

Faculty Service Survey

Lehigh Faculty Senate Service Working Committee



HISTORY

- Started with an assignment to SCUII to “address faculty service burden.”
- After consulting with the Advance Office, Chair of Chairs Nick Sawicki, Deputy Provost for Faculty Affairs Larry Snyder, etc., SCUII commissioned a Faculty Survey on Service.
- The Office of Institutional Data (OID) prepared the survey with our input and it was distributed to all faculty at the (very) end of the last academic year.
- The survey focused on determining what service faculty are involved in and how much time they spend doing it.

Limitations

- 184 respondents /549 total faculty (34%)
 - Voluntary Response Bias?
- Response rates were not very uniform (especially across colleges)

	Response Rate	Count of faculty	% of all faculty	Count of responde..	% of all re spondents	Difference in repres..
College of Arts & Sciences	41%	255	46%	104	57%	10%
College of Business	28%	90	16%	25	14%	-3%
College of Education	43%	28	5%	12	7%	1%
College of Health	48%	25	5%	12	7%	2%
P.C. Rossin College of Engineer..	21%	151	28%	31	17%	-11%
Grand Total	34%	549	100%	184	100%	0%

Standard Service Load

An approximation of our expected service hours is about **272 hours per year**.

For faculty with a 20% service load:

- [40 hours per week]x
- [34 weeks per year]x
- [.20 service load]
- =272 hours

Total Hours Calculation

Most questions asked for:

- Duration of work
 - Options: Full year (34 weeks), 1 semester (17 weeks), sporadically (2 weeks), etc.
- Average weekly workload
 - Options: Less than 1 hour (.5 hours), 1-2 hours (1.5 hours), 2-3 hours (2.5 hours), ..., 10+ hours (10 hours)
- [hours reported]=
[duration]x[average weekly workload]

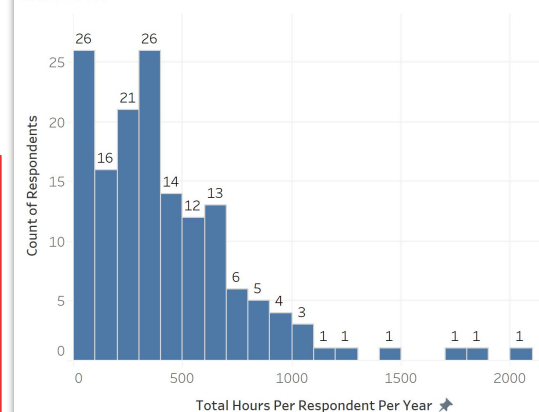
Summary Data

29% more hours

Summary of Hours Reported Per Person

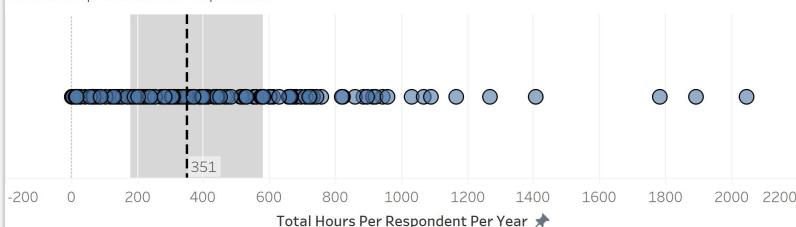
Distinct Count of Respondents	Total Hours Reported	Average Hours Reported Per Person Per Year	Median Hours Reported Per Person Per Year	Average Hours Reported Per Service Commitment	Average Service Commitment Per Person Per Year
152	64,287	423	351	39.3	11

Distribution of Total Hours Reported Per Person
Bins: 100 hrs



The trend of Count of Respondents for Total hours per respondent (bin). The data is filtered on Service Group and Added & Listed Group. The Service Group filter keeps 8 of 8 members. The Added & Listed Group filter keeps Added Services and Listed Committees.

Distribution of Total Hours Reported Per Person
One dot represents one respondent.



