

Charge 1 for Budget and Priorities, Fall 2012

Determine as closely as possible how many uncompensated credit hours were produced by faculty during the previous three academic years (in this use, compensation refers to pay—either as salary for work done as part of “normal” teaching loads or for pay given for work done in addition to normal loads—reassigned time, or other non-monetary consideration, etc.). The report should compile data (broken down as the committee sees fit—perhaps by type and/or by college and/or department) for the following kinds of courses:

- Thesis research
- Thesis supervision
- Independent studies
- Project supervision
- Degree papers
- Research supervision (graduate or undergraduate)
- Internship supervision
- Other kinds of research that the committee sees fitting into the general description above, including but not limited to, laboratory supervision, component service learning courses, etc.

The goal is to generate as full a sense as possible of how much of this kind of work faculty are doing and whether it is increasing. A direct survey of faculty through the Senate website is recommended as a good way to collect data direct from faculty about the kinds and extent of work of this kind. The survey should also include questions about “normal” teaching loads to gauge how these uncompensated hours are related to normal expectations of faculty workload.

This report should only focus on credit-generating activities (not advisement or other uncompensated departmental duties, etc.) for which tuition dollars are paid but for which faculty are not compensated.

Faculty Workload Survey Results

In Spring 2013, the Budget and Priorities Committee constructed and administered an electronic survey to gauge the amount of uncompensated credit-generating activities faculty engage in outside of their “normal” teaching load. The survey was distributed via email and was active for a two week period. A summary of the results are captured in the tables that follow.

Work Hours Spent Fulfilling Research, Teaching, or Service Requirements					
	N	Mean	Standard Deviation	Minimum	Maximum
Research Hours	134	11.21	8.88	1.00	40.00
Teaching Hours	140	23.74	8.72	1.00	45.00
Service Hours	140	8.97	6.73	1.00	35.00

Participation in Tasks Above Normal Workload (i.e. above normal teaching, research, or service load)		
	N	Percent
Yes	118	83.10%
No	24	16.90%
Total	142	100.00%

Engagement in Uncompensated, Credit-generating Activities that Exceed Assigned Workload		
	N	Percent
Yes	114	77.03%
No	34	22.97%
Total	148	100.00%

Hours Spent per Week on Uncompensated, Credit-generating Activities that Exceed Assigned Workload					
	N	Mean	Standard Deviation	Minimum	Maximum
Work Hours	107	6.57	3.99	1.00	16.00+

**Engagement in Uncompensated, Credit-generating Activities
During the Last Three Completed Academic Years**

	2009-2010	2010-2011	2011-2012	Total Years Selected	Mean Number of Years
Thesis Research	26	27	34	87	2.09
Thesis Supervision	25	27	35	87	2.11
Independent Study ¹	35	40	54	129	2.15
Project Supervision ²	14	18	28	60	2.23
Degree Papers	12	16	21	49	2.18
Research Supervision ³	26	26	38	90	2.13
Internship Supervision	18	16	26	60	2.13
Service-Learning Course (Component)	15	9	18	42	2.07
Other	12	16	30	58	2.31

¹Graduate or Undergraduate; ²Credit-generating ONLY; ³Graduate or Undergraduate: Credit-generating ONLY

Average Work Hours Spent Each Week on Uncompensated, Credit-generating Activities

	N	Mean	Standard Deviation	Minimum	Maximum
Thesis Research	41	4.78	4.77	0	20
Thesis Supervision	42	4.43	3.79	0	20
Independent Study ¹	55	3.45	1.74	0	8
Project Supervision ²	29	4.14	2.92	0	10
Degree Papers	24	3.54	2.30	0	8
Research Supervision ³	35	5.43	5.01	0	20
Internship Supervision	22	4.55	4.68	0	16
Service-Learning Course (Component)	18	4.50	3.05	0	10
Other	31	7.32	5.15	0	20

¹Graduate or Undergraduate; ²Credit-generating ONLY; ³Graduate or Undergraduate: Credit-generating ONLY

Average Uncompensated, Credit-hours Generated per Year

	N	Mean	Standard Deviation	Minimum	Maximum
Thesis Research	35	16.23	17.88	0	60
Thesis Supervision	31	20.52	19.65	0	60
Independent Study ¹	38	15.66	10.23	1	42
Project Supervision ²	17	17.65	21.83	0	60
Degree Papers	15	12.53	15.99	0	60
Research Supervision ³	27	23.41	21.70	2	60
Internship Supervision	16	19.06	20.52	1	60
Service-Learning Course (Component)	10	20.80	23.06	0	60
Other	26	26.65	22.15	0	60

¹Graduate or Undergraduate; ²Credit-generating ONLY; ³Graduate or Undergraduate: Credit-generating ONLY
Last three (3) academic years (2009-2010, 2010-2011, 2011-2012)

Level of Satisfaction with Workload Statements					
	N	Agree/ Strongly Agree	Undecided	Strongly Disagree/ Disagree	Mean
I am satisfied with my current work load.	90	38.89%	12.22%	48.89%	2.77
Participation in uncompensated credit-generating activities should be taken into account when making load assignments.	90	92.22%	5.56%	2.22%	4.43
Uncompensated credit-generating activities are distributed equally among faculty and staff members.	89	15.73%	11.24%	73.03%	2.08
I consider participation in uncompensated credit-generating activities part of my job.	91	54.95%	20.88%	24.18%	3.34
I willingly participate in uncompensated credit-generating activities.	91	74.73%	14.29%	10.99%	3.75
Participating in uncompensated credit-generating activities is unavoidable.	86	70.93%	16.28%	12.79%	3.77
Participating in uncompensated credit-generating activities negatively impacts my teaching, research, and/or service activities.	90	56.67%	21.11%	22.22%	3.58
Taking on uncompensated credit-generating activities decreases my level of job satisfaction.	88	46.59%	17.05%	36.36%	3.17
Participating in uncompensated credit-generating activities makes me feel like I'm being taken advantage of by the University.	89	57.30%	11.24%	31.46%	3.44
The addition of uncompensated credit-generating activities to my paid workload makes it difficult to give adequate attention to everything.	91	72.53%	9.89%	17.58%	3.90
Adding uncompensated credit-generating activities to my negotiated workload does not impact my other work activities.	90	10.00%	16.67%	73.33%	2.11
Faculty participation in tasks that are considered uncompensated credit generating activities is a problem at Missouri State.	91	56.04%	30.77%	13.19%	3.65

Note: 1 = Strongly Disagree, 2 = Disagree, 3 = Undecided, 4 = Agree, 5 = Strongly Agree.