

Preliminary Results of the 2020 Faculty Senate Pulse Survey

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The Total N= 266 March 31, 2020

With all of the changes to campus norms that have taken place in the last two weeks, how are you doing? Use the slider below.

Felt unhappy about changes and campus norms 32.7%

Felt neutral about the changes 33.2%

Feel good about changes 34.7%

All things considered, how ready will you be on March 30th to deliver your class remotely? Use the slider below. Skip this question if you are not teaching.

I am not ready 16.9%

I am somewhat ready 18.2%

I am ready to teach on March 30 64.9%

Are you aware of the following teaching resources available to help faculty during this unprecedented time? Check all that you are aware of:

The OSU Keep Teaching website for faculty 80.1%

OSU IS Service Desk (Computer Help Desk with Remote Services) 78.6%

24/7 Canvas tech support 68.8%

Zoom web conferencing software 91.7%

Canvas and Zoom Training Sessions 78.2%

Canvas Course Template 60.2%

Faculty Support for Remote Teaching Open Office Hours 35.0%

Faculty Media Center Media Production Remote Support Sessions 25.9%

Ecampus Faculty Support Team at EcampusFacultySupport@oregons 38.7%

Are you aware of the following OSU COVID-19 information and health resources available to you? Check all that you are aware of:

OSU's COVID-19 Updates, Information and Response website 91.4%

OSU's COVID-19 FAQ 76.3%

CAPS Mental Health Counseling & Psychological Services 67.3%

Are you aware of the following resources available to students? Check all that you are aware of:

OSU Student Health Services	82.3%
OSU Student Affairs Health Alerts	33.5%
The Office of Student Life's Human Services Resource Center	38.3%

A Summary of the Qualitative Data collected from the Pulse Survey

Short list of major issues mentioned in the Pulse Survey:

- Tenure status
- Childcare
- Remote reliability
- Continued employment
- Concerns about Grad students
- Access to office

A general request to give everyone a 'break' because they don't have the time/bandwidth to carry out the increase in duties, mostly with setting up their courses online while also raising children.

Summary of What can the Faculty Senate Executive Committee do to ensure that OSU remains a welcoming and productive environment for faculty and students during these challenging months ahead?

Responses:

- Continued and improved communication
- Addressing financial concerns for both faculty and students
- Support and understanding through resources
- Operational continuation, especially for ongoing research and projects
- Grading leniency
- Many were appreciative of the communication and being asked how they're doing.

Quite a few responses expressed concerns for Graduate Students who have to do lab work before they can graduate and if they are being offered the same financial assistance as undergraduate students. Some have requested personalized assistance with using Zoom and how they might engage students or handle an unreliable network connection. Some say they need access to their office either for research or teaching purposes as their home is not a suitable location to do their work effectively. Some asked for financial support as they have had

to use their own money to upgrade systems they have at home because their home is otherwise unsuitable for work. Lack of childcare is a frequently expressed concern. A few mentions of extending the tenure clock by a year and going to a pass/fail system for grading. How will new student onboarding be done? How will be handling the START program? Some have expressed FERPA concerns and would like a contact/help list. Many complained about having TOO MUCH communication. Some of it redundant or contradictory. A few weren't happy about the Canvas emails, stating they simply don't have enough time in the day and are doing their best to get things done while also dealing with sick family members or childcare. OSU-Cascades is apparently having some issues with their administration? The comment mentioned more support and accountability. A big one was for administrators to reduce their performance expectations. Some concerns for the university's outreach efforts, like student internships at farms. A few mentions that emails from administration are 'feel-good' or disingenuous.

Tell us if you are seeing something happening in your college or department that makes you feel proud to be part of the OSU community?

Some positive 'in general' comments about people coming together. Some responses mention a person or department specifically. A few blank responses and some negative ones.

Are there any specific issues or concerns that fixed-term faculty (i.e. professional faculty, instructors, research faculty, etc.) have in this time of COVID-19?

