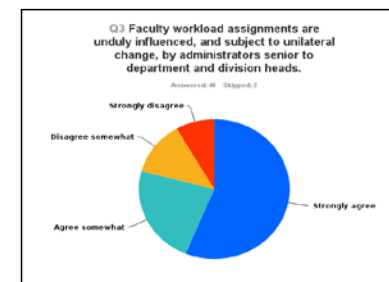# Workload Metrics Opinion Survey

3. Faculty workload assignments are unduly influenced, and subject to unilateral change, by administrators senior to department and division heads.

< 0.0001

Answer Options	Response Percent	Response Count
Strongly agree	56.3%	27
Agree somewhat	22.9%	11
Disagree somewhat	12.5%	6
Strongly disagree	8.3%	4
answered question		48
skipped question		2

Q3 Faculty workload assignments are unduly influenced, and subject to unilateral change, by administrators senior to department and division heads.
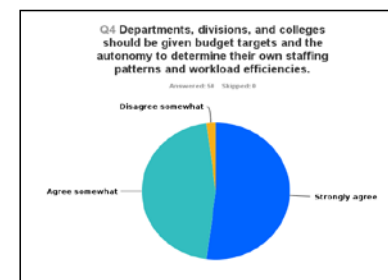
4. Departments, divisions, and colleges should be given budget targets and the autonomy to determine their own staffing patterns and workload efficiencies.

< 0.0001

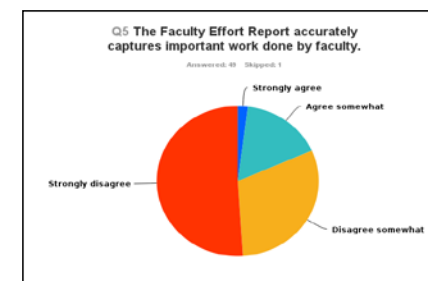| Answer Options	Response Percent	Response Count
Strongly agree	52.0%	26
Agree somewhat	46.0%	23
Disagree somewhat	2.0%	1
Strongly disagree	0.0%	0
answered question		50
skipped question		0

Q4 Departments, divisions, and colleges should be given budget targets and the autonomy to determine their own staffing patterns and workload efficiencies.

5. The Faculty Effort Report accurately captures important work done by faculty.

< 0.0001

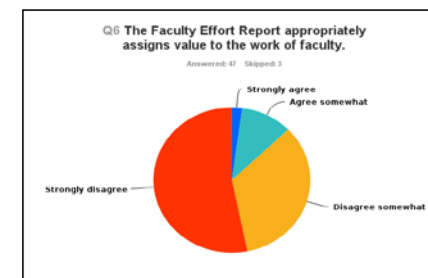| Answer Options	Response Percent	Response Count
Strongly agree	2.0%	1
Agree somewhat	16.3%	8
Disagree somewhat	30.6%	15
Strongly disagree	51.0%	25
answered question		49
skipped question		1

Q5 The Faculty Effort Report accurately captures important work done by faculty.

6. The Faculty Effort Report appropriately assigns value to the work of faculty.

< 0.0001

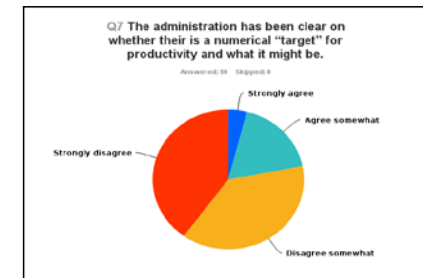| Answer Options	Response Percent	Response Count
Strongly agree	2.1%	1
Agree somewhat	10.6%	5
Disagree somewhat	34.0%	16
Strongly disagree	53.2%	25
answered question		47
skipped question		3

Q6 The Faculty Effort Report appropriately assigns value to the work of faculty.

7. The administration has been clear on whether there is a numerical "target" for productivity and what it might be.

Answer Options	Response Percent	Response Count
Strongly agree	4.0%	2
Agree somewhat	18.0%	9
Disagree somewhat	38.0%	19
Strongly disagree	40.0%	20
answered question		50
skipped question		0

< 0.0001

Q7 The administration has been clear on whether their is a numerical "target" for productivity and what it might be.
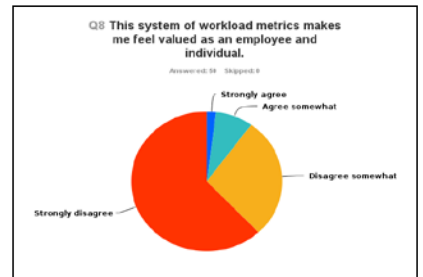Answered: 50   Skipped: 0

