workloads
  • Service workloads (worse for TT faculty)
  • Caregiving at home

• Decreases in:
  • Research outputs (worse for TT faculty)
  • Overall ability to work

• Concerns about interacting with & supporting students
• Need for additional time & resources for teaching & research
Findings: Men and Women Faculty

Women faculty report significantly more...

• Increases in:
  • Teaching workloads
  • Service workloads (*especially TT women*)
  • Caregiving at home

• Decreases in:
  • Research outputs (*especially TT women*)
  • Overall ability to work

• Concerns about interacting with & supporting students
• Need for additional time & resources for teaching & research
Top Factors Reducing Ability to Work During COVID

*Significantly worse for women faculty

- Ability to focus
- Stress*
- Work space
- Caregiving*

[Diagram showing bar charts comparing women and men TT and Non-TT faculty on the factors of ability to focus, stress, work space, and caregiving. The x-axis represents a percentage scale from 0 to 90, and the y-axis lists the factors. The chart indicates significantly worse conditions for women faculty in all factors marked with an asterisk.]
Other Factors Reducing Ability to Work During COVID

*Significantly worse for women faculty

- Time*
- Hardware*
- Personal Safety
- Household conflict

[Bar chart showing comparisons between women TT, Men TT, Women Non-TT, and Men Non-TT]
Effects of COVID on Research Outputs

- **Tenure Track**: 79% of women and 68% of men reported a decrease in research outputs. *Significantly worse for women faculty*

- **Non-Tenure Track**: 52% of women and 45% of men reported a decrease in research outputs.
Effects of COVID-19 on Teaching

- Faculty who taught Winter Term (January to April) and/or Summer Term 1 (May and June) reported an average *increase* in their usual teaching workload of *half* (e.g., from 30 hrs/week to 45 hrs/week).

<table>
<thead>
<tr>
<th>Tenure-Track*</th>
<th>145% of usual load</th>
<th>Non-TT: 150% of usual load</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women: 153%</td>
<td></td>
<td>Women: 150%</td>
</tr>
<tr>
<td>Men: 140%</td>
<td></td>
<td>Men: 148%</td>
</tr>
</tbody>
</table>

*Significantly worse for women faculty
Teaching Concerns for Faculty Teaching Fall Term:

*Significantly higher for women faculty

- Getting to know students
- Workload*
- Appropriate space/environment
- Recording lectures
- TA support*

Legend:
- Women TT
- Men TT
- Women Non-TT
- Men Non-TT
Service Increases by Appointment & Gender

- Service work increased for most faculty, especially women and tenure-track faculty, who were also more likely to be asked to do more service by their department, unit, Faculty, or UBC after COVID.

*Statistically higher for TT-women

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Service increase*

- Women TT
- Men TT
- Women Non-TT
- Men Non-TT

*Statistically higher for TT-women

Asked to do more*

- Women TT
- Men TT
- Women Non-TT
- Men Non-TT

*Statistically higher for TT-women
Percent *Increase* in Caregiving after COVID

- Overall, the increase in caregiving was 10% higher for TT women (50%) than for TT men (40%), and 6% higher for non-TT women (41%) than for non-TT men (35%)

*Significantly higher for women faculty*
Summary: Effects of COVID on Faculty

All faculty – especially women faculty – report:

• Increased teaching, service (especially TT), & caregiving loads
• Decreased research outputs (especially TT) & overall ability to work

Implications (especially for women faculty):

• Better supports for research faculty so they can get back on track
• More childcare support, workspace availability, hardware for online teaching, and trainee support
• More mental health support for students (so faculty aren’t playing this role) and for faculty to address high levels of stress/anxiety/sadness