- Job security
- Access to resources (such as salary and internet)
- Balance work and home life (especially in regards to children)
- An increased workload compared to non-fixed-term faculty
- Lack of administrative understanding

Issues with teaching and watching their children. Concerns about remaining employed. Concerns about the short turnaround time for providing courses remotely. Concerns about financial needs. Some mentions of difficulty with deans. Questions about tenure packet deadlines. Time off provisions do not help people with grants. Concerns about reliability of network connections using Zoom to teach. Fall enrollment and maintaining enrollment. "Student health staff will have to use expired PPE to continue to provide care. How is this okay? We aren't safe. We are scared. Help." Maintaining equipment on campus when they cannot access their offices. Concerns about eSets and how they'll effect a tenure packet.

Is there anything else you'd like to share with the Faculty Senate Executive Committee in this time of COVID-19?

- Asking for accommodations
- Thank you's

- Raising awareness.

Concerns about close of the College Forests to the public. Please cut teaching faculty some slack. Wouldn't it have been easier and more efficient to switch courses to Ecampus? Concerns about something called 'Zoombombing' where someone shares something gross or inappropriate during the meeting. Transparency if anyone on campus catches COVID-19. A few mentions of thanking the EC for taking the time to ask. How will tenure be addressed? Concerns about mixed messages from administrations. Concerns about charging grad students full tuition during this time. Someone would like to cash out some of their sick leave to hire help for childcare. Ed Feser's email and comment about continued employment seems to have freaked some people out.

All Raw Data Collected from the Qualitative Responses

What can the Faculty Senate Executive Committee do to ensure that OSU remains a welcoming and productive environment for faculty and students during these challenging months ahead?

Provide flexibility.

The OSU administration is doing an amazing job under tremendous pressure and many unknowns, including keeping an eye on our commitment to a welcoming and productive environment. FSEC can help by supporting all of these efforts (and I know that you are!).

Help with tuition for graduate students (unable to do their experiment), extend the tenure clock by a year. Be mindful of the tremendous impact this will have on lab finances and people.

Limit asks of faculty for time during this term.

Continue to help us think thru how to put our values around justice and care into practice as we think through grades, P&T, etc. Help us frame and communicate those important conversations.

Include Center for Teaching and Learning as part of the support services for teachers.

Students should have the option to take all classes pass/fail and all assistant professors should get a year extension on their tenure clock.

Ensure that research tasks are not impacted and that the research labs are available to high priority projects and graduate students who are scheduled to graduate this term and need to complete lab work.

Keep providing resources, keep posting reminders about them.

Ensure that evaluations (e.g. yearly, and PT) take into account COVID19 and expectations for productivity and teaching are reasonable.

Keep doing this, checking in on faculty and staff, encouraging them to quickly communicate concerns to you so they know they will be heard by administrators.

There is almost no consideration about faculty that have children and the teaching expectations. Also, the university has a tremendous amount of emails that are redundant about COVID-19. This causes stress more than information or support.

Keep non-T/TT faculty in mind when planning/providing resources.

Understand the colossal amount of time it takes to transfer to online learning environments and relate that to deans and directors.

Create professional support tech communities that are subject and age relevant

I appreciate the willingness to be flexible on some bureaucratic red tape type of things. That has been really helpful. We've adopted a can-do spirit, and we need to keep that up for a bit. We can go back to being a big bureaucracy later!

address use of eSets for Spring and put in plan for it faculty get sick.

Help us better understand what information is being given to the students (graduate and undergraduate) so we are better poised to communicate with them.

Keep people informed through multiple routes (website, email, etc)

Offer concrete solutions for identified needs (like a student without a laptop/computer or internet access) or explicitly tell schools and programs they have freedom to address the needs as they best see fit.

Advocate to keep as many people employed as possible, even if this means delaying some spending on capital improvements

Rolling back the tenure clock by one year

Ensure on- AND off-campus faculty have training and resources made available to them to offer credit AND non-credit courses. Ensure OSU remains a welcoming and productive environment for Oregonians across the state during these challenging months.

Keep the lines of communication open. Also reducing the noise. I feel like I'm drowning in information and resources. The resources are wonderful but at this point I just need to find something that works and go with it.

