

**Appendix I. Result Summary of COVID Workload Survey**  
Survey conducted during 2020.04.20 – 2020.05.08

**I. Result Summary of Survey Questions**

**Q1. Which of the following best describes your employment status at Laurier?**

	Frequency	Percent
a. Faculty - Contract teaching faculty	147	35.2
b. Faculty - Limited term appointment	19	4.5
c. Faculty - Full-time pre-tenure	30	7.2
d. Faculty - Full-time tenured	202	48.3
e. Librarian	12	2.9
f. Prefer not to say (7) + Blank (1)	8	1.9
Total	418	100.0

**Q2. Which Faculty and/or Affiliated Institution are you with? (choose all that apply)**

	Frequency	Percent
<b>Reporting 1 faculty affiliation</b>	378	90.4
a. Arts	119	28.5
b. Education	6	1.4
c. Human and Social Sciences	24	5.7
d. International Policy and Governance	1	.2
e. Lazaridis School of Business and Economics	76	18.2
f. Liberal Arts	24	5.7
g. Music	26	6.2
h. Science	81	19.4
i. Social Work	21	5.0
<b>Reporting 2 and more faculty affiliation</b>	28	6.7
a. Arts	2	.5
b. Education		
a. Arts	2	.5
c. Human and Social Sciences		
a. Arts	1	.2
c. Human and Social Sciences		
e. Lazaridis School of Business and Economics		
h. Science		
a. Arts	2	.5
c. Human and Social Sciences		

f. Liberal Arts		
a. Arts	2	.5
d. International Policy and Governance		
a. Arts	1	.2
d. International Policy and Governance		
f. Liberal Arts		
a. Arts	7	1.7
f. Liberal Arts		
a. Arts	1	.2
f. Liberal Arts		
i. Social Work		
c. Human and Social Sciences	4	1.0
f. Liberal Arts		
c. Human and Social Sciences	1	.2
f. Liberal Arts		
g. Music		
c. Human and Social Sciences	1	.2
f. Liberal Arts		
i. Social Work		
c. Human and Social Sciences	3	.7
h. Science		
d. International Policy and Governance	1	.2
e. Lazaridis School of Business and Economics		
No faculty affiliation counting (Librarian)	12	2.9
Total	418	100.0

**Q3. Do you identify as an Indigenous (i.e. First Nations, Inuit, Métis) person?**

	Frequency	Percent
a. Yes	6	1.4
b. No	383	91.6
c. Prefer not to say	29	4.8
blank	9	2.2
Total	418	100.0

**Q4. Do you consider yourself to be a racialized person?**

	Frequency	Percent
a. Yes	59	14.1
b. No	309	73.9
c. Prefer not to say	50	10.0
blank	8	1.9

Total	418	100.0
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**Q5. Do you consider yourself to be a person with a disability?**

	Frequency	Percent
a. Yes	34	8.1
b. No	350	83.7
c. Prefer not to say	34	7.2
blank	4	1.0
Total	418	100.0

**Q6. Which option(s) best describe your gender identity? (choose all that apply)**

	Frequency	Percent
a. Woman	220	52.6
b. Man	164	39.2
d. Trans	2	.5
e. Nonbinary	1	.2
f. Prefer not to say	30	6.5
g. Identity not listed above (please specify if you choose to): lesbian	1	.2
blank	3	0.7
Total	418	100.0

Note: one reports “B. Man; F. Prefer not to Say”, merged to Man; one reports “a. Woman; F. Prefer not to Say”, merged to Woman

**Q7. How many classes did you teach at Laurier in the winter semester?**

	Frequency	Percent
a. N/A (did not teach Winter 2020)	41	9.8
b. 1	120	28.7
c. 2	149	35.6
d. 3	77	18.4
e. 4 or more	27	6.5
Total	418	100.0

**Q8. How many students were you directly responsible for teaching at Laurier in winter semester 2020?**

365 reported student numbers. On average, a faculty teaches 114.40 students if the faculty taught.

**Q9. What was/were the class size of the course(s) you taught in winter semester 2020? (select all that apply)**

**Q10. Do you feel that you have experienced additional work (related to research, teaching, librarian responsibilities or service) as a result of Laurier’s remote working conditions?**

	Frequency	Percent
a. Yes	343	82.1
b. No	65	15.6
c. Prefer not to say	4	.9
Total	418	100.0

Note: One reports “a. Yes b. No”, merged to “c. Prefer not to say”.

**Q11. As a total across all of your courses, how much additional prep time per week have you needed?**

	Value Taken for Average Calculation	Frequency	Percent	
a. N/A (did not teach Winter 2020)		21	5.0	
b. None	0	39	9.3	
c. 3 hours or less	1.5	93	22.2	
d. 3+ hours - 7 hours	5	116	27.8	
e. 7+ hours - 11 hours	9	55	13.2	
f. 11+ hours - 15 hours	13	26	6.2	
g. Greater than 15 hours	20	39	9.3	<b>Average</b>
Total		418	100.0	6.34 hours

**Q12. As a total across all your responsibilities, how much additional time per week have you spent communicating with students and/or co-workers (e.g. emails, phone calls or zoom meetings), including additional time to deliver lectures, holding additional office hours, additional supervisory or advising support, problem solving/strategizing with colleagues, managers, etc.?**

	Value Taken for Average Calculation	Frequency	Percent	
a. None	0	17	4.1	
b. 1 hour or less	0.5	32	7.7	
c. 1-3 hours	2	96	23.0	
d. 3+ hours - 5 hours	4	113	27.0	
e. 5+ hours - 8 hours	6.5	67	16.0	
f. Greater than 8 hours	10	69	16.5	<b>Average</b>
Total		418	100.0	4.53 hours

**Q13. How much additional time have you spent overall learning software and skills or troubleshooting technological issues in order to carry out your duties remotely?**

	Value Taken for Average Calculation	Frequency	Percent	
a. None	0	25	6.0	
b. 3 hours or less	1.5	121	28.9	
c. 3+ hours - 7 hours	5	114	27.3	
d. 7+ hours - 11 hours	9	55	13.2	
e. 11+ hours - 15 hours	13	35	8.4	
f. Greater than 15 hours	20	48	11.5	<b>Average</b>
Total		418	100.0	6.69 hours

**Q14. Have you dealt with a higher volume of complex student cases that require additional time and emotional energy, such as with students at academic risk or students expressing high degrees of stress or anxiety? If so, how many more cases of this kind have you encountered compared to a similar period in previous semesters?**

	Value Taken for Average Calculation	Frequency	Percent	
a. I have not had a higher volume of such cases	0	116	27.8	
b. 1-5 per week	3	213	51.0	
c. 6-10 per week	8	41	9.8	
d. more than 10 per week	15	21	5.0	<b>Average</b>
Total		418	100.0	3.28 cases per week

**Q15. Has your ability to do your job effectively under these new conditions been compromised by a lack of any of the following in your home work space? (choose all that apply)**

	Frequency	Percent
a. Software	106	25.4
b. Quick and reliable computer	92	22.0
c. Reliable home internet	116	27.8
d. Affordable home internet	47	11.2
e. IT equipment (e.g. headset, microphone, video camera, green screen, etc.)	173	41.4
f. Access to printing	152	36.4
g. Ergonomic workspace	184	44.0
h. Privacy (e.g. secluded work area)	154	36.8
i. Other, please specify	78	18.7
Total		

**Q16. Have you spent additional funds to address technological and/or ergonomic needs in your home work space in order to be able to work remotely? If so, how much?**

	Value Taken for Average Calculation	Frequency	Percent	
a. I have not spent additional funds	0	136	32.5	Using (a-b) for average calculation
b. I have not spent additional funds yet but intend to for Sprummer and/or fall teaching		101	24.2	
c. up to \$299	\$150	83	19.9	
d. \$300 - \$599	\$450	45	10.8	
e. \$600 - \$899	\$750	18	4.3	
f. \$900 - \$1199	\$1050	4	1.0	
g. More than \$1200	\$1500	21	5.0	<b>Average</b>
Total		418	100.0	\$398

**Q17. How would you rate the overall impact of working remotely on your well-being?**

	Value Taken for Average Calculation	Frequency	Percent	
a. Significant negative change	-2	91	21.8	
b. Moderate negative change	-1	220	52.6	
c. No change	0	58	13.9	
d. Moderate positive change	1	33	7.9	
e. Significant positive change	2	10	2.4	<b>Average</b>
Total		418	100.0	.83

**Q18. WLUFAs recognize the professional burden placed on faculty and librarians during this very uncertain and stressful time. As the university begins planning for the fall term, WLUFAs would like to know more details about your specific experience working remotely, especially if there is something the preceding questions may have left out (e.g. contract faculty-specific concerns, family status and obligations, housing status). We are particularly interested in understanding how individuals who identify as members of equity seeking groups may be differentially impacted by these working conditions. If you wish to share, please elaborate here.**

**How many mentioned key words under each theme?**

Theme	Compensation	Strain	Particular Groups	Care Work
Counts	20	74	40	72
Percentage (out of 175 responses)	11.4%	42.3%	22.9%	41.1%

Note they are not mutually exclusive.