Include_ResplD-SumHourlySemMult. Details are shown for Response ID. The data is filtered on Service Group and Added & Listed Group. The Service Group filter keeps 8 of 8 members. The Added & Listed Group filter keeps Added Services and Listed Committees.

Service Distribution by Type

Hours Reported by Service Group

Service Group	Distinct Count of Respondents	Total Hours Reported	Average Hours Reported Per Person Per Year	Median Hours Reported Per Person Per Year	Average Hours Reported Per Service Commitment	Average Service Commitment Per Person Per Year
Department	117	14,679	125	85	42.5	3
External Services	119	16,832	141	81	35.6	4
University	113	13,346	118	77	48.2	2
Interdisciplinary Services	28	2,647	95	51	71.5	1
College	70	4,760	68	51	35.3	2
Additional Services	99	9,637	97	51	31.6	3
Research Centers And Institutes	34	1,800	53	17	35.3	2
Interdepartmental Committees Assignments	10	587	59	12	53.3	1

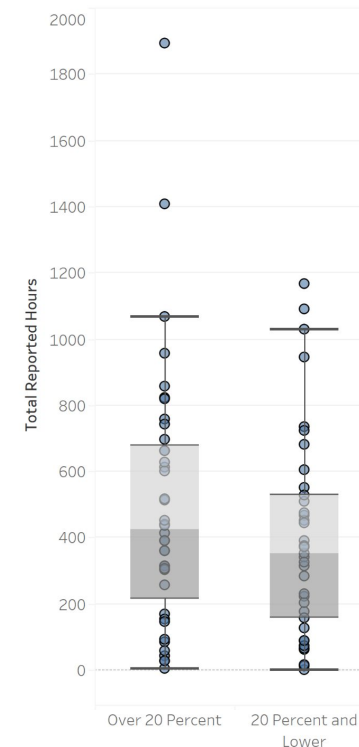
Service Reported by Service Appointment

Service Commitment Summary by Service Assignment

Service Amount	Distinct Count of Respondents	Total Hours Reported	Average Hours Reported Per Person	Median Hours Reported Per Person	Average Hours Reported Per Commitment	Average Amount of Service Commitments Per Person
Over 20 Percent	40	19,746	494	424	45.1	11
20 Percent and Lower	37	14,678	397	353	41.3	10

Service Commitment Summary by Service Assignment

Each dot in the box and whisker plot represents one unique respondent. The height of the dot represents the total amount of reported hours for that respondent.



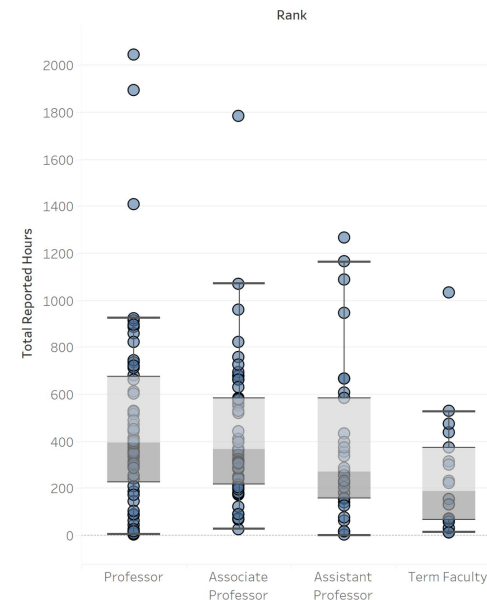
Service by Rank

Service Commitment Summary by Rank

Rank	Distinct Count of Respondents	Total Hours Reported	Average Hours Reported Per Person Per Year	Median Hours Reported Per Person Per Year	Average Hours Reported Per Service Commitment	Average Service Commitment Per Person Per Year
Professor	56	26,936	481	396	41.6	12
Associate Professor	49	21,574	440	367	39.6	11
Assistant Professor	29	11,275	389	272	36.3	11
Term Faculty	18	4,503	250	187	34.6	7

Service Commitment Summary by Rank

Each dot in the box and whisker plot represents one unique respondent. The height of the dot represents the total amount of reported hours for that respondent.



