



FACULTY WELLNESS SURVEY: Results

SUBCOMMITTEE WORK 2020





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Overlapping concerns

- Teaching modality: divided opinions
- Tech infrastructure and support
- Community unity – how do we stay united?



Health and Safety Concerns

- Communication
 - H&S procedures clear?
- Face Coverings
 - Supply, enforcing policy
- Hygiene
 - Adequate supply of hand sanitizer
- Social Distancing
- Testing
- Tracking and Tracing
- Transportation
 - Contracting virus while commuting
- Ventilation
 - Adequacy



Health and Safety Solutions

- Communication
 - Clarity, consistency, dissemination
- Face Coverings
 - Compliance, supply
- Hygiene
 - Supplies, cleaning
- Residential Policy
- Social Distancing
 - Building capacities, plexiglass shields
- Teaching/Working Modality
 - Make online an option for all faculty
- Testing, Tracking, Tracing
 - Frequency, availability, cost
- Transportation
 - Cost, safety
- Ventilation





Transparency and Trust

- Why have contracts been delayed until August?
 - President/BOT – university financial status?
 - Protocols for health/safety – communicate!
 - How will positive cases be reported?
 - Will the university retaliate against faculty choosing to teach online?
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Solutions

- Get everyone in CUA community on the same page regarding protocols, compliance, reporting, org charts
- Provide a single source for CUA Covid-19 policies, update changes
- Keep all stakeholders in the loop
- Create a culture of safety and compliance
- Practice subsidiarity
- Clarify faculty options for teaching
- Make more time for Q&A sessions
- Offer readily available testing on regular basis





Faculty Mastery

- Training with technology and new classroom configurations
- Online cheating –how to manage?
- Attendance? How do we track?
- Contingency for highly specialized instructors with no substitutes?
- Students expecting immediate responses to emails
- Access to consortium materials for research?





Faculty Mastery Solutions

- Hire more instructional designers
- Train a corps of students to support tech use in classroom
- Clarify technology options and contacts for issues
- Schools/departments develop outlines for contingency planning for faculty and students
- Set appropriate boundaries for students
- Restore access to WRLC loans (libraries)



Student Needs

- Chegg access – textbook rentals, tutoring, services
- Compliance? Everyday life? Mental health issues?
- Resources for distance learning?
- Privacy and academic freedom with recorded classes
- Students – did they have a voice in reopening plans?
- Sense of community – how will this be cultivated?
- Older students with children/family obligations?
- Stigma of positive SARS-CoV-2 diagnosis?
- Counseling center resources – accessible virtually?

A modern school hallway with a grid ceiling, fluorescent lights, and a whiteboard labeled "INFORMATION". The hallway is clean and well-lit, with a polished floor reflecting the lights. On the left, there are rows of orange lockers. In the background, a clock is mounted on the wall, and a staircase is visible on the right. The overall atmosphere is bright and professional.