Ensure that Managers and/or Supervisors are treating all faculty the same.

Stop calling it 'social distancing' and start calling it 'physical distance'.

Colleagues who've polled the public have found 'social distancing' to have negative connotations and sends mixed messages.

Keep advocating for teaching and professional faculty on campus!

Tell OSU leadership to assess the impact of their decisions prior to announcing them on the evening news.

You can request that the Provost stop sending OSU COVID-19 updates on late Friday afternoons.

Everybody needs to lower their expectations. This is triage - not a high-quality education

Please consider adopting a P/No Record grading scale for spring!

Provide as much training and support for instructors entering a new domain.

Continue to provide support to faculty teaching remotely

keep the info flowing

I honestly don't know. If I had 40hrs/wk to do the work, then I think things would be ok. But I don't. I've now got 2 kids at home and a sick husband. I'm overwhelmed and there isn't enough time in the day to get this all done.

The provost's emails are informative - I like receiving the informational emails.

I need a place I can refer students who have technical issues computer/internet/shared resources/no cash

Don't allow disaster capitalism. Push the president, the board of trustees, and the governor to make OSU tuition free. Protect the most vulnerable on this campus.

Be patient and supportive of everyone when blame or complaints arrive.

Give reassurances to faculty that they won't lose their jobs

Keep providing as thorough updates as possible, and be transparent with the university community about future plans.

Keep asking.

Consider adopting a pass/fail grading setup for spring and summer term courses.

Challenge the culture of work work work as the way to deal with this. Yeah there are all these resources and there's also a consistent message from admin that this isn't a vacation. Insulting.

I don't have suggestions at this time.

I am concerned about my ability to do my research. I have had a hard time communicating or hearing back from IRB and I'm worried on how to do my research remotely.

stop complaining - we are all frustrated

stop trying using inflammatory language its just adding fuel to the fire

stop trying to force face-to-face teaching methods for online/distance learning

stop assuming students are cheating

Remember that the advisors, teachers and researchers are the front lines... not the administrators

Keep doing what you're doing. The proactive communication has been very helpful.

maybe less of these emails.....they are a lot to read then buried in them is the email chastising me because I haven't got my courses published on Canvas yet. Be aware of our precious time.

Keep doing these surveys regularly. Simply being asked for feedback is a comfort.

Thank you for taking our pulse! Do you have plans to do this on a regular basis during spring term?

Maybe not put so much pressure on everyone to BE PRODUCTIVE? It's a little difficult right now.

Practice communication. Is summer term still happening?

Avoid adversarial stances with administration.

Talk with admin about additional compensation for those of us with heavy teaching loads who have had to give up Spring Break in order to retool classes and who are being asked to do a lot of additional work. Please help protect our jobs!

Please don't send me emails telling me to publish my courses when they're not ready to be published. I just finished grading four classes on Monday. So my courses aren't ready yet.

Relief for faculty who now have to single handedly care for two young children at home all day whilst still being expected to carry out more than a regular workload.

Keep up the communication. But, there is SO MUCH digital communication - so I wonder if there's a way to keep it streamlined?

Remain optimistic!

be realistic about what students and faculty can accomplish from a home setting, especially considering the other stresses and life demands during this time

Ensure there is continued opportunities for students and faculty to communicate with leadership.

Consider the special burdens and successes of non-tenure-line instructors, who are operating under heavy course loads and, in many cases, performing outstanding Ecampus instruction.

I think OSU is doing a pretty phenomenal job of organizing in this very challenging time. I appreciate this and that this survey was sent.

Prevent this from becoming a kind of speed up in slowing down. Getting things done will be accomplishment enough, and I will extend this attitude to the students as well.

Transparency

Perhaps reinforce communications with email. My inbox has been very challenging to manage, with everyone emailing all of the time. I feel like I have to constantly be checking it now to keep it manageable.

Try to reduce the total number of email updates that are sent out to faculty and to students. Most students are not even reading them because they are so frequent and lengthy. Unfortunately, they are missing valuable information in those emails.