8. This system of workload metrics makes me feel valued as an employee and individual.

Answer Options	Response Percent	Response Count
Strongly agree	2.0%	1
Agree somewhat	8.0%	4
Disagree somewhat	28.0%	14
Strongly disagree	62.0%	31
answered question		50
skipped question		0

< 0.0001

Q8 This system of workload metrics makes me feel valued as an employee and individual.
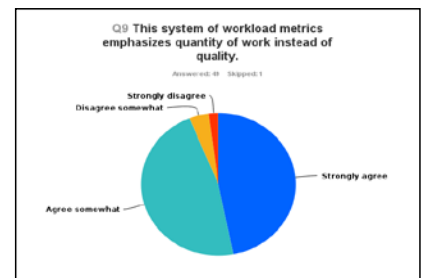Answered: 50   Skipped: 0

9. This system of workload metrics emphasizes quantity of work instead of quality.

Answer Options	Response Percent	Response Count
Strongly agree	46.9%	23
Agree somewhat	46.9%	23
Disagree somewhat	4.1%	2
Strongly disagree	2.0%	1
answered question		49
skipped question		1

< 0.0001

Q9 This system of workload metrics emphasizes quantity of work instead of quality.
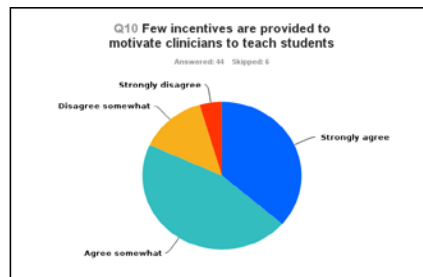Answered: 49   Skipped: 1

10. Few incentives are provided to motivate clinicians to teach students

Answer Options	Response Percent	Response Count
Strongly agree	36.4%	16
Agree somewhat	45.5%	20
Disagree somewhat	13.6%	6
Strongly disagree	4.5%	2
answered question		44
skipped question		6

< 0.0001

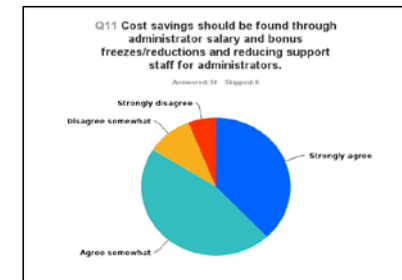Q10 Few incentives are provided to motivate clinicians to teach students
Answered: 44   Skipped: 6

11. Cost savings should be found through administrator salary and bonus freezes/reductions and reducing support staff for administrators.

< 0.0001

Answer Options	Response Percent	Response Count
Strongly agree	38.0%	19
Agree somewhat	46.0%	23
Disagree somewhat	10.0%	5
Strongly disagree	6.0%	3
answered question		50
skipped question		0

Q11 Cost savings should be found through administrator salary and bonus freezes/reductions and reducing support staff for administrators.

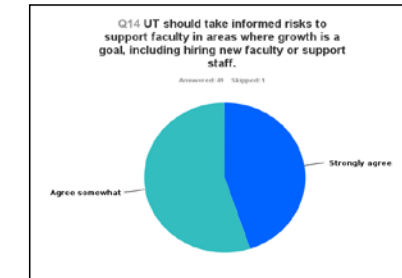**14. UT should take informed risks to support faculty in areas where growth is a goal, including hiring new faculty or support staff.**

< 0.0001

Answer Options	Response Percent	Response Count
Strongly agree	44.9%	22
Agree somewhat	55.1%	27
Disagree somewhat	0.0%	0
Strongly disagree	0.0%	0
answered question		49
skipped question		1

Q14 UT should take informed risks to support faculty in areas where growth is a goal, including hiring new faculty or support staff.

**15. Lay-offs, across the board workload increases, and salary freezes lead to poor morale, a "brain drain", hostile employer-employee relations, and ultimately a decline in work productivity and quality.**

< 0.0001

Answer Options	Response Percent	Response Count
Strongly agree	72.0%	36
Agree somewhat	28.0%	14
Disagree somewhat	0.0%	0
Strongly disagree	0.0%	0
answered question		50
skipped question		0

Q15 Lay-offs, across the board workload increases, and salary freezes lead to poor morale, a "brain drain", hostile employer-employee relations, and ultimately a decline in work productivity and quality.
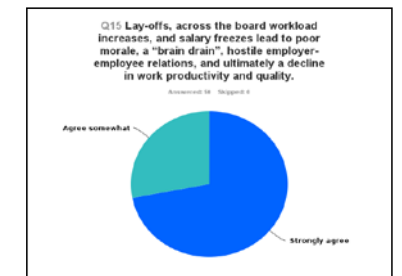
16. A professor's clinical or scholarly work enriches instruction.