## II. Category Differences

### 1. Differences among employment status Q1 to Q10, 11, 12, 13, 14, 15, 16, 17

Employment Status	a. Faculty - Contract teaching faculty	b. Faculty - Limited term appointment	c. Faculty - Full-time pre-tenure	d. Faculty - Full-time tenured	e. Librarian
<b>Total Number</b>	<b>147 (35.3%)</b>	<b>19 (4.5%)</b>	<b>30 (7.2%)</b>	<b>202 (48.3%)</b>	<b>12 (2.9%)</b>
<b>Q10 Additional Work</b>					
Yes	124(84%)	16 (84%)	25 (83%)	160 (79%)	11 (92%)
No	22(15%)	3 (16%)	4 (13%)	35 (17%)	1 (8%)
Prefer not to say	1(1%)		1 (3%)	2 (1%)	0
<b>Q11 Additional Prep Time Per Week</b>					
a. N/A (did not teach Winter 2020)			1 (3%)	18 (9%)	2 (17%)
b. None	14(10%)	2 (11%)	4 (13%)	18 (9%)	1 (8%)
c. 3 hours or less	33(22%)	5 (26%)	8 (27%)	45 (22%)	2 (17%)
d. 3+ hours - 7 hours	52(35%)	7 (37%)	4 (13%)	49 (24%)	2 (17%)
e. 7+ hours - 11 hours	15(10%)	2 (11%)	8 (27%)	26 (13%)	
f. 11+ hours - 15 hours	6(4%)	3 (16%)	2 (7%)	15 (7%)	2 (17%)
g. Greater than 15 hours	19(13%)	0	3 (10%)	14 (7%)	
<b>Average</b>	<b>6.49</b>	<b>5.24</b>	<b>6.55</b>	<b>6.12</b>	<b>5.57</b>
<b>Q12 Additional Time Per Week for Communication</b>					
a. None	5(3%)	6 (32%)	2 (7%)	9 (4%)	1 (8%)
b. 1 hour or less	11(7%)	7 (37%)	6 (20%)	15 (7%)	3 (25%)
c. 1-3 hours	40(27%)	4 (21%)	3 (10%)	43 (21%)	5 (42%)
d. 3+ hours - 5 hours	41(28%)	2 (11%)	8 (27%)	51 (25%)	2 (17%)

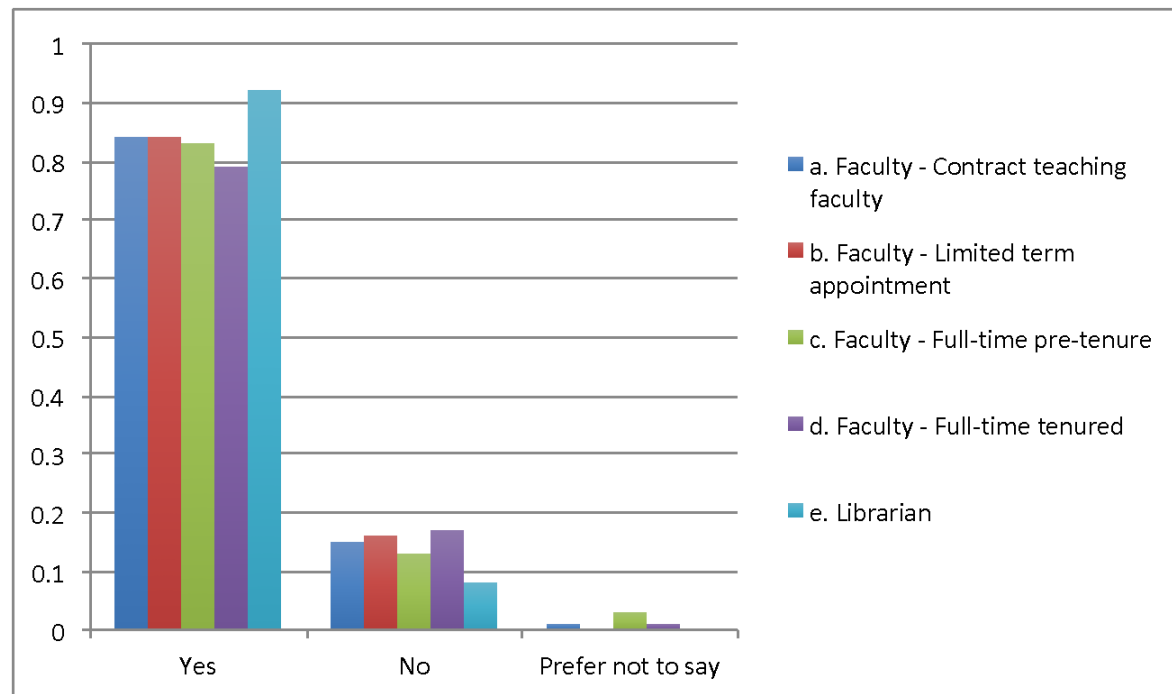


e. 5+ hours - 8 hours	23(16%)		4 (13%)	30 (15%)	1 (8%)
f. Greater than 8 hours	18(12%)		7 (23%)	40 (20%)	
<b>Average</b>	4.20	1.03	4.57	4.75	2.17
<b>Q13 Additional Time Learning</b>					
a. None	12(8%)		4 (13%)	9 (4%)	
b. 3 hours or less	36(24%)	7 (37%)	8 (27%)	68 (34%)	2 (17%)
c. 3+ hours - 7 hours	42(29%)	6 (32%)	9 (30%)	48 (24%)	4 (33%)
d. 7+ hours - 11 hours	19(13%)	2 (11%)	3 (10%)	29 (14%)	2 (17%)
e. 11+ hours - 15 hours	19(13%)		2 (7%)	13 (6%)	1 (8%)
f. Greater than 15 hours	12(8%)	4 (21%)	4 (13%)	23 (11%)	3 (25%)
<b>Average</b>	6.59	7.29	6.33	6.48	9.50
<b>Q14 Student Issues</b>					
a. I have not had a higher volume of such cases	38(26%)	5 (26%)	8 (27%)	59 (29%)	6 (50%)
b. 1-5 per week	81(55%)	12 (63%)	18 (60%)	93 (46%)	5 (42%)
c. 6-10 per week	12(8%)		3 (10%)	24 (12%)	
d. more than 10 per week	8(5%)	1 (5%)		11 (5%)	
<b>Average</b>	3.30	2.83	2.69	3.40	1.36
<b>Q15 Ability Issue</b>					
a. Software	32(22%)	2 (11%)	7 (23%)	58 (29%)	5 (42%)
b. Quick and reliable computer	36(24%)	6 (32%)	5 (17%)	36 (18%)	6 (50%)
c. Reliable home internet	32(22%)	5 (26%)	11 (37%)	64 (32%)	4 (33%)
d. Affordable home internet	21(14%)	2 (11%)	7 (23%)	17 (8%)	0 (0%)

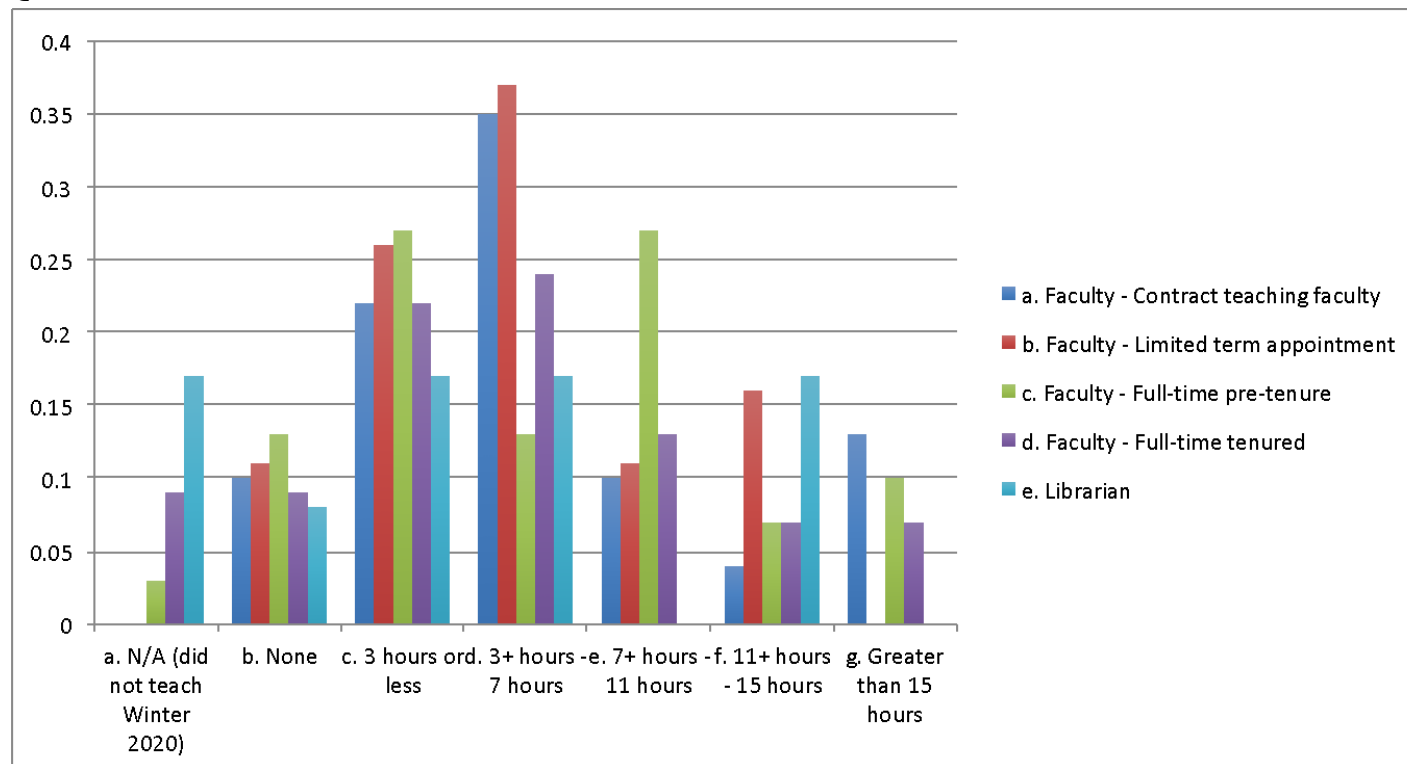
e. IT equipment (e.g. headset, microphone, video camera, green screen, etc.)	63(43%)	7 (37%)	8 (27%)	85 (42%)	7 (58%)
f. Access to printing	43(29%)	9 (47%)	13 (43%)	81 (40%)	3 (25%)
g. Ergonomic workspace	66(45%)	11 (58%)	14 (47%)	79 (39%)	10 (83%)
h. Privacy (e.g. secluded work area)	46(31%)	9 (47%)	13 (43%)	80 (40%)	4 (33%)
i. Other, please specify	26(18%)	3 (16%)	9 (30%)	36 (18%)	2 (17%)
<b>Q16 Money Spend</b>					
a. I have not spent additional funds	51(35%)	7 (37%)	5 (17%)	67 (33%)	5 (42%)
b. I have not spent additional funds yet but intend to for Sprummer and/or fall teaching	38(26%)		11 (37%)	48 (24%)	1 (8%)
c. up to \$299	29(20%)	3 (16%)	9 (30%)	39 (19%)	3 (25%)
d. \$300 - \$599	10(7%)	5 (26%)	2 (7%)	23 (11%)	3 (25%)
e. \$600 - \$899	7(5%)	2 (11%)		9 (4%)	
f. \$900 - \$1200			1 (3%)	2 (1%)	
g. More than \$1200	1(1%)	2 (11%)	1 (3%)	10 (5%)	
<b>Average</b>	260.00	378.95	685.71	392.65	180.00
<b>Q17 Well-being</b>					
a. Significant negative change	25(17%)	4 (21%)	7 (23%)	48 (24%)	4 (33%)
b. Moderate	82(56%)	10 (53%)	16 (53%)	107 (53%)	1 (8%)