Financial Stability and strength is the most important

Frequent, clear, good communication can help relieve anxiety.

Recognize that some of us aren't capable of spending lots of time in front of a computer screen. It is too easy to assume we faculty have jumped to read every missive or help email coming our way!

Keep reaching out as you are doing. Perhaps strong messaging to obey social distance which seems to be the right strategy right now.

Coordinate the amount of emails that it is sending out. We have been bombarded with them--even 3-4 daily--from official OSU folks. I understand everyone is trying to be clear, but all of the emails are anxiety-provoking.

n/a

Maintain flexibility, accommodate disruptions to other job functions due to the workload of remote transition.

Tell us if you are seeing something happening in your college or department that makes you feel proud to be part of the OSU community?

Gathering and donation of PPE for health care workers. 24/7 work to continue to serve students.

The EMT department has donated a very large amount of PPE to local hospitals! I'm very proud.

The collaborative, caring nature of our response

Katie Hubler, one of our senior instructors and an expert on online delivery, offered a well-attended and informative Zoom session on transferring our SHPR courses to an online format.

People are adapting, innovating, staying cheerful, and making the best of the situation. OSU is a resilient community.

Our department chair has been extremely helpful and communicative.

I see us rallying around trying to identify ways OSU can support the community of Corvallis right now. Something usually low on the priority list for the institution.

College of Forestry working hard to keep all on board and safe without needlessly damaging research.

I work with a team of dedicated professionals in the College of Business, and I am impressed with our student focus.

Faculty colleagues are riding to the challenge

Lots of offers to help.

The amount of faculty working well beyond their contracts to support each other

I am proud that we donated all of our PPE to local hospitals.

Instructors are collaborating more.

I see a lot of individuals being supportive of one another. I am proud of the OSU community.

I value my role in providing emotional support to our international grad students. Clearly they believe I have something to offer, as they contact me as needed.

Psychology is teaching a free Punching through COVID class online!

We have a list of backup instructors that are ready to help in case of COVID-19 affecting current instructor of classes

Intense collaboration, communication, and coordination among the five heads of the schools in the College of Engineering.

All my colleagues are really stepping-up and trying their best to deliver quality courses in a non-optimum delivery style with little or no prior training and literally ONE WEEK to come up to speed after submitting grades from Winter term.

Staff's continued engagement in doing what is best for OSU and our students

Care, support, exchange of ideas I feel I have a lot of resources available which is great and I have been taking advantage of the support.

I appreciate Chinue Chi (our director of Global Health) information shared with media.

I appreciate the "support" (as in, emails that tell me what I need to be doing). But as someone going up for tenure, I have received no reassurance that I am

Safe in my job; or that the process will be supportive.

I work in UIT, and am proud of the way we have all pulled together to support employees' transition to working at home. We will do it again next week for the students.

Prior to OSU's announcement I mobilized our department to collect PPE - people donated everything they had for the cause.

Great work by the Center for Teaching and Learning and eCampus/Academic Technology

College administration (CEOAS) is working very hard and I appreciate their efforts to communicate the situation and help deal with both teaching and research.

Working together remotely to support faculty and student success.

Our experiential learning coordinators and lab instructors have worked tremendously hard and with great flexibility and ingenuity to make the best of the situation for students.

Giving students' extra time with their final assignments, reaching out to folks to check in and offering to support.

Our part-time staff is stepping up at a tremendous level.

It does feel like people are coming together to help each other out. It makes you feel like there's a chance we could come out of this stronger, with some clarity about our priorities. I hope.

I liked that we mobilized to donate PPE.

Frequent zoom meeting that we share our remote teaching ideas and strategies. Lots of collaborations!

I see the instructors in INTO OSU working hard to understand the changes that will take place during this time. I also see our Program Managers working hard to help students register.

Jim Coakley's calming leadership has been extraordinary.

I am seeing a lot commitment on the part of our fellow employees to help insure that the work we do continues in an effective manner.

OSU is doing a great job at providing websites with quick access to trainings for remote teaching.

Our team is truly student centered. I have heard zero whining or complaining about lost privileges or prestige.

