

Faculty Fall & Spring Service Study: Results and Recommendations

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Purpose

Faculty Affairs surveyed 10-month faculty regarding their participation doing service during the summer (outside of their 10-month appointment) and during their normal appointment (i.e., fall/spring). The purpose of the survey was to measure the scope of the service being done at IU Kokomo along with addressing issues of concern for faculty regarding their service and ability to say no to service.

Faculty recognize the importance of service as evidenced by the tremendous amount of service our faculty are doing. Few faculty believe that service should only account for four percent of their work time. However, the amount of service currently undertaken by our faculty is impacting faculty's ability to do research, and faculty report that service is impacting their health and family life.

This report highlights areas of concern, recommendations, and the results of the Service Survey for Fall and Spring.

Results Summary

The following provides a summary of the survey results.

Response Rate

The 2018 number of full-time instructional faculty (less librarians and 12-month administrators) is 121 (64 tenure/tenure track and 57 non-tenure track). Just for reference, there are 4 librarians and 12 administrators with faculty status that aren't counted in the 121. Therefore, approximately 125 faculty were eligible to participate in this study. The response rate for the Fall-Spring portion of the service survey is approximately 31 percent.

Fall - Spring Service (N = 39)

Time Spent on Service

Table 1. Difference between Actual Hours and Expected Hours Spent on Service per Week

	Actual Hours	Expected Hours
Mean	8.1	4.1
Median	7.5	3.3
Mode	5	2
Range	2-25	1-10

On average, an entire workday is spent on service every week. However, the mode is one hour per workday. Most participants would find their service time cut in half compared to its current rate to be acceptable.

Travel-Related Service

Table 2. Travel-Related Service over the Past Three Years

	No Overnight Stay	One Overnight Stay	Two or More Nights of Overnight Stay
Mean	4.76	2.89	2.21
Median	3	2	1.5

Mode	0	1	1
Range	0-15	0-10	0-9

Service above Rank

Thirteen participants (33.3 percent) indicate that they have been asked to do service above their rank. An additional ten (25.6 percent) were unsure.

Kokomo/Howard County Residents

Twenty-two participants indicated living in Kokomo/Howard County. Of this group, eight (20.5 percent) believe they are asked to do more service because they are local.

Impact of Service on Other Areas

Participants were asked how much they perceived service impacting other areas of their work (i.e., teaching and research) and their life (i.e., health and family). Unsurprisingly, participants indicate that service has the biggest impact on their research. More notable is that participants indicate that service impacts their family life and health more than their teaching.

Table 3. Impact of Service on Other Areas of Work and Life (5 = significant impact; 0 = no impact)

	Teaching	Research	Health	Family
Mean	2.53	3.64	2.72	2.8
Median	2	4	3	3
Mode	2	5	1	3
Range	1-5	0-5	1-5	0-5

Possible Solutions

Participants were asked to rank possible solutions to address service challenges, which are listed below in ranked order:

1. Stipends for service beyond a certain threshold or within certain categories (for example, serving on a search and screen committee between June 1 and July 31 or taking students on an overnight KEY trip)
2. Revised campus criteria for Annual Review and Promotion & Tenure regarding the quantification of service with clear measures of minimum requirements for satisfactory in service.
3. Course reassignment (i.e., course release) for a wider range of service activities.
4. Teaching assistants (i.e., to help with grading).
5. Revised campus criteria for promotion so that faculty could be promoted based on excellence in service.
6. Protection from service to IUK or IU during one's first semester at IUK regardless of rank or job title.

Time-Consuming Service

Participants were asked an open-ended question regarding what service takes up the most of their time. Several participants mentioned the following four areas as especially time consuming (in order of most mentioned):

1. Committee work/meetings
2. Recruitment activities (VIP days, simulation labs, etc.)
3. Search and screen
4. KEY (planning and travel)

Other areas mentioned: student mentoring, degree administration, promotion and tenure, departmental service, university events, leadership positions, student related administrative tasks, email, online degree collaboration, external community and professional service, meetings, mentoring faculty, working on diversity issues.