negative change					
c. No change	22(15%)	4 (21%)	4 (13%)	24 (12%)	4 (33%)
d. Moderate positive change	13(9%)	1 (5%)	3 (10%)	15 (7%)	1 (8%)
e. Significant positive change	2(1%)			6 (3%)	2 (17%)
<b>Average</b>	-0.80	-0.89	-0.90	-0.88	-0.33

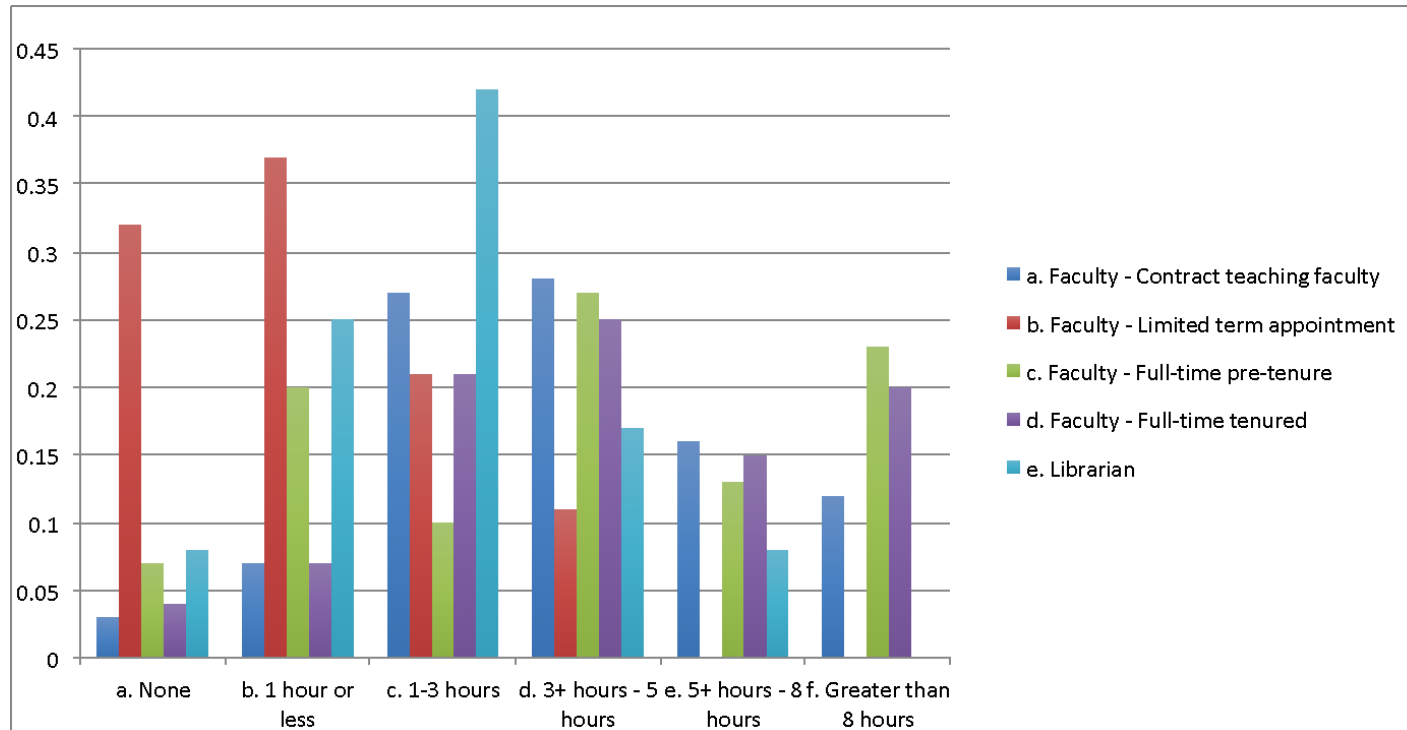
## Q10



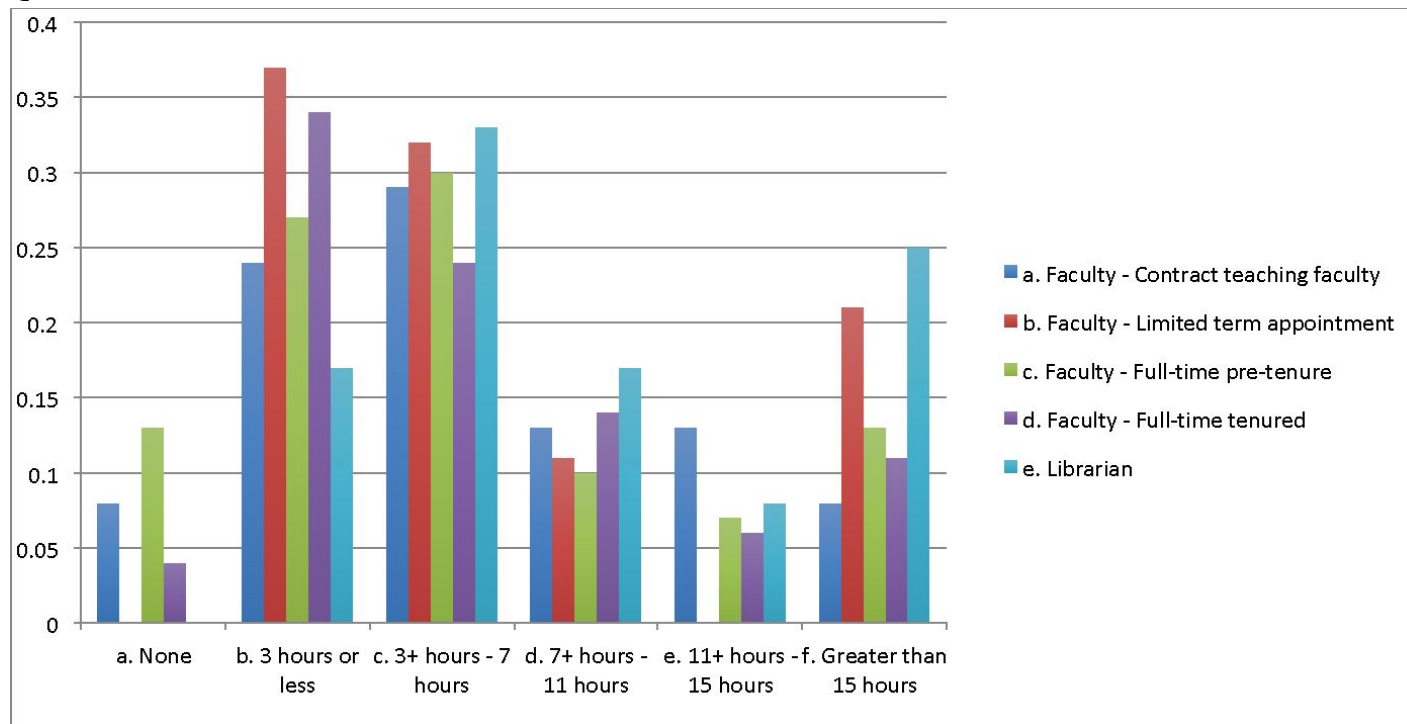
## Q11



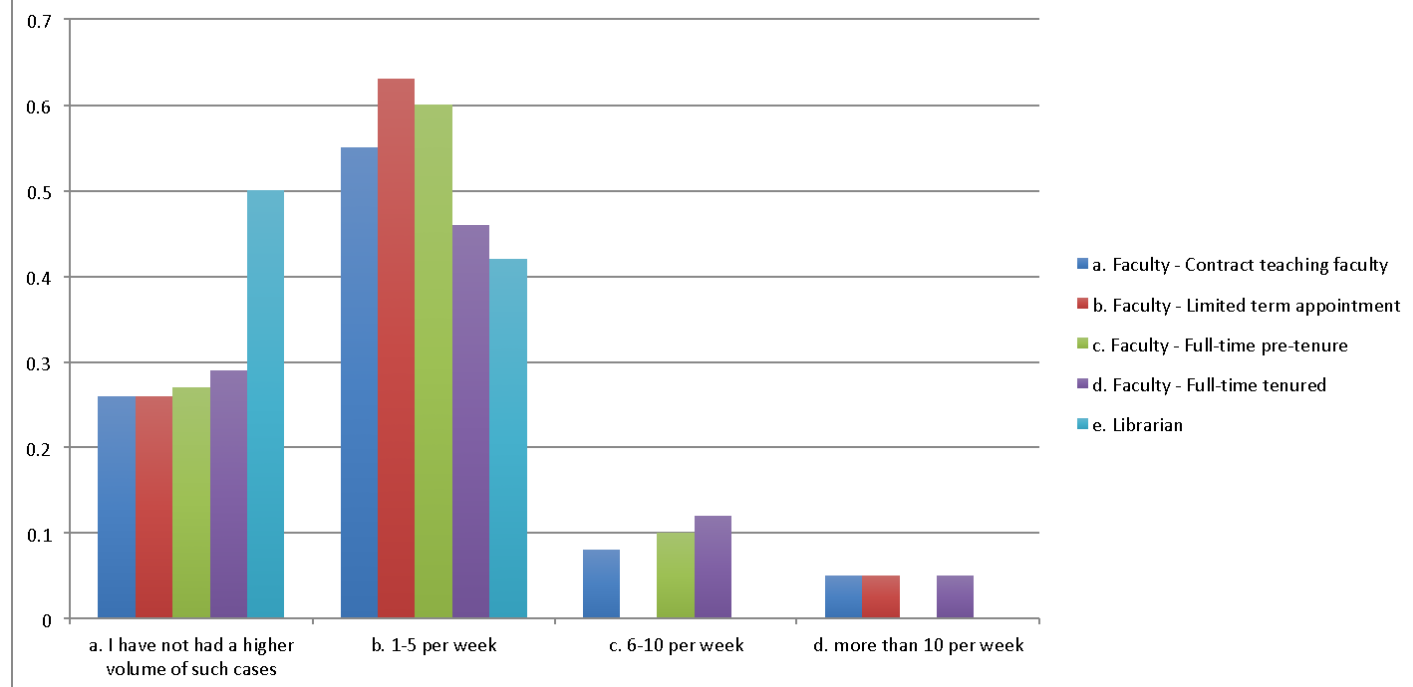
## Q12



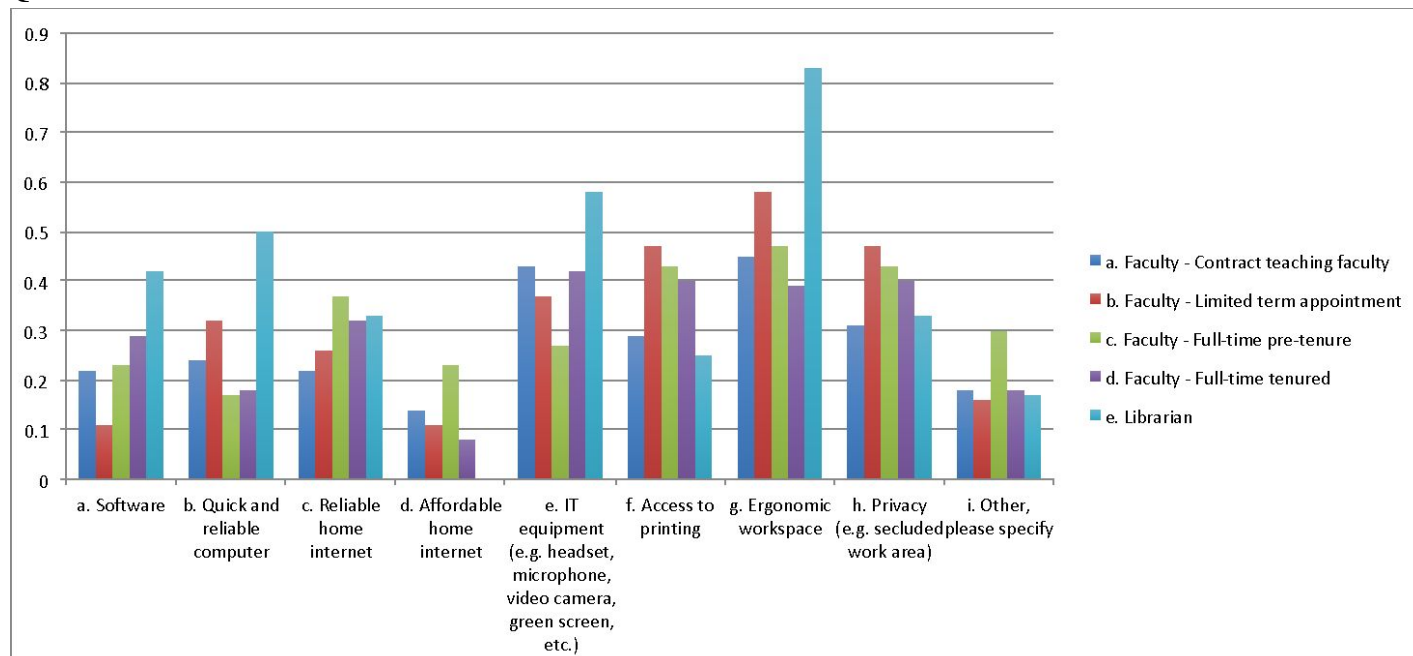
## Q13



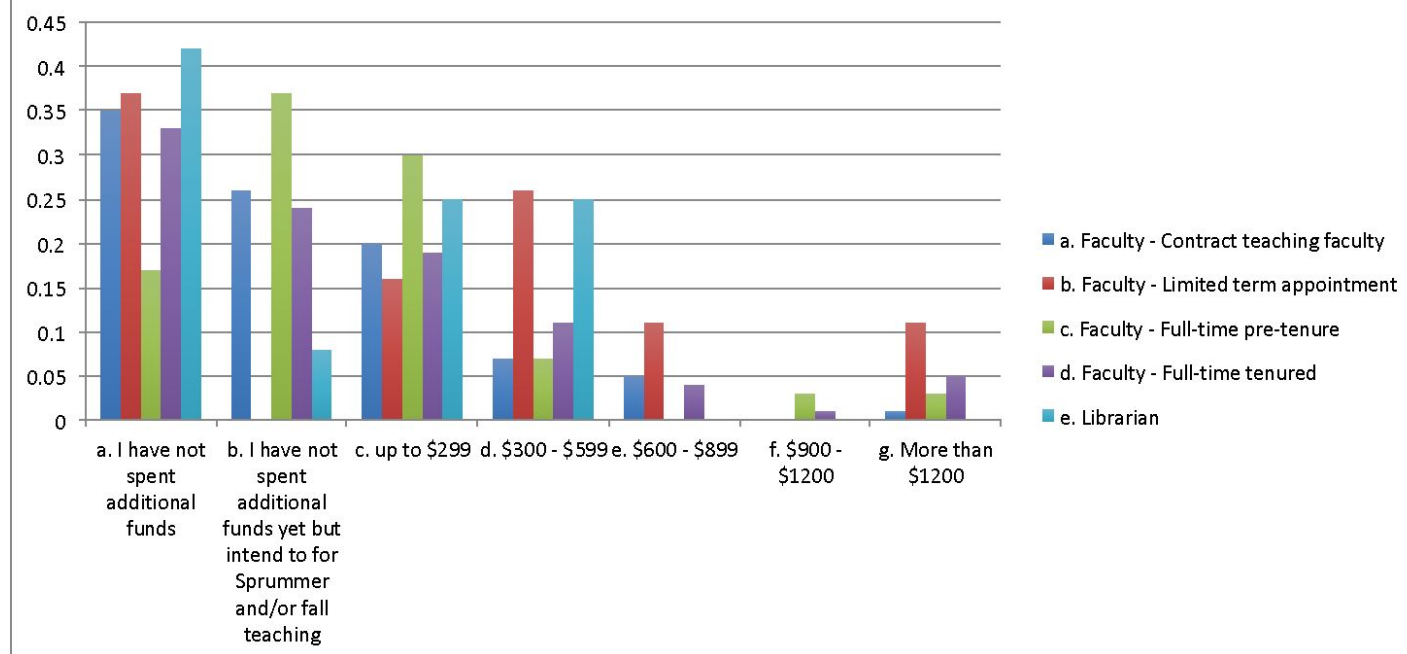
## Q14



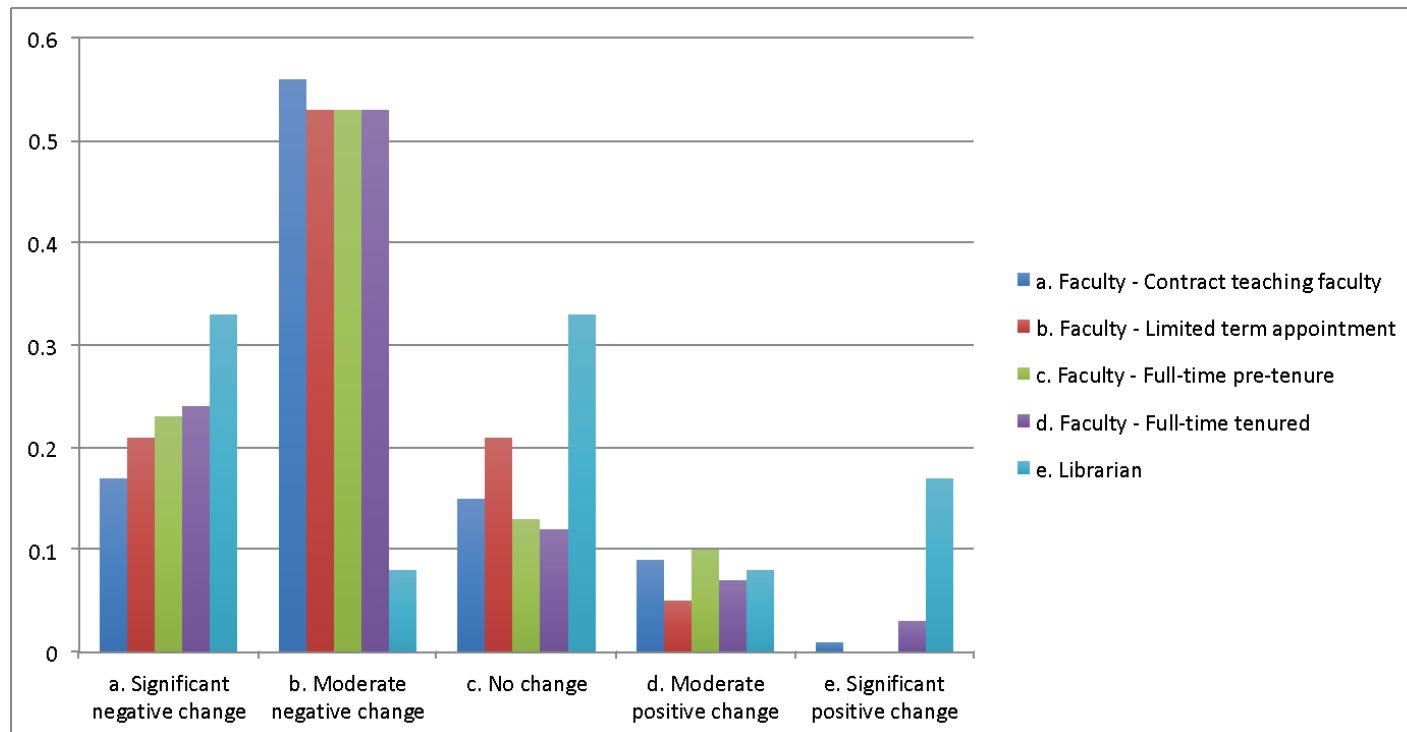
## Q15



## Q16



## Q17



**2. Differences among faculties**  
**Q2 to Q10, 11, 12, 13, 14, 15, 16,17**

<b>Employment Status</b>	<b>a. Arts</b>	<b>c. Human &amp; Social Science</b>	<b>e. Lazaridis</b>	<b>f. Liberal Arts</b>	<b>g. Music</b>	<b>h. Science</b>	<b>i. Social Work</b>	<b>2+ Faculty Affiliation</b>
<b>Total Number</b>	<b>119 (28.5%)</b>	<b>24 (5.7%)</b>	<b>76 (18.2%)</b>	<b>24 (5.7%)</b>	<b>26 (6.2%)</b>	<b>81 (19.4%)</b>	<b>21 (5%)</b>	<b>28 (6.7%)</b>
<b>Q10 Additional Work</b>								
