

TEACHING OF OVERLOADS: RESULTS FROM THE FACULTY SENATE SURVEY

Findings for All Colleges

- One-fourth of respondents report teaching an overload class in the past year.
- Of those who taught an overload class in the past year, more than half (53.2%) report receiving no compensation for doing so.
- Almost one-third (32.5%) report receiving income above normal pay and another 10.4% report receiving a course load reduction as compensation.
- While nearly one-third (32.5%) of those teaching overloads report doing so voluntarily, about 10% report being asked and agreeing to do so, and fully 6.4% report being pressured to teach an overload class.

Findings by College

- More than one-quarter of faculty in the Colleges of Science, Fine Arts and Mass Communication, Business Administration, and Humanities and Social Science report teaching an overload class in the past semester.
- Fully three-quarters (75%) of those teaching overloads in the Colleges of Fine Arts and Mass Communication and Science report doing so with no compensation, while more than half (57.1%) report doing so in the College of Education.
- Across, the colleges, the majority of those teaching overloads report either volunteering or agreeing to teach an overload, though more than one-quarter (28.6%) of those in the College of Education report being pressured to do so.

Findings by Faculty Rank

- Clinical Professors (40.0%) and Associate Professors (31.9%) are more likely to report teaching an overload class in the past year than other ranks.
- Three-quarters of Assistant Professors report receiving no compensation for teaching an overload class, while half of Adjunct Faculty Members, Clinical Professors, and Other faculty report doing so and large percentages of all other ranks report the same.
- Adjunct Faculty members (14.3%) and Professors (10.5%) are most likely to report feeling pressured to teach overload classes.

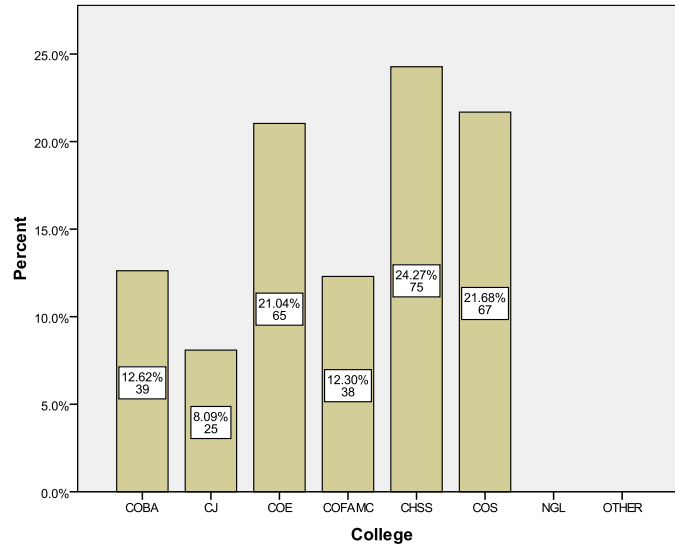
DETAILED REPORT

Section	Page(s)
Demographic Overview	2
Results for All Colleges	3-4
Results By College	5
Results by Faculty Rank	6

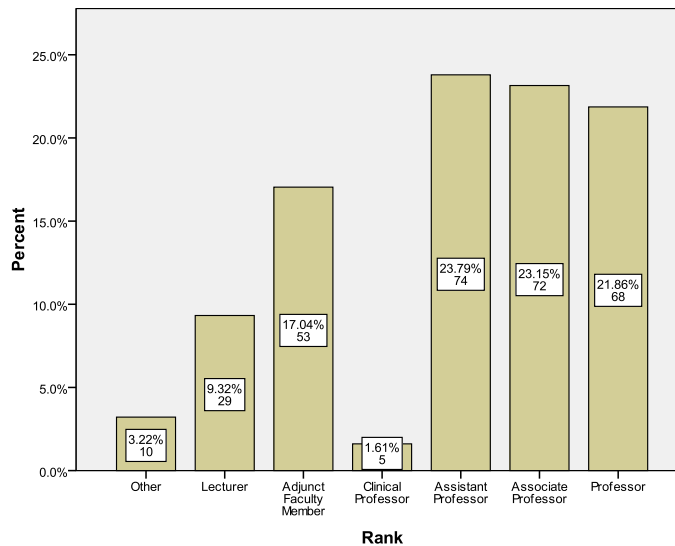
DEMOGRAPHIC OVERVIEW

The online survey was conducted between November 26 and December 2, 2012. A total of 329 faculty members responded to the survey.