I love that people are working together, sharing resources, and there is a real sense of coming together in a very uncertain time!

Not much in my department.

Faculty and staff are stepping up to all sorts of unprecedented challenges, focusing on students and taking care of them.

The university is pulling together.

An crucial group of employees that need recognition are the classified office administrators, accountants, HR, and so on that are maintaining the day to day functions. We literally cannot operate without them.

Their are a lot of "feel good" emails floating around, especially from leadership, that don't actually address important issues or make necessary decisions but at least it lets us know we're ok.

The College of Business has been extremely proactive in supporting remote teaching and those that teach e-campus courses are readily sharing resources to help the rest of us.

I have greatly benefited from the Canvas and Zoom training sessions and from the virtual teaching office hours provided by Katie Hubler in the School of History, Philosophy, and Religion.

I loved seeing the foundation create a new fund for students impacted by the virus.

Excellent departmental leadership. Faculty and staff rallying together to support one another. It is very encouraging.

Great leadership by my Department Chair at Fisheries and Wildlife.

Absolutely nothing.

We are curating resources for families/teachers who are not able to go to Outdoor School this spring.

University Human Resources has created a Culture of Care initiative to maintain a unified support network.

strong sense of camaraderie, support for students

I am very proud of the work I see happening around me. Thank you for providing this opportunity to point to areas where I think we can improve.

See above.

Lots of people sharing resource information.

I'm proud of the time and energy that our campus leaders are devoting to "making it right" for all members of the OSU community. They are also this at great risk to their own health.

My Department Head has made huge efforts to keep the department informed and made sure we had the needed technology to be able to work from home.

Id like to shout out Julie Kurtz in the graduate school for going above and beyond and doing so with kindness and patience.

My department has been awesome in terms of developing a response team, shutting down labs responsibly. and making sure we know what is happening at the higher levels.

All the faculty in my department, despite many teaching labs, are working hard to make the courses a rich experience for students and are sharing resources.

I'm glad the university just got rid of standardized testing for undergraduates. Good.

Faculty are sharing the best options for all courses now because there has been more discussion among instructors/professors.

Amazing creativity happening across Extension Service - online programming, meetings, etc.

I am very thankful that OSU has determined to keep all of its faculty, staff, and student employees retained during this time.

we are stepping up with commitments to back each other up with teaching if someone gets sick

Slack has been a great way to stay up to date with colleagues and have informal conversations throughout the day.

We are using Slack to communicate frequently and send each other photos, videos, and funny images to keep our spirits up while staying connected. Also, we are holding a Zoom social once a week.

A nimble team who were able to quickly shift to remote work, and remain highly cohesive during this abrupt transition. This includes our student workers.

I think OSU should be proud of all faculty for coming to terms with this and figuring out how to take our courses online on extremely short notice (particularly courses that depend on physical labs).

Proud of the collaboration happening in the School of Psychological Science to create and teach the Punch Through Pandemics with Psychological Science course and the fact that it is being offered to the public free of charge.

I work with people who deliver capital projects. So far I have been impressed by how quickly the team has adapted and continues to move forward. If construction firms continue to work, OSU's team will continue to deliver projects.

Some of my colleagues are not only staying calm/flexible, but then volunteering in the community as well (e.g. sewing masks).

My office has taken advantage of Slack to keep ourselves socially connected to each other and it's been a lot of fun.

Colleagues in my college (COB) all see ourselves as a team and we support each other. The staff, especially, are amazing in their commitment to help instructional faculty as they migrate all classes online.

Glad we are part of Stay Home, Save Lives!

Remote synchronous sessions are a good thing for the world to learn as we move to a low carbon economy!

We are set up a lot better than many colleges around the country as most of us have taught online.

Everyone is stepping up The students in IT have been fantastic and deserve special recognition if not even a special reward for all their effort.

The COB facility services and IT teams have shown eagerness to support faculty.

Faculty are stepping up to take care of students with little to no help.

It feels like everyone is on overdrive right now - helping each other out with resources for remote teaching as well as helping each other stay positive.