Yes	95 (80%)	19 (79%)	60 (79%)	22 (92%)	21 (81%)	66 (81%)	19 (90%)	24 (86%)
No	20 (17%)	5 (21%)	13 (17%)	2 (8%)	5 (19%)	13 (16%)	2 (10%)	3 (11%)
Prefer not to say	1 (1%)	0 (0%)	1 (1%)	0 (0%)	0 (0%)	1 (1%)	0 (0%)	1 (4%)
<b>Q11 Additional Prep Time Per Week</b>								
a. N/A (did not teach Winter 2020)	2 (2%)	1 (4%)	9 (12%)	1 (4%)	0 (0%)	3 (4%)	0 (0%)	2 (7%)
b. None	14 (12%)	5 (21%)	3 (4%)	2 (8%)	5 (19%)	4 (5%)	2 (10%)	1 (4%)
c. 3 hours or less	21 (18%)	4 (17%)	14 (18%)	14 (58%)	5 (19%)	19 (23%)	7 (33%)	5 (18%)
d. 3+ hours - 7 hours	29 (24%)	10 (42%)	21 (28%)	4 (17%)	7 (27%)	27 (33%)	4 (19%)	11 (39%)
e. 7+ hours - 11 hours	21 (18%)	1 (4%)	12 (16%)	0 (0%)	6 (23%)	10 (12%)	2 (10%)	2 (7%)
f. 11+ hours - 15 hours	13 (11%)	0 (0%)	4 (5%)	0 (0%)	2 (8%)	3 (4%)	1 (5%)	1 (4%)
g. Greater than 15 hours	6 (5%)	1 (4%)	9 (12%)	3 (13%)	1 (4%)	10 (12%)	5 (24%)	4 (14%)
<b>Average</b>	<b>6.29</b>	<b>4.05</b>	<b>7.40</b>	<b>4.39</b>	<b>5.48</b>	<b>6.75</b>	<b>7.69</b>	<b>7.23</b>
<b>Q12 Additional Time Per Week for Communication</b>								
a. None	2	1	4	0	2	4	1	2