Sum of Include_Respid-SumHourlySemMult for each Rank. Details are shown for Response ID. The data is filtered on Service Group and Added & Listed Group. The Service Group filter keeps 8 of 8 members. The Added & Listed Group filter keeps Added Services and Listed Committees.

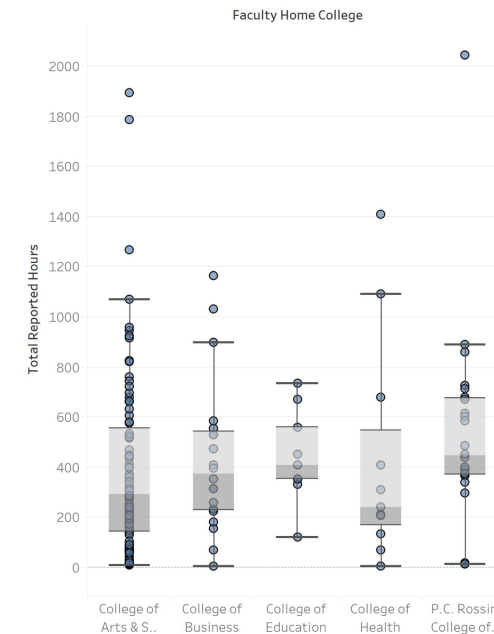
Service Reported by College

Service Commitment Summary by Home College

Faculty Home College	Distinct Count of Respondents	Total Hours Reported	Average Hours Reported Per Person Per Year	Median Hours Reported Per Person Per Year	Average Hours Reported Per Service Commitment	Average Service Commitment Per Person Per Year
P.C. Rossin College of Engineering & Applied Science	24	12,712	530	445	41.0	13
College of Education	9	3,975	442	409	43.7	10
College of Business	20	8,653	433	374	46.3	9
College of Arts & Sciences	88	34,196	389	293	37.5	10
College of Health	11	4,751	432	242	35.7	12

Service Commitment Summary by Faculty Home College

Each dot in the box and whisker plot represents one unique respondent. The height of the dot represents the total amount of reported hours for that respondent.



Sum of Include_Respid-SumHourlySemMult for each Faculty Home College. Details are shown for Response ID. The data is filtered on Service Group and Added & Listed Group. The Service Group filter keeps 8 of 8 members. The Added & Listed Group filter keeps Added Services and Listed Committees.

Voluntary response bias?

Service by Gender or BIPAC status

Service Commitment Summary by Sex

Sex	Distinct Count of Respondents	Total Hours Reported	Average Hours Reported Per Person Per Year	Median Hours Reported Per Person Per Year	Average Hours Reported Per Service Commitment	Average Service Commitment Per Person Per Year
F	70	29,776	425	341	39.4	11
M	82	34,511	421	362	39.3	11

Service Commitment Summary by BIPOC Status

BIPOC Status	Distinct Count of Respondents	Total Hours Reported	Average Hours Reported Per Person Per Year	Median Hours Reported Per Person Per Year	Average Hours Reported Per Service Commitment	Average Service Commitment Per Person Per Year
BIPOC	29	10,951	378	338	40.0	9
Non-BIPOC	123	53,336	434	353	39.2	11

Equal isn't always Equitable

- Faculty from historically minoritized groups are disproportionately called upon to do diversity work and mentoring (Griffin and Reddick 2011; Turner, González, and Wong (Lau) 2011; Wood, Hilton, and Nevarez 2015) *
- Women faculty ... tend to perform important yet less institutionally recognized forms of service like mentoring, committee work, emotional labor, and organizational climate control (Babcock, Recalde, Vesterlund, & Weingart, 2017; Misra, Lundquist, Holmes, & Agiomavritis, 2011). **
- **This relational work is often underreported and less valued with regards to tenure and promotion.**

*Quote from Equity Minded Faculty Workloads by the American Council on Education

**Quote from Hanasono et al., 2019