< 0.0001

Answer Options	Response Percent	Response Count
Strongly agree	74.0%	37
Agree somewhat	22.0%	11
Disagree somewhat	4.0%	2
Strongly disagree	0.0%	0
answered question		50
skipped question		0

Q16 A professor's clinical or scholarly work enriches instruction.

17. A strong research environment attracts students to the university and is an important component of their education.

< 0.0001

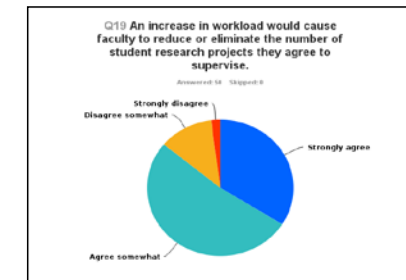| Answer Options	Response Percent	Response Count
Strongly agree	60.0%	30
Agree somewhat	26.0%	13
Disagree somewhat	12.0%	6
Strongly disagree	2.0%	1
answered question		50
skipped question		0
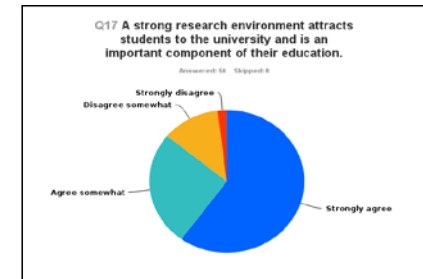
19. An increase in workload would cause faculty to reduce or eliminate the number of student research projects they agree to supervise.
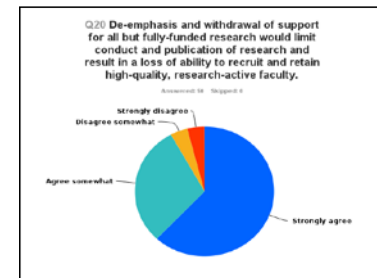
< 0.0001

Answer Options	Response Percent	Response Count
Strongly agree	34.0%	17
Agree somewhat	52.0%	26
Disagree somewhat	12.0%	6
Strongly disagree	2.0%	1
answered question		50
skipped question		0

20. De-emphasis and withdrawal of support for all but fully-funded research would limit conduct and publication of research and result in a loss of ability to recruit and retain high-quality, research-active faculty.

< 0.0001

Answer Options	Response Percent	Response Count
Strongly agree	62.0%	31
Agree somewhat	30.0%	15
Disagree somewhat	4.0%	2
Strongly disagree	4.0%	2
answered question		50
skipped question		0

2. Faculty were given the opportunity to discuss the impact of increased workloads on patient care.

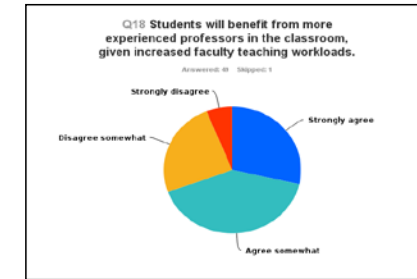| Answer Options	Response Percent	Response Count	
Strongly agree	7.1%	3	
Agree somewhat	16.7%	7	
Disagree somewhat	38.1%	16	
Strongly disagree	38.1%	16	
answered question			42
skipped question			8

0.0009

18. Students will benefit from more experienced professors in the classroom, given increased faculty teaching workloads.

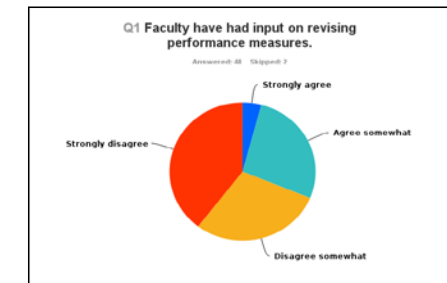| Answer Options	Response Percent	Response Count	
Strongly agree	28.6%	14	
Agree somewhat	40.8%	20	
Disagree somewhat	24.5%	12	
Strongly disagree	6.1%	3	
answered question			49
skipped question			1

0.0094

1. Faculty have had input on revising performance measures.

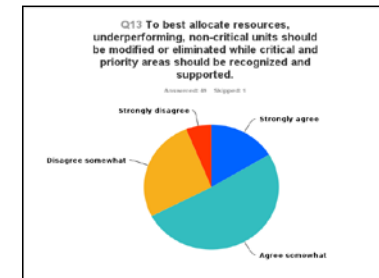| Answer Options	Answer Options	Response Percent	Response Count	
agree	Strongly agree	4.2%	2	
somewhat	Agree somewhat	27.1%	13	
somewhat	Disagree somewhat	29.2%	14	
disagree	Strongly disagree	39.6%	19	
	answered question			48
	skipped question			2

0.0133

13. To best allocate resources, underperforming, non-critical units should be modified or eliminated while critical and priority areas should be recognized and supported.