I am very proud of the College of Business' Student Engagement team in their ability to pivot quickly and adapt to the current situation.

As people are standing up solutions to work remotely they are considering how to turn those into lasting business process efficiencies.

My school head and assistant school head and their assistant have done a remarkable job of setting up remote support and communication systems. I've also appreciate very much the trainings sponsored by Ecampus.

People are working hard and working together to adapt to continue to serve students and faculty.

College of Business IT has gone above and beyond in its support of our teaching staff, as has our Assistant Dean for Teaching and Learning Excellence.

Everyone working together to provide technical support.

Our existing online programs are built for this moment.

Administrators seems to be taking this threat very seriously

My college (COB) has done an amazing job of mobilizing and our Dean has kept us informed and send many emails of encouragement.

IT going beyond the call of duty.

Everyone is making it happen, one way or another.

The Keep Teaching website is very helpful. I'm also happy that OSU has provided very clear messaging about staying at home and working remotely.

People pitching in and doing their best to do right by their students.

The dean and my department director are staying very active, engaged and reaching out to each of us. This makes us feel important

I am proud of our department (Integrative Biology) for making sure everyone is getting the training they need to teach online. Our instructors are incredible and I feel so lucky to be embedded in a community that has that peer to peer support.

People are working really hard to respond in the College of Science. Leadership has been clear and compassionate, yet decisive.

No, nothing unfortunately. Everyone just seems to be treading water--including the leadership.

I am proud of the way OSU has taken the leadership in keeping everyone safe and establishing a model of flexibility.

SHPR Zoom Remote Teaching workshop was very helpful and well-organized (on a very short time frame!).

Are there any specific issues or concerns that fixed-term faculty (i.e. professional faculty, instructors, research faculty, etc.) have in this time of COVID-19?

good to get opinions and concerns but perhaps a different format for this question would be more useful, i.e., problem identified (for any faculty) and suggested solution (if they have it)

Parents remote working also are conducting childcare, which may conflict with work schedules or needs. What additional allowances can be made for families with children at home requiring home school?

There is always the concern about whether or not I will have continued employment. If enrollments change, will full-time faculty be given preference?

This is the most vulnerable population. No union contract and no tenure. That's fine. Just treat them fairly and make principle-driven decisions when the time comes to start cutting. Because it's coming...

Job security. Fesers last email made it sound like layoffs might occur if enrollment didn't stay high.

What will the future of higher ed look like? Will we all retain our employment? How long will we be teaching remotely?

Ensuring the research deliverables can be met and that graduate students can continue to be paid and work remotely when possible, but have access to labs when necessary.

Our Dean cares only for spreadsheets and has not communicated anything human. non-tenure lines are overworking in panic about their future employment. Some sort of sincere esprit-de-corps from the top would be nice (but unlikely)

I am FRA and so fixed term. Because of the nature of my appointment, I am secure in my capacity to work from home and remain a contributor.

Balancing sick/caregiving leave and parenting/caregiving while teaching. Additional financial needs.

Too many restrictions to conduct research

Job security++++++

Similar issue to the tenure track folks - I'd hate to see someone's contract not renewed due to dip in productivity resulting from this crisis.

I don't think we're facing anything different during this time than other faculty.

This crisis shows that the CTL should be given more staff as they have their hands full but still doing great job.

Job insecurity. My contract ends in June, will I be unemployed in July? I have not heard communication about this from administration and it weighs on me and everything I do right now.

A feeling of instability in my role makes it increasingly more difficult to advocate for my needs and the needs of our part-timers within our program.

I think it's helpful for staff to be aware and trained on Zoombombing that's happening

<https://www.insidehighered.com/news/2020/03/26/zoombombers-disrupt-online-classes-racist-pornographic-content>

Yes, continuing employment

Worried about continued payment of salary during the pandemic so that mortgage, other bills and general living expenses e.g. groceries can be paid.

Being expected to perform at the same level when we have no childcare, being compared to others who don't have kids.

I had asked for a reduction in teaching hours (18 to 15) during this time, but have not heard any response back.