Faculty from all colleges on campus (except Newton Gresham Library) participated in the survey:



Faculty of all ranks responded to the survey:

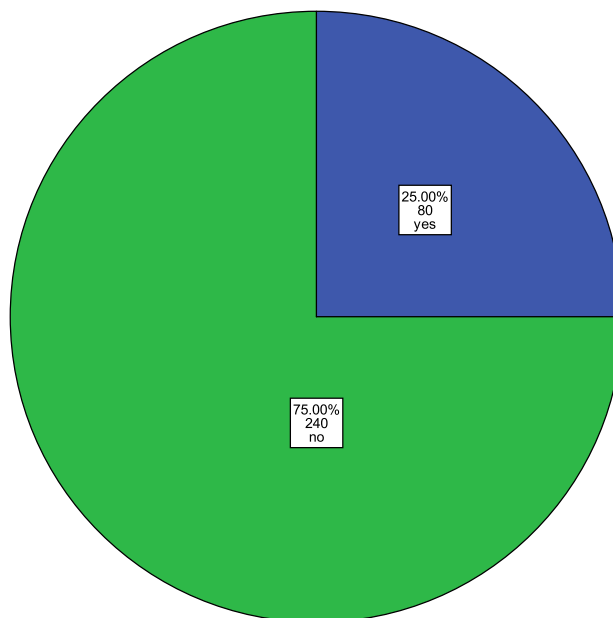


The “other” ranks reported are:

Chair (2), Clinical Assistant Professor, early retiree (2), pool lecturer, University Supervisor for Student Teachers, Visiting Assistant Professor (3)

RESULTS FOR ALL COLLEGES

“In the past academic year, did you teach a class that was an overload?”



“Which of the following best describes how you were compensated for this overload class?”

Income above my normal pay	32.5% (25)
A course load reduction (in the same of another semester)	10.4% (8)
No compensation was offered or received	53.2% (41)
Other (compensation was unrelated to any of the above)	3.9% (3)

“Other” means of compensation reported:

As the department chair, the "overload" was not getting a course reduction.

income below my normal pay

A choice between \$300/online grad student or 1 credit toward leave (30-40 credits = 1 semester).

It is insulting to be paid \$2400.00 for an overload. That didn't even cover the cost of take out for my kids when I was too busy to cook.

As an adjunct instructor, I am assigned four courses. I took on an extra course.

“Which of the following best describes how you were contracted for this overload class?”

I volunteered to do it	35.9% (28)
I was asked and agreed to do it	42.3% (33)
I was pressured to do it	6.4% (5)
Other (unrelated to any of the above)	15.4% (12)

“Other” means of contracting reported:

I have a one course release as director of the program. I teach one doctoral course in the spring and fall, so I never get credit for the 1/3 research part of my job. Either that or I always teach an overload.

Small number of students in the class therefore the class was not counted as part of my load

It needed to be taught at this time.

Since I am the new director of the graduate program who designed the curriculum, I must teach those over load courses.

I was told to do it with no other option

I did not know any better. I found this out as the semester was half way through.

was needed by the dept

Was a course used in a new program, nobody was available to teach it

Not contacted

There is no other faculty available teaching those courses in my department.

It just needed to be done

I was to receive a course reduction the following semester, but this was not possible given the number of our majors and those needing my courses.

RESULTS BY COLLEGE

“In the past academic year, did you teach a class that was an overload?”

