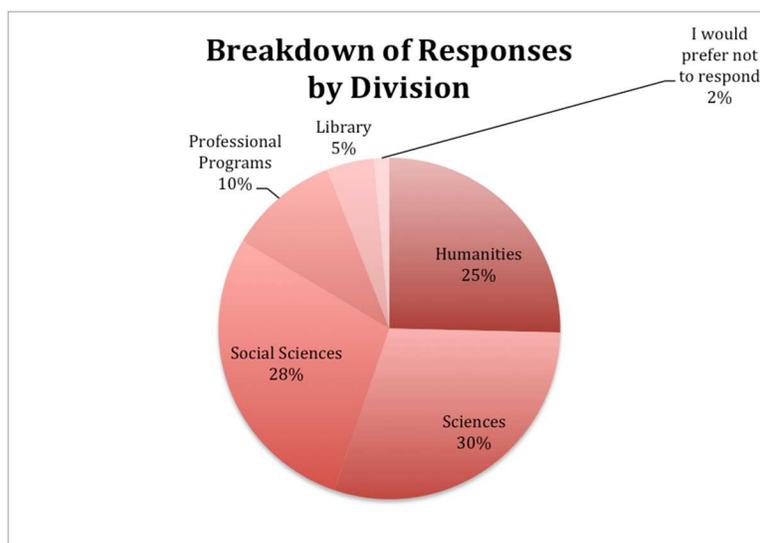


## Summary of Responses of the Faculty Flash Survey – *If you could change one thing about your job, what would it be and why?*

- Of the approximately 280 of faculty to receive the invitation to participate in the flash survey, 94 ( $\approx 34\%$ ) members logged on to view the survey;
- Sixty-seven members responded to the survey, meaning that there was a 29% drop out rate.
- In total approximately 24% of the faculty asked to participate responded.
- Below is the breakdown of participants by decanal division



While reading through the comments made by our members several themes emerged. These themes are not meant to be exhaustive, but rather reflective of common issues described by those completing the flash survey. Also included were some strategies of addressing the issues – these suggested strategies are also presented (if any were made).

### **Casualization of Labour Force**

The most common topic raised by members revolved around the increased casualization of the academic labour force. Of primary importance is the lack of financial and job security faced by our LTA members and the emotional/professional stress that results from this precarity. The nature of contract employment was also discussed - inequities in teaching load, access to research spaces/funds, office space, collegial governance. Comments on the challenges faced by contract faculty were equally distributed across all the Arts & Sciences divisions and the Professional Programs.

## **Workload**

Several members raised concerns that could be grouped under the category of workload, including: the downloading of workload ('tidal wave') to departmental chairs; lack of faculty renewal, meaning that those who remain have to accept more work responsibilities; the need for additional administrative support at the department level; various 'bureaucratic' hoops that were seen as unnecessary (e.g., forms, accounting, etc.); and, the competing demands for our time.

## **Interpersonal Faculty Relations**

Some members expressed a desire for greater faculty engagement and interaction and an environment that was more supportive and encouraging of all members (e.g., creating space and opportunities for more collegial/social interactions). Some members raised the issue of interpersonal conflict and the role of administration in mitigating these conflicts.

## **Teaching/Research/Service Balance**

There was a 'mixed bag' of responses in this area. A number of people indicated that there should be more resources in place to improve/assist with the teaching and research process. Some members desired to see more recognition of quality teaching by colleagues and the administration; that excellent teaching should be more valued at Trent. Several members discussed the idea of 'flexibility' in distribution of workload. Some members felt that there is an emphasis on research being more highly regarded (and rewarded) than teaching.

## **Administration (& External)/Faculty Relations**

Few people commented on this area, but several issues did emerge: the need for less bureaucracy at the institution; the reinstatement of an effective and vibrant bicameral system of governance; feelings of being 'threatened' by administration - a push for higher workload (see above)/ more 'bums in seats' and repeatedly having a gloomy forecast for the institution as a whole; the need for multi-year budgeting; the need for a better process to deal with interpersonal conflict; the need for increased provincial funding of the PSE as a whole.

## **Conclusion**

Many of the members took this opportunity to make themselves 'heard', and the TUFA Executive would like to acknowledge their time and thoughts. It is our hope that this flash survey (and summary) will further discussion in these areas. We encourage the members to engage in discussion with each other, and with your faculty association to come up with creative and responsive suggestions to the challenges we face.