

## Organization of Women Faculty COVID Response Faculty Survey

Distributed July 20-August 7, 2020<sup>1</sup>

This 10 question survey asks you about your experiences and concerns as faculty members and about solutions that might help you. The survey is focused on immediate concerns, although later questions pertain to potential long-term strategies to help faculty mitigate and recover from the damage caused by this emergency situation. While we are focused on faculty, the last questions also allow you to speak to concerns about colleagues, staff and students.

### Impacts Thus Far

1. Has the COVID crisis created new work-related tasks and responsibilities?
2. Working from home when programs for dependent family members (such as daycares, schools, elder care programs) are not operating and when restaurants and stores are closed creates extra stress on individuals, families and communities. What challenges external to Northwestern have you faced because of the COVID crisis that have affected your ability to do your job?
3. How has the pandemic already affected your professional future? It is too early to know all of the longer term effects of this crisis. But please share concerns you have right now regarding the pandemic's effect on your professional goals, including and beyond the next academic year.
4. Are there other ways, not yet mentioned, that the pandemic and the switch to remote teaching have affected your regular duties as a faculty member?

### Ideas to help you

The next four questions are about what departments, colleagues, Deans, the Provost's office, and other institutions might do to help you as a faculty member manage your work. Later we will ask you about what you know about what other institutions are doing.

---

<sup>1</sup> This survey was distributed via email to 725 full-time female faculty Weinberg College, Medill School of Journalism, the Kellogg School of Management, the Pritzker School of Law, the Bienen School of Music, the School of Communication, McCormick School of Engineering and Applied Science, the School of Education and Social Policy, and Library faculty. Feinberg School of Medicine has a separate women faculty organization, and Feinberg faculty were not surveyed. 196 women faculty responded.

For reference, here is the University's current Return to Campus policy, which includes information on Remote Work and child care: <https://www.northwestern.edu/coronavirus-covid-19-updates/campus-return/policy/index.html>

5. What UNIVERSITY LEVEL policies would help faculty who are balancing heightened teaching, safety, and caregiving responsibilities? (For example, there might be options to share or bank teaching or service work, or to delay reviews.)
6. Is there something your DEPARTMENT CHAIR and/or COLLEAGUES who face fewer responsibilities and challenges might do to help lessen or redistribute the increased teaching, safety, and caregiving responsibilities we are facing? For example, would it help to have a department or college ombudsperson ask questions or address concerns with your chair or dean that you feel uncomfortable raising yourself? Would it help if colleagues could provide content or guest lectures for materials they know well or have already taught?
7. Do you have suggestions or questions that leaders in your college or SCHOOL might be able to address?
8. What types of strategies and accommodations might help your career recover from this difficult time? For example, would you like the PROVOST to create a faculty survey when the crisis winds down, establish committees to study how the pandemic affected different communities (staff, faculty, students, caregivers), etc.?

The last two questions ask you to share what you know about what other institutions are doing, and to share any additional concerns you may have.

9. Please share helpful solutions that have been adopted by other workplaces or academic institutions. If possible, please specify the source of the solution so that we can learn more about helpful strategies adopted elsewhere.
10. Are there any other issues and concerns that these questions haven't addressed?

If you are willing, please share your name.

If you are willing to share your school, please do so below.

162 responses

