Faculty Stress Survey
Roxanne Donovan
CHSS Administrative Fellow
Thanks to...

- Faculty participants
- Dean Vengroff
- Associate Deans Ismaili, Kirby, and Léger
Why Study Faculty Stress?

• Faculty job stressful
  • Particularly pre-tenure time
• KSU’s changing research expectations
• Stress linked to negative outcomes
Faculty Stress Survey Questions

- Faculty Stress Index (Gmelch, Wilke, & Lovrich, 1986)
- Work-life balance
- Productivity/hours worked
- Job satisfaction
- Timeframe: Last two years
Participant Demographics

• 178 Surveys Started
• Rank (n=147)
  • 24% Full
  • 34% Associate
  • 33% Assistant
  • 9% Lecturers
• 57% Female; 43% Male
Participant Demographics

- Race: 83% White; 6% Black; 6% Asian; 4% Latino; 1% Other
- 79% Married/Life partnered
- 69% Child(ren) 17 and under (n=137)
- 52% Social Sciences; 48% Humanities
10 Greatest Stressors (n=158)

10. Preparing manuscript for publication (3.58)
9. Insufficient time to keep abreast of field developments (3.63)
8. Balancing work and life/family responsibilities (3.67)
7. Attending meetings that take up too much time (3.74)
6. Institutional budget cuts (3.74)
10 Greatest Stressors (n=158)

5. Too heavy workload that can’t be completed in a typical day (3.75)
4. Balancing time among teaching, research, and service (3.84)
3. Rising cost of benefits (3.97)
2. Inadequate salary to meet financial needs (4.02)
1. Finding time for research/writing (4.08)
MANOVA: $F(6, 252) = 2.10, p = .017$; Wilks’ Lambda = .83; Partial $\eta^2 = .09$; Observed Power = .93
Significant Gender Differences

MANOVA: $F(6, 129) = 3.01, p = .009$; Wilks’ Lambda = .88; Partial $\eta^2 = .12$; Observed Power = .90
Publications in Last 2 Years

One or More Publications

Percent within rank

Professor (29)
Assoc Prof (38)
Asst Prof (35)
Lecturer (13)
Ave. Weekly Hrs: House/Childcare

Percent within Rank

Hours Reported

None 1-4 5-8 9-12 13-16 17+

Professor (35)
Assoc Prof (45)
Asst Prof (46)
Lecturer (13)
Considered Leaving KSU

Responses

Not at All

2

3

4

Much of the Time
Job Search

Percent within Rank

<table>
<thead>
<tr>
<th>Role</th>
<th>Job Postings</th>
<th>Applied</th>
<th>Received offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>60</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>Assoc Prof</td>
<td>80</td>
<td>40</td>
<td>20</td>
</tr>
<tr>
<td>Asst Prof</td>
<td>60</td>
<td>30</td>
<td>20</td>
</tr>
<tr>
<td>Lecturer</td>
<td>40</td>
<td>10</td>
<td>5</td>
</tr>
</tbody>
</table>

Legend:
- Professor (35)
- Assoc Prof (46)
- Asst Prof (46)
- Lecturer (13)
Study Limitations

• Self-report
• Self-selection
• Missing data
• Multiple responses
Take-a-ways

- Faculty are productive in research at all ranks
- Faculty are stressed
  - Associates more stressed than expected
  - Women more stressed than men
- Faculty put in long hours at work and at home
- Large percentage of faculty actively seeking other positions
What Now?

- Data support current initiatives in college
  - 3-4 to 3-3 teaching load
  - CHSS Junior Faculty Mentoring Initiative
  - CHSS Advising Center
  - CHSS Faculty Summer Research Grant
  - CHSS Manuscript Submission Program
What now?

• **Data suggest areas for future initiatives**
  • Further opportunities that provide time and funding for research
  • Departmental Writing Accountability Groups
  • Reduced teaching load for new faculty
  • Mentoring of Assistants and Associates
  • Faculty workshops on working smarter not harder
  • Increased sensitivity to formation of new committees and necessity of existing ones
What now?

• Data suggest areas for future initiatives
  • For existing committees, evaluation of number and length of meetings
  • Examining faculty service load, particularly at the Assistant and Associate levels
  • Parental leave for new parents
  • Leave for caregivers of ailing children, parents, or spouse/romantic partner
  • Semester-long leave for research