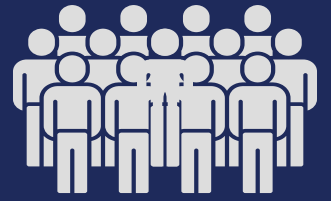
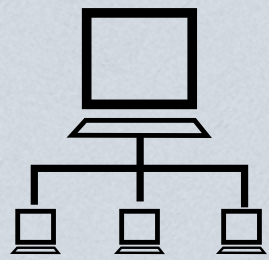


In Fall 2020, CSUSM administered the Faculty Perspectives and Experiences Survey as part of a collaboration between Faculty Advocacy, Care, Engagement, and Support (FACES), the Faculty Center, and the Office of Institutional Planning & Analysis.



## A look at the virtual environment during a national pandemic...



**88%** of faculty are teaching online or hybrid courses



**59%** of faculty report a somewhat or very positive online teaching experience

**86%** are satisfied with the University's response to the COVID-19 pandemic

**86%** agree that University administration has done a good job of keeping faculty informed

**70%** agree that CSUSM is adapting well to the virtual environment



## Faculty report benefits transitioning to virtual teaching....

"I enjoy being able to exercise and make dinner more regularly."

**87%** have had their commutes reduced or eliminated

**63%** are learning new skills

**48%** saving money on costs associated with in-person work

**46%** schedule is more flexible, so they can manage their time better



"Better access for students with disabilities and for me. No driving at night because of vision issues, but I can teach at night from home! This gives my chair more times to place me for teaching and allows me to teach graduate classes."

## ...and share challenges.

"The wide usage of zoom has resulted in more requests than ever to participate in virtual meetings/webinars/panels/talks of every kind. I see this as having both positive and negative impacts."



"It's challenging to support students' mental health when we are also living through a pandemic and experiencing mental health impacts too."

### Challenges related to the virtual environment

**69%** are experiencing screen fatigue

**52%** don't feel connected to their students

**41%** are responsible for child or family care during work hours

**82%** of faculty have had their research, scholarship, or creative activity impacted as a result of the COVID-19 pandemic and/or the campus' transition to virtual operations

## Faculty reflect on their experiences and ways to improve.

**67%**

are satisfied with the support they receive from CSUSM

**61%**

feel that their work at CSUSM is valued

**42%**

feel included in the decisions that impact their work

**34%**

feel able to balance both personal and work demands right now

■ Agree/Strongly Agree



### Highlighted Survey Findings

- Many faculty shared examples of feeling supported in their interactions with leadership, whether it be the leadership in their college, department, or senior administration.
- 37% of participants felt that incivility is a moderate or serious problem in the workplace. Throughout the survey, respondents shared concerns and highlighted opportunities to enhance equity and improve overall climate among faculty.
- Verbatim comments suggested that the virtual transition has created additional challenges for faculty to be successful, and suggested ways the University can support faculty in the areas of: decreasing workload, technology training, and an increased emphasis on self-care.