	Yes	No
College of Business Administration	28.2% (11)	71.8% (28)
College of Criminal Justice	12.0% (3)	88.0% (22)
College of Education	10.8% (7)	89.2% (58)
College of Fine Arts & Mass Communication	31.6% (12)	68.4% (26)
College of Humanities & Social Sciences	25.3% (19)	74.7% (56)
College of Science	35.8% (24)	64.2% (43)

“Which of the following best describes how you were compensated for this overload class?”

	Income above normal pay	Course load reduction	No compensation	Other
College of Business Administration	50.0% (5)	30.0% (3)	10.0% (1)	10.0% (1)
College of Criminal Justice	0.0% (0)	66.7% (2)	33.3% (1)	0.0% (0)
College of Education	42.9% (3)	0.0% (0)	57.1% (4)	0.0% (0)
College of Fine Arts & Mass Comm.	25.0% (3)	0.0% (0)	75.0% (9)	0.0% (0)
College of Humanities & Social	50.0% (10)	5.0% (1)	40.0% (8)	5.0% (1)
College of Science	12.5% (3)	8.3% (2)	75.0% (18)	4.2% (1)

“Which of the following best describes how you were contracted for this overload class?”

	Volunteered	Asked/agreed	Pressured	Other
College of Business Administration	54.5% (6)	45.5% (5)	0.0% (0)	0.0% (0)
College of Criminal Justice	33.3% (1)	66.7% (2)	0.0% (0)	0.0% (0)
College of Education	14.3% (1)	42.9% (3)	28.6% (2)	14.3% (1)
College of Fine Arts & Mass Comm.	25.0% (3)	41.7% (5)	8.3% (1)	25.0% (3)
College of Humanities & Social	50.0% (10)	40.0% (8)	5.0% (1)	5.0% (1)
College of Science	29.2% (7)	37.5% (9)	4.2% (1)	29.2% (7)

RESULTS BY FACULTY RANK

“In the past academic year, did you teach a class that was an overload?”

	Yes	No
Lecturer	20.7% (6)	79.3% (23)
Adjunct Faculty Member	18.9% (10)	81.1% (43)
Clinical Professor	40.0% (2)	60.0% (3)
Assistant Professor	20.3% (15)	79.7% (59)
Associate Professor	31.9% (23)	68.1% (49)
Professor	27.9% (19)	72.1% (49)
Other	20.0% (2)	80.0% (8)

“Which of the following best describes how you were compensated for this overload class?”

	Income above normal pay	Course load reduction	No compensation	Other
Lecturer	57.1% (4)	0.0% (0)	42.9% (3)	0.0% (0)
Adjunct Faculty Member	37.5% (3)	0.0% (0)	50.0% (4)	12.5% (1)
Clinical Professor	50.0% (1)	0.0% (0)	50.0% (1)	0.0% (0)
Assistant Professor	6.2% (1)	12.5% (2)	75.0% (12)	6.2% (1)
Associate Professor	34.8% (8)	17.4% (4)	47.8% (11)	0.0% (0)
Professor	36.8% (7)	10.5% (2)	47.4% (9)	5.3% (1)
Other	50.0% (1)	0.0% (0)	50.0% (1)	0.0% (0)

“Which of the following best describes how you were contracted for this overload class?”

	Volunteered	Asked/agreed	Pressured	Other
Lecturer	42.9% (3)	28.6% (2)	0.0% (0)	14.3% (1)
Adjunct Faculty Member	22.2% (2)	77.8% (7)	14.3% (1)	0.0% (0)
Clinical Professor	50.0% (1)	50.0% (1)	0.0% (0)	0.0% (0)
Assistant Professor	12.5% (2)	56.2% (9)	6.2% (1)	25.0% (4)
Associate Professor	43.5% (10)	34.8% (8)	4.3% (1)	17.4% (4)
Professor	47.4% (9)	26.3% (5)	10.5% (2)	15.8% (3)
Other	50.0% (1)	50.0% (0)	0.0% (0)	0.0% (0)