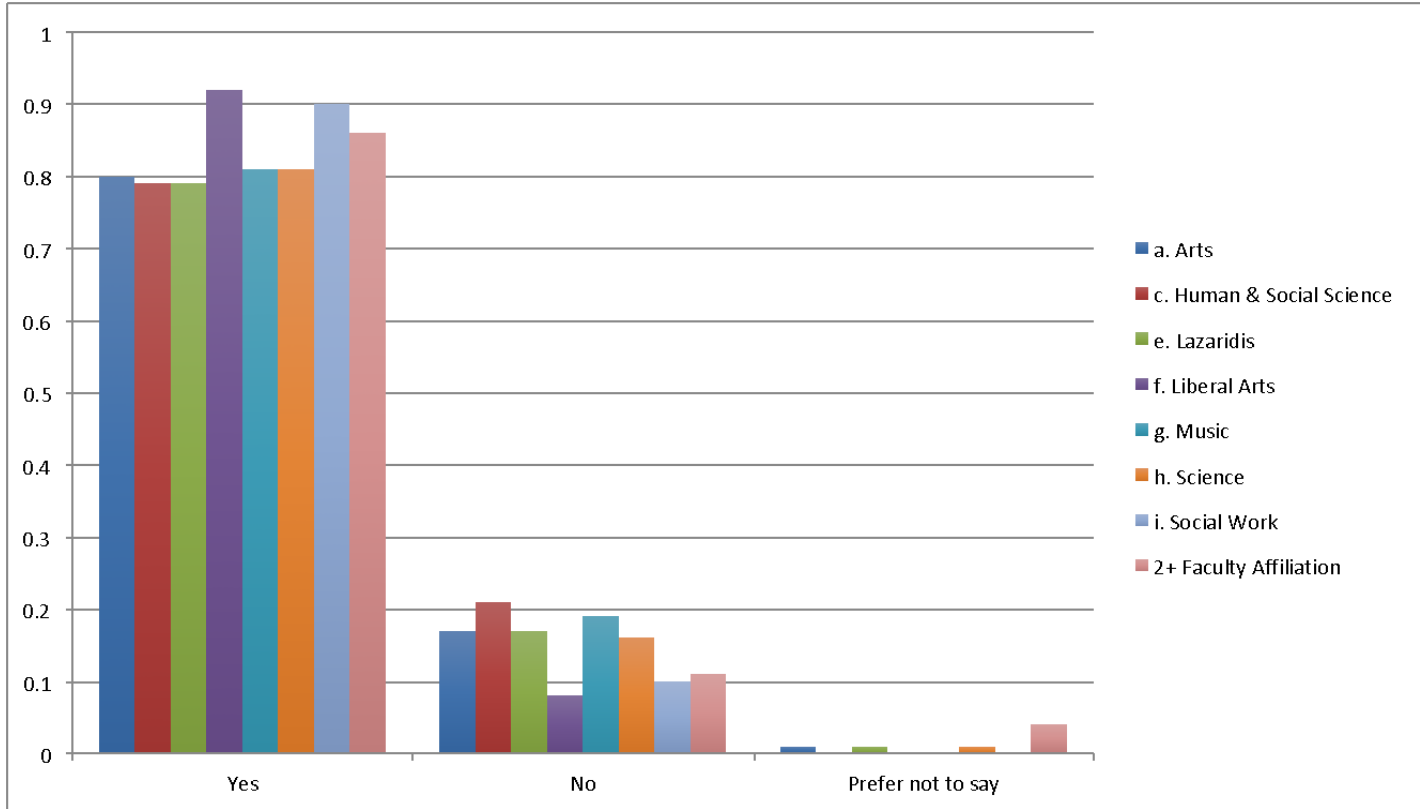


	(2%)	(4%)	(5%)	(0%)	(8%)	(5%)	(5%)	(7%)
b. 1 hour or less	10 (8%)	2 (8%)	7 (9%)	1 (4%)	1 (4%)	10 (12%)	0 (0%)	0 (0%)
c. 1-3 hours	23 19%	4 (17%)	16 (21%)	9 (38%)	10 (38%)	16 (20%)	5 (24%)	8 (29%)
d. 3+ hours - 5 hours	34 (29%)	9 (38%)	20 (26%)	9 (38%)	2 (8%)	21 (26%)	5 (24%)	7 (25%)
e. 5+ hours - 8 hours	20 (17%)	4 (17%)	11 (14%)	2 (8%)	4 (15%)	13 (16%)	3 (14%)	6 (21%)
f. Greater than 8 hours	18 (15%)	1 (4%)	14 (18%)	3 (13%)	7 (27%)	14 (17%)	7 (33%)	3 (11%)
<b>Average</b>	<b>4.64</b>	<b>3.86</b>	<b>4.54</b>	<b>4.06</b>	<b>4.79</b>	<b>4.43</b>	<b>5.69</b>	<b>4.35</b>
<b>Q13 Additional Time Learning</b>								
a. None	9 (8%)	3 (13%)	2 (3%)	1 (4%)	2 (8%)	4 (5%)	2 (10%)	2 (7%)
b. 3 hours or less	39 (33%)	6 (25%)	20 (26%)	11 (46%)	5 (19%)	26 (32%)	2 (10%)	8 (29%)
c. 3+ hours - 7 hours	29 (24%)	7 (29%)	19 (25%)	7 (29%)	13 (50%)	18 (22%)	7 (33%)	7 (25%)
d. 7+ hours - 11 hours	15 (13%)	4 (17%)	11 (14%)	3 (13%)	1 (4%)	11 (14%)	5 (24%)	2 (7%)
e. 11+ hours - 15 hours	9 (8%)	1 (4%)	4 (5%)	2 (8%)	2 (8%)	8 (10%)	2 (10%)	6 (21%)
f. Greater than 15 hours	8 (7%)	1 (4%)	17 (22%)	0 (0%)	3 (12%)	11 (14%)	3 (14%)	1 (4%)
<b>Average</b>	<b>5.65</b>	<b>5.14</b>	<b>8.44</b>	<b>4.35</b>	<b>6.44</b>	<b>7.08</b>	<b>8.05</b>	<b>6.27</b>
<b>Q14 Student Issues</b>								
a. I have not had a higher volume of such cases	17 (14%)	4 (17%)	34 (45%)	5 (21%)	11 (42%)	29 (36%)	4 (19%)	4 (14%)
b. 1-5 per week	63 (53%)	14 (58%)	32 (42%)	17 (71%)	11 (42%)	35 (43%)	13 (62%)	18 (64%)
c. 6-10 per week	15 (13%)	4 (17%)	5 (7%)	0 (0%)	2 (8%)	10 (12%)	4 (19%)	1 (4%)
d. more than 10 per week	11 (9%)	0 (0%)	1 (1%)	2 (8%)	0 (0%)	4 (5%)	0 (0%)	3 (11%)
<b>Average</b>	<b>4.47</b>	<b>3.36</b>	<b>2.10</b>	<b>3.38</b>	<b>2.04</b>	<b>3.14</b>	<b>3.38</b>	<b>4.12</b>
<b>Q15 Ability</b>								

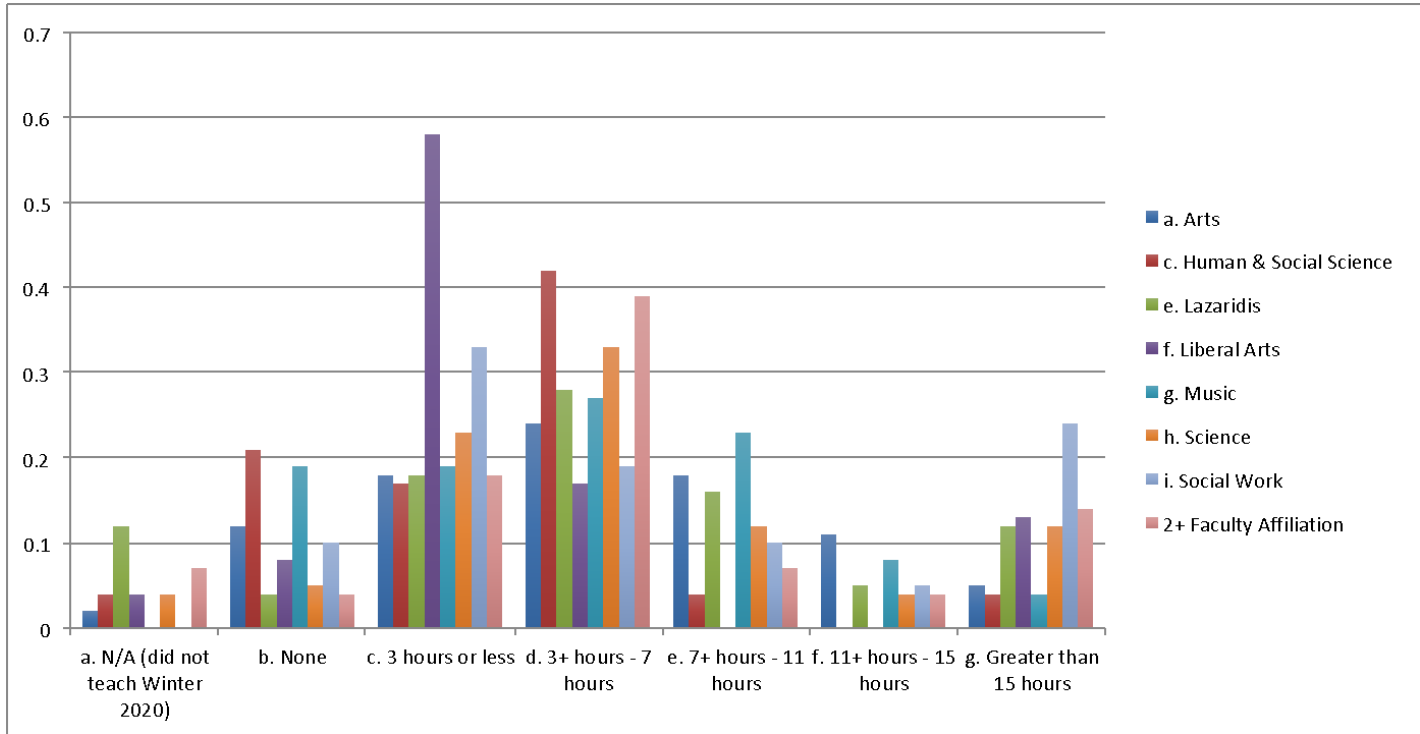
Issue								
a. Software	40 (34%)	9 (38%)	10 (13%)	3 (13%)	6 (23%)	20 (25%)	7 (33%)	6 (21%)
b. Quick and reliable computer	31 (26%)	3 (13%)	14 (18%)	4 (17%)	3 (12%)	14 (17%)	8 (38%)	9 (32%)
c. Reliable home internet	31 (26%)	5 (21%)	27 (36%)	4 (17%)	9 (35%)	24 (30%)	8 (38%)	3 (11%)
d. Affordable home internet	12 (10%)	3 (13%)	10 (13%)	2 (8%)	2 (8%)	8 (10%)	6 (29%)	4 (14%)
e. IT equipment (e.g. headset, microphone, video camera, green screen, etc.)	52 (44%)	9 (38%)	31 (41%)	14 (58%)	16 (62%)	25 (31%)	6 (29%)	11 (39%)
f. Access to printing	50 (42%)	11 (46%)	30 (39%)	5 (21%)	3 (12%)	31 (38%)	10 (48%)	8 (29%)
g. Ergonomic workspace	51 (43%)	10 (42%)	31 (41%)	13 (54%)	6 (23%)	38 (47%)	12 (57%)	10 (36%)
h. Privacy (e.g. secluded work area)	42 (35%)	13 (54%)	26 (34%)	12 (50%)	4 (15%)	32 (40%)	9 (43%)	9 (32%)
i. Other, please specify	24 (20%)	3 (13%)	14 (18%)	3 (13%)	6 (23%)	15 (19%)	3 (14%)	8 (29%)
<b>Q16 Money Spend</b>								
a. I have not spent additional funds	46 (39%)	9 (38%)	18 (24%)	10 (42%)	3 (12%)	32 (40%)	6 (29%)	5 (18%)
b. I have not spent additional funds yet but intend to for Sprummer and/or fall teaching	35 (29%)	8 (33%)	15 (20%)	3 (13%)	12 (46%)	14 (17%)	7 (33%)	6 (21%)
c. up to \$299	17 (14%)	1 (4%)	18 (24%)	5 (21%)	5 (19%)	16 (20%)	4 (19%)	9 (32%)
d. \$300 - \$599	6	3	12	3	5	9	1	3