| Answer Options	Response Percent	Response Count	
Strongly agree	16.3%	8	
Agree somewhat	51.0%	25	
Disagree somewhat	26.5%	13	
Strongly disagree	6.1%	3	
answered question			49
skipped question			1

0.0213

21. Please add your comments and recommendations here.

Answer Options	Response Count	
	14	
answered question		14
skipped question		36

Question omitted because not statistically significant, i.e. no consensus found (p> 0.05)

Cost savings should be found through use of part-time instructors, returning retirees, and visiting professors.		
Answer Options	Response Percent	Response Count
Strongly agree	12.2%	6
Agree somewhat	28.6%	14
Disagree somewhat	34.7%	17
Strongly disagree	24.5%	12
answered question		49
skipped question		1

Cost savings should be found through use of part-time instructors, returning retirees, and visiting professors.

□ Strongly agree
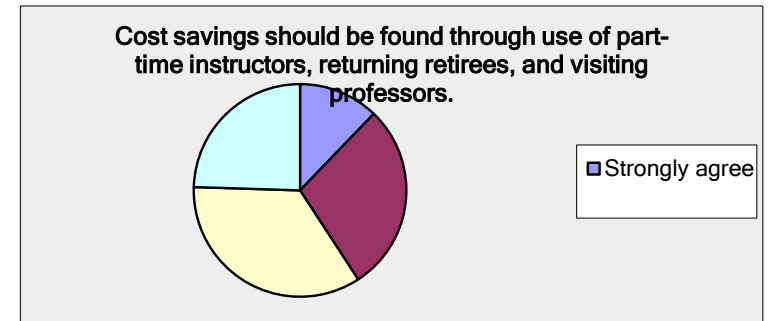
COM Council Workload Survey 2014 Comments

- Convert everything into a standardized SHE is not an accurate way to assess the quality and quantity of a faculty's work.

- These metrics are made up by people who do not teach. Bryan Pyles is a nice guy but doesn't know about the work he is placing a value on. It is an outsider's view of the work of a faculty member. For example, if I only get "credit" for the two hour class I teach and not the preparation of that presentation, I will simply use last year's presentation. If I only get credit for the two hour IRB or student promotion committee meeting, why do the work prior to the meeting. Preparation ought to be valued as much as the time spent in front of students or at a committee meeting. There is much work that is needed at a University, if that work is not "valued" it will not get done. I will be forced to quit committees that don't count enough so I can meet personal metrics. How does this help the university? We are a very diverse college. We have people who teach primarily, people who are primarily clinicians and people who are primarily researchers. This one size fits all metric, made up in some administrative back room is an insult to the work I do every day to help our students be successful. I hope our new dean appreciates non clinicians more than gold did.

- Workload metric being used for COM faculty is worthless and the data is phoney as it similar to trying to fit square pegs in circular orifices! Maybe we should all carry bar scanners and document our time as if at a law firm for 10th of an hour invoicing? Ridiculous!

- Complete application of factory floor mentality to academic endeavor. The new business model.

- Faculty workload for clinical faculty is poorly understood, poorly designed in terms of gathering information, and difficult to separate from clinical endeavors.

- The biggest problem is that the current system is that it measures quantity instead of quality. Workload is dependent on the students and residents involved.

- All effort should have an rvu value for comparison and patient referrals and throughput should also have metrics. *(Relative value units (RVUs) used in the Medicare reimbursement formula for physician services.)*

- I believe that WRVU system was found to increase the workload and decrease the compensation to the providers. NO clear guidlines about how WRVUs were provided.

- Usually the excellent clinicians are also your best teachers and as a group we have a tendency to over estimate our effectiveness. We should always for ways to get things done but instead many look for reasons why they can't.

COM Council Workload Survey 2014 Comments

- These questions equate clinical and basic faculty- a situation that is not correct. Many of questions conflate different things making the question useless. There are critical issues in the medical school that must be dealt with that are not represented in these questions. regardless of increased faculty workloads, there is a critical need to hire many more basic scientists in the medical school.

- This is a timely survey and I hope it leads to significant change.

- More credit should be given to publications where the employee is first or last author.   The publications should also be given a correction factor to consider the impact of the journal in which it is published. It is not the same to publish in Nature vs our new COM journal.... Teaching is not given enough credit. No consideration is given to the fact that many hours of preparation go into it. No credit is given for serving as a course director. This is a big mistake since there is no incentive to carrying out this task (in particular at the graduate level).

- Tenure-track research faculty are important in creating new knowledge to be passed on to students. Funded and non-funded research is critical to faculty development and recruitment.

- We should get credit for grad students who have earned NIH funding themselves with our mentorship. Service for professional associations or the community raises the profile of UT and should be given credit as well. Teaching is extremely undervalued in terms of these metrics.