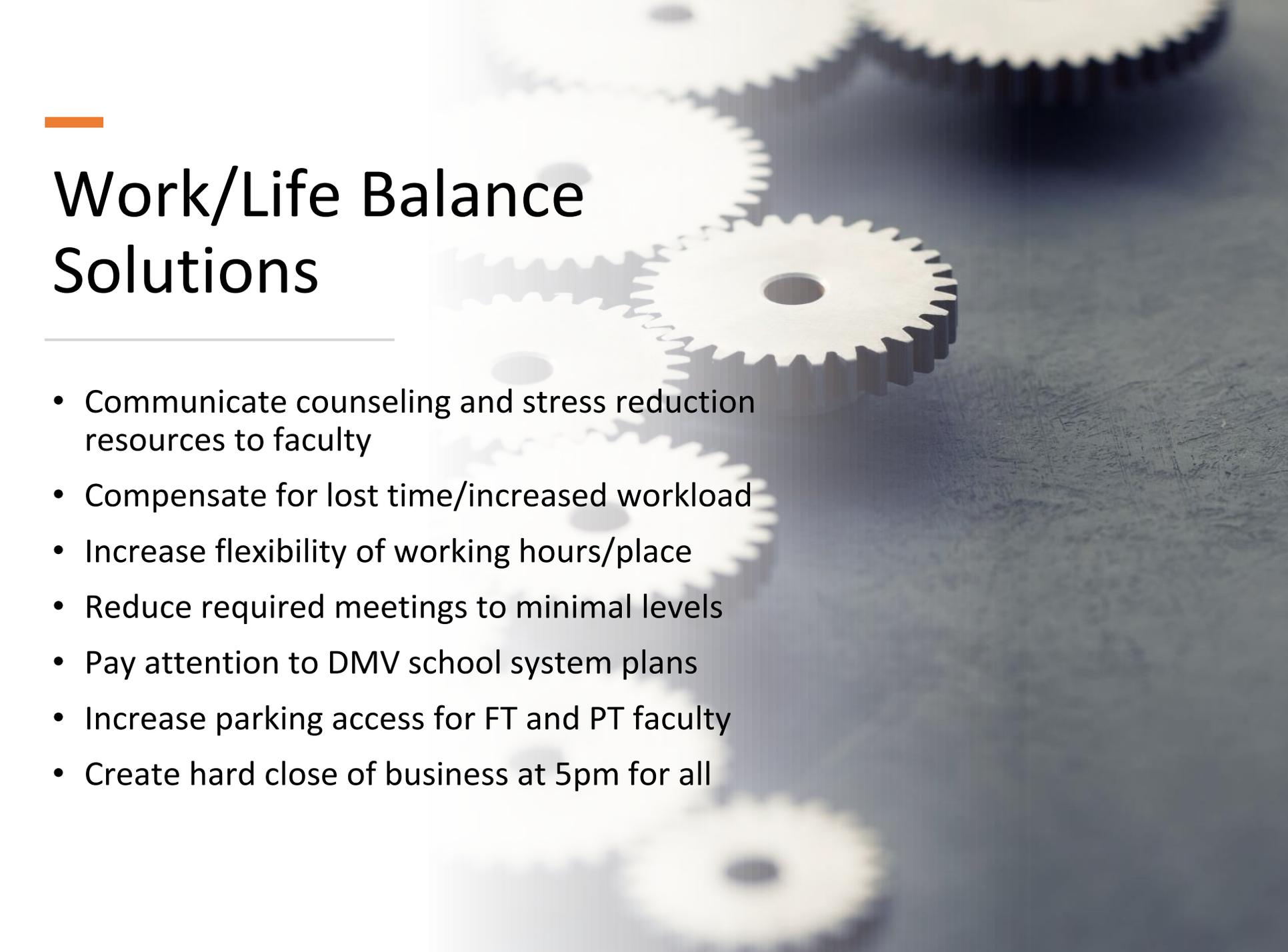
Solutions - Student needs

- Communicate new technology, resources
- Provide virtual events
- Train faculty better in remote teaching
- Communicate the seriousness of the situation
- Encourage students to take classes online
- Create flexible options for students with courses



Work/Life Balance

- Transportation and parking – alternatives to Metro?
- Family obligations – childcare, elder care
- Collegial relations with peers
- Personal costs associated with teaching modalities
- Increased workload at reduced pay
- Pastoral responsibilities of ministry students
- Increased stress due to pandemic work modes



Work/Life Balance Solutions

- Communicate counseling and stress reduction resources to faculty
- Compensate for lost time/increased workload
- Increase flexibility of working hours/place
- Reduce required meetings to minimal levels
- Pay attention to DMV school system plans
- Increase parking access for FT and PT faculty
- Create hard close of business at 5pm for all



Other Concerns

- Sense of being overwhelmed
 - Too many modalities to prepare for
- Access to food, drink, coffee on campus
- Mass/sacraments availability on campus
- Liability issues due to COVID19
- Pay equity – is this achievable?



Other Solutions

- Approach donors and alumni to help with finances
 - Bring food trucks to campus
 - Offer weekly Masses for university community
 - Sell unused university property
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