I have my last Peer Review of Teaching prior to going up for tenure, this spring. This will not be reflective of my teaching and I have concerns it will adversely affect my tenure packet.

Professional Development opportunities for best management practices related to creating curriculum for remote delivery.

Fixed-term instructors have a higher teaching load so the burden of remote instruction is a bit higher. In addition, these are generally the teaching experts so they are called upon by others to help them in their courses as well. It's just a lot!

If enrollment declines, fixed term teaching faculty worry they may lose their jobs. Contracts will be written in the coming weeks for the 2020-21 academic yr. Please inform us about changes ASAP.

Student health staff will have to use expired PPE to continue to provide care. How is this okay? We aren't safe. We are scared. Help.

Employment in the future. Use of leaves as described in Provost's emails.

I am personally concerned about getting sick since I also work at the hospital as a pharmacist. Not sure how things will go with the course if this happens.

There is a definite lack of understanding in the administration of what it takes to revise and deliver large services courses remotely, including the need for training GTAs and providing tools, like tablets.

Will they have a job if enrollment drops.

Our instructors are facing considerable pressure to keep delivering in ways that are new to them. We just need to support them the best we can.

Yes stability. When you were already insecure due to OSUs limited term contracts especially for research faculty this is the thing that can put you in freefall.

Yes, keeping their jobs.

I have more work during Spring term because professors of on-campus courses are asking for help with remote-course delivery. I am glad to help but there are some who shift all the duties to me. Could I get more of the credit/reimbursement?

Concerns about job retention

What's going on with union negotiations? It would be nice to get cost of living raises, which makes dealing with this type of situation easier. Zero confidence in leadership and admin...

Balancing 8 hours of work each day while taking care of a toddler has been impossible.

I have many concerns about successfully delivering course content in this manner.

The largest concern is job security after this is over.

Teaching remotely while having kids home from school

No. We have been able to successfully work through all challenges at this time in our department.

see above. Also many of us are mentoring others in remote teaching. More work and no more pay for it.

In addition to obvious health concerns, I'm wondering about the impact a recession will have on my job. Will OSU be laying off employees?

Concerned about longer-term effects on the stability of our grant funding. But overall just glad to have a job.

All the faculty that suddenly have to figure out how to rely heavily on Canvas and don't have the best practices and knowledge for e-learning.

I'm sure they would like to know whether they will have jobs in the future. Maybe OSU admin could bargain in greater faith with UASO to make fixed term faculty feel more secure.

I am not confident that the internet bandwidth will be able to handle everyone nationwide hitting it Monday March 30. I also wonder what will happen as faculty get COVID-19.

There are a lot of people that only get paid by the course and they are putting in a ton of extra hours to make this successful.

Is summer term still happening? Vague references to whether or not summer term is "financially viable" is making us nervous. Also, there was an announcement about COVID-19 80 hours paid-time off, but no follow up on who can and how to use it.

I am worried about the wellbeing and health of my students and colleagues. Face to face interactions will definitely be pivotal at this point in time in keeping us all connected.

In all likelihood, many fixed-term faculty will lose their jobs. This is despite assuming the heaviest burden in making the necessary adjustments to Spring term. This is especially true for instructors who are already underpaid and overworked.

Please keep in mind that INSTRUCTORS with a full teaching load are bearing the brunt of this move to online teaching. Teaching four classes online is a lot different than teaching 1-2.

I can not look after young children from 06.30 - 20.00 every day and still carry out a full workload.

Of course, I wonder how secure my job is...I feel mostly secure - but, later down the road, if enrollment in my unit drops drastically, I wonder if I will still have a full time position. I'm non-TT - Clinical Assistant Professor.

I am concerned about the consistency of education our students will experience.

Ho faculty can and should use the COVID-19 80 hour leave if needed. Very little guidance from HR on this.

Concerned about eSETs from students who may be learning online for the first time, when I will be building my course on the fly.

Perhaps reinforce communications with email. My inbox has been very challenging to manage, with everyone emailing all of the time. I feel like I have to constantly be checking it now to keep it manageable.