	(5%)	(13%)	(16%)	(13%)	(19%)	(11%)	(5%)	(11%)
e. \$600 - \$899	6 (5%)	1 (4%)	3 (4%)	1 (4%)	0 (0%)	5 (6%)	1 (5%)	1 (4%)
f. \$900 - \$1200	1 (1%)	0 (0%)	1 (1%)	1 (4%)	0 (0%)	0 (0%)	0 (0%)	1 (4%)
g. More than \$1200	5 (4%)	2 (8%)	7 (9%)	1 (4%)	0 (0%)	3 (4%)	1 (5%)	2 (7%)
<b>Average</b>	397.83	656.25	497.73	300.00	3000.00	288.24	550.00	500.00
<b>Q17 Well-being</b>								
a. Significant negative change	32 (27%)	4 (17%)	10 (13%)	4 (17%)	6 (23%)	20 (25%)	5 (24%)	6 (21%)
b. Moderate negative change	58 (49%)	12 (50%)	48 (63%)	15 (63%)	15 (58%)	39 (48%)	12 (57%)	15 (54%)
c. No change	15 (13%)	7 (29%)	11 (14%)	3 (13%)	2 (8%)	12 (15%)	1 (5%)	1 (4%)
d. Moderate positive change	7 (6%)	1 (4%)	4 (5%)	2 (8%)	3 (12%)	7 (9%)	2 (10%)	6 (21%)
e. Significant positive change	5 (4%)	0 (0%)	1 (1%)	0 (0%)	0 (0%)	1 (1%)	1 (5%)	0 (0%)
<b>Average</b>	-0.90	-0.79	-0.84	-0.88	-0.92	-0.89	-0.86	-0.75

Q10

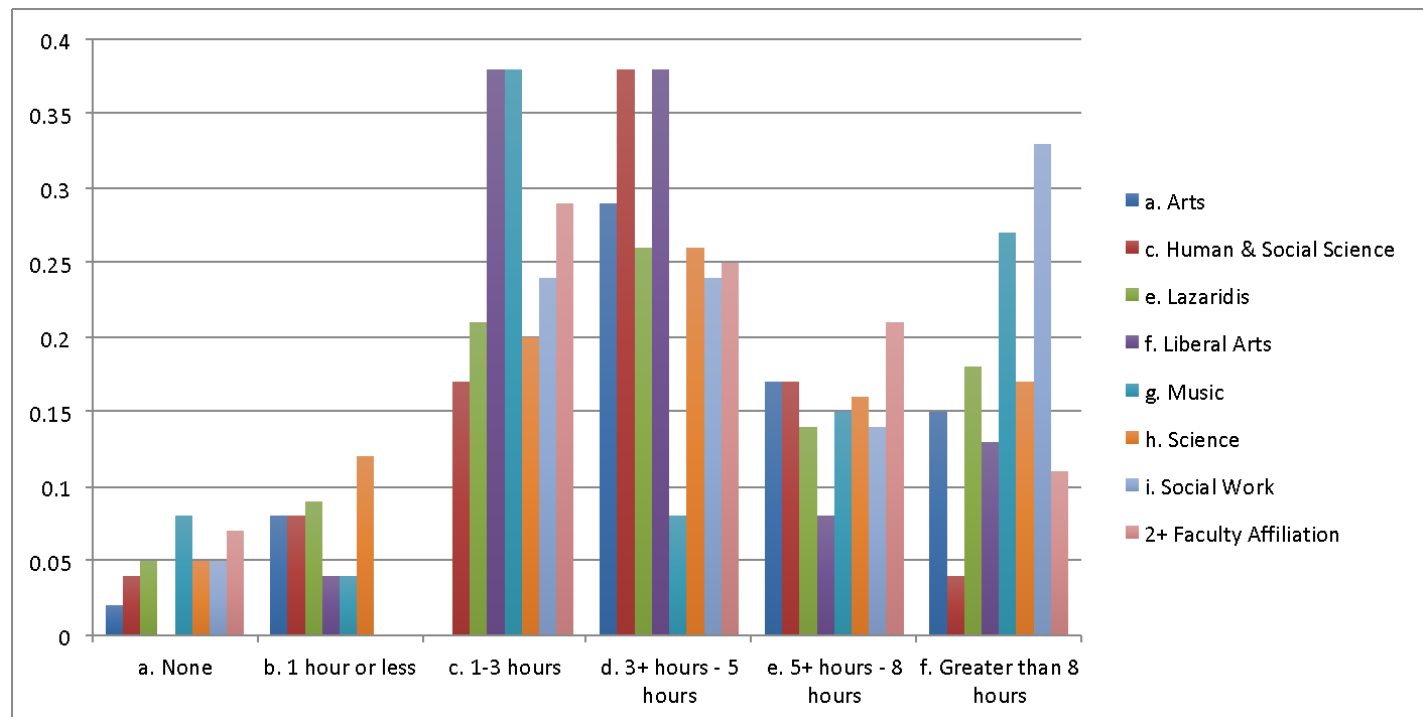


Q11

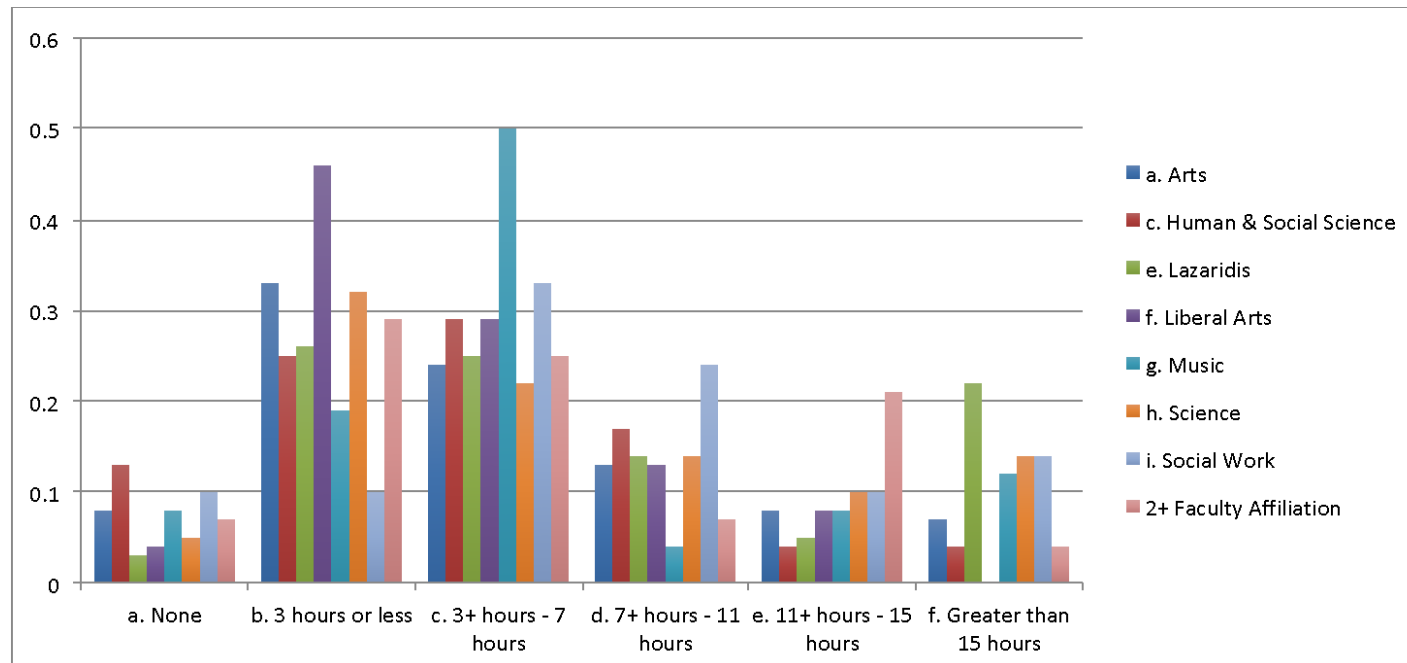




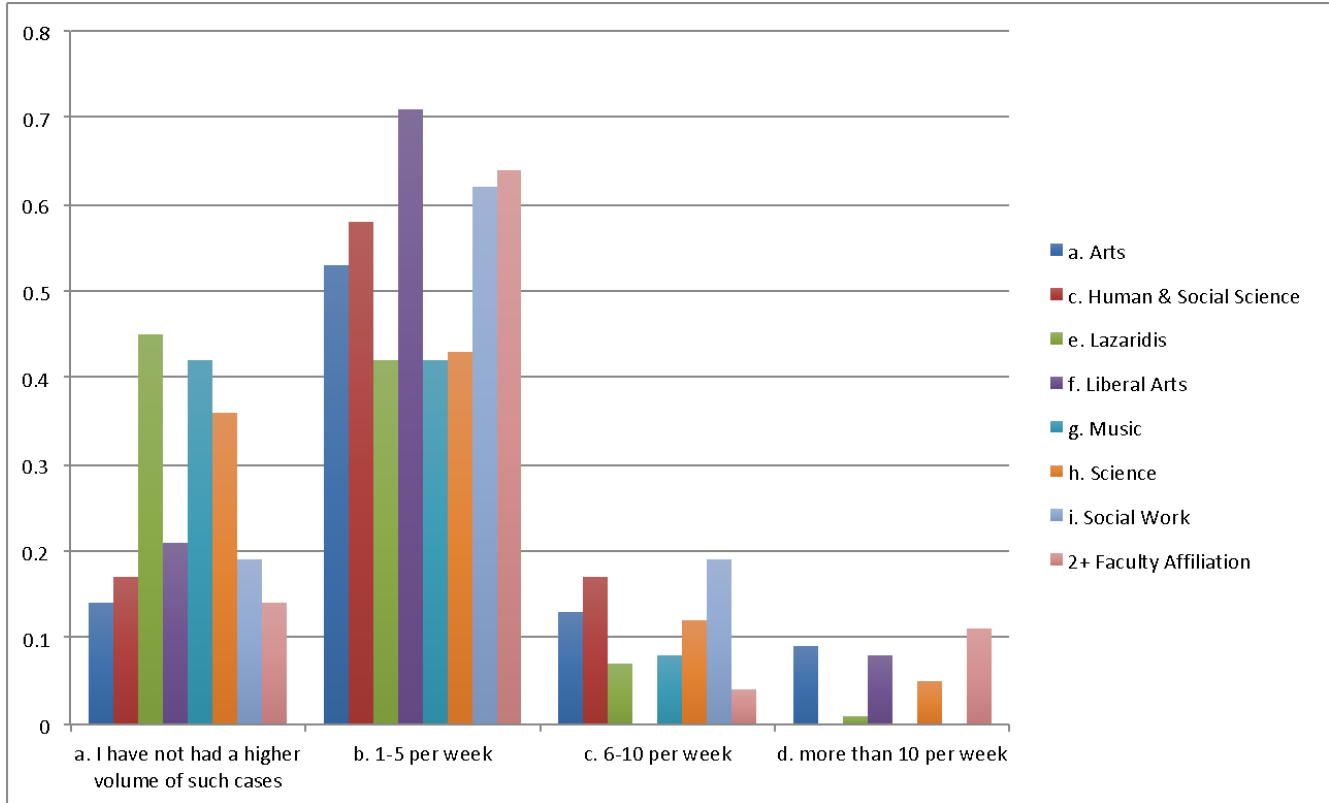
## Q12



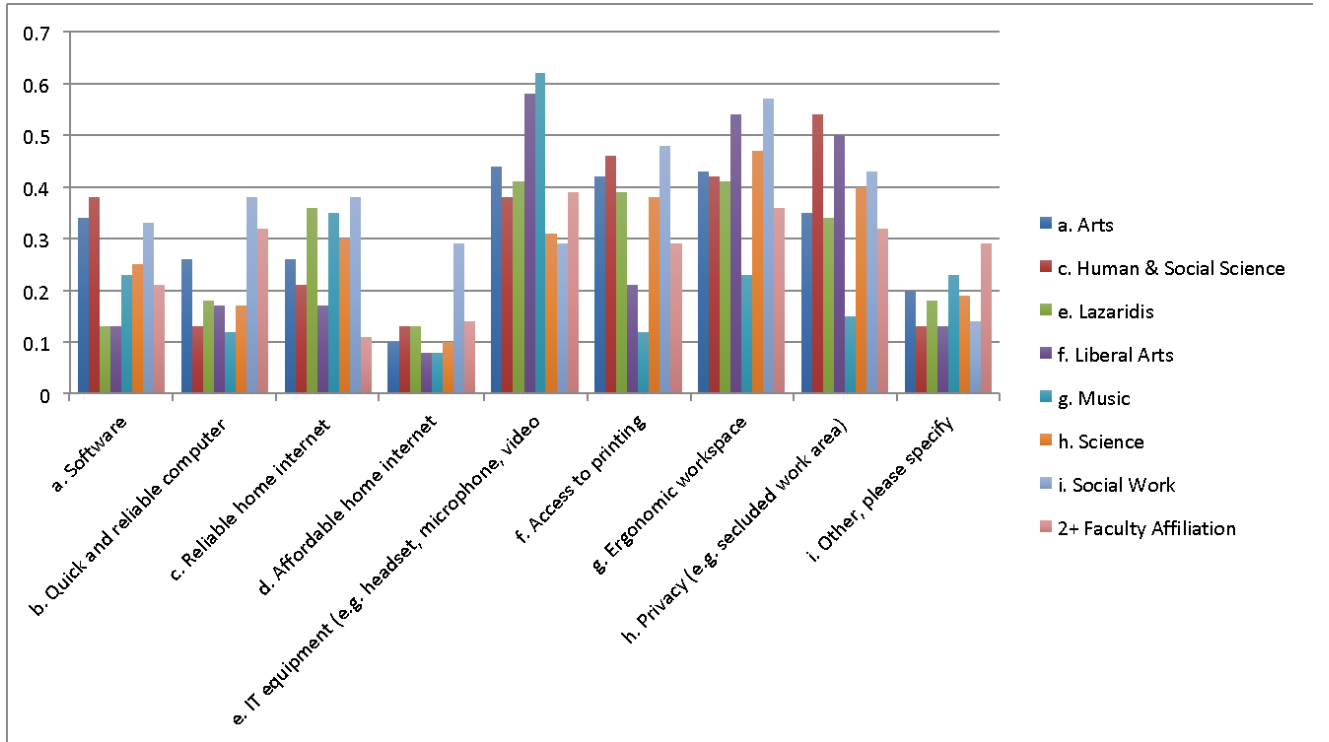
## Q13



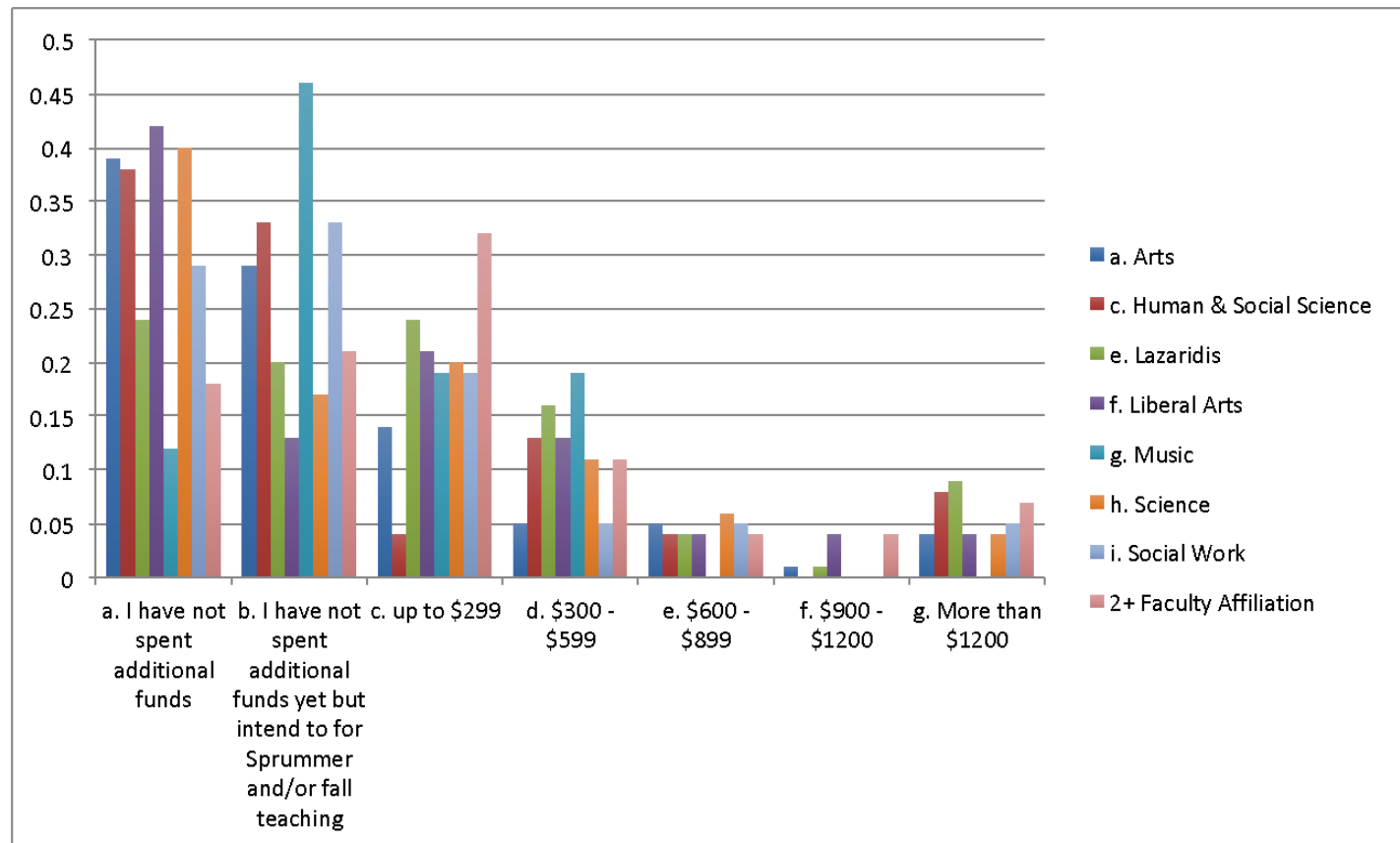
Q14