To keep all students engaged with academic and other activities remotely.

I just hope there are no lay-offs.

To assure we have jobs and careers

Connectivity for staff working at home - I'm tempted to buy some increased bandwidth for one staff member who doesn't have sufficient bandwidth to run key programs, like Zoom (with video).

Concerns about continued employment or possible lay-offs with the uncertainty of how long this will last.

No clear communication from my department specifically on work from home, even though the emails from admin say that my supervisor should have already talked to me.

Concerns about job security

I am curious to see how this will impact 9 month faculty and non-tenure track instructors. What will happen to Summer and Fall course availability due to the changes taking place this term that could impact graduating seniors.

Concerns about possible delays in promotion process. Concerns about delays in union bargaining. Honestly, concerned about losing my job or having it reduced next year if this all doesn't get better by then.

Job security during economic crisis

Is there anything else you'd like to share with the Faculty Senate Executive Committee in this time of COVID-19?

Thanks to the FSEC for all that you do and for caring about all faculty and the entire campus community.

This is hard so please cut faculty who are teaching some slack. Let us help and learn from each other.

Hang in there. Thank you for the work that you do.

Thank you for doing this.

Just read an article on "Zoombombing" happening at various Universities (ASE and USC specifically). Vile content showing-up during course delivery via Zoom. Nwever even thought of that! uuugggghhhh

My appreciation to the way OSU is ensuring that our students graduate on time.

Be kind to the students. We don't know how this might be impacting them.

I appreciate all the support! The Keep Teaching website has been helpful; the eCampus folks have been helpful....we'll get through it!

I really appreciate the tenor of the messages that emphasize removing barriers for students and caring for the campus community.

I've been extremely impressed with OSU's response to COVID-19. I'm proud to be a member of the OSU community.

Thanks for all you do!

All this changes are challenging, but I think we will all be better teachers after this with introduction of more technologies.

We will hopefully look back and say...wow. We did it, but let's not do it again!

Thanks for opening the channels of communication!

There isn't a need to throw more resources at this problem. There is tons of stuff out there. The limiting factor is time. Unless time can be produced - we're just gonna have to do less - and be happy with it.

We are all adapting to the near-daily changing situation as best we can, but the flurry of emails from administration implementing changes on very short timescales is challenging.

Let me have access to my private office so that I can be safe, while teaching my class.

Thanks for taking the pandemic seriously. We really need to lock campus down and do our part. Please stay safe and healthy yourselves.

No thank you.

No but Thank you for doing the survey

Be patient and know that you are providing excellent leadership. OSU is WAY ahead of many institutions, and we have to remind ourselves of that often.

Keep being great :-)

Thank you for all you are doing.

Thank you for this survey!

Would love to see a reasonable retrenchment policy given the possibility of financial exigency. It should not be left to the unit head's discretion, and it should not be based on vague metrics of productivity or usefulness -- we deserve better.

Thank YOU, Dwaine!

Please help us! The administration doesn't seem to care about our well-being at all.

not at this time

You are doing a great job encouraging us and leading us through this ordeal. We are all in this together; keep it up!

Working from home I currently cannot access all journals. E.g. Science.

I appreciate the opportunity to share in this survey.

If sporting events can't happen, what is happening to all that income flow? Are we promising to keep coaches paid, or give money to the Pac12? We need to make sure we fund our core mission first.

Need to be very alert to instances when the Administration seems to put the "OSU Business Enterprise" before the health and welfare of students, faculty and staff.

Stay safe and thank you!

Perhaps reinforce communications with email. My inbox has been very challenging to manage, with everyone emailing all of the time. I feel like I have to constantly be checking it now to keep it manageable.

Try to have as many faculty and staff as possible with experience in emergency situations helping student.

No, thanks for asking.

Maintain work and hard work through this -- keep holding classes as much as possible. Doing as much remotely as possible. I'd like to do everything we can even if it is remote.

I also wish we'd use the phrase "Physically separated NOT socially"

Thank you for your service and leadership at this tremendous time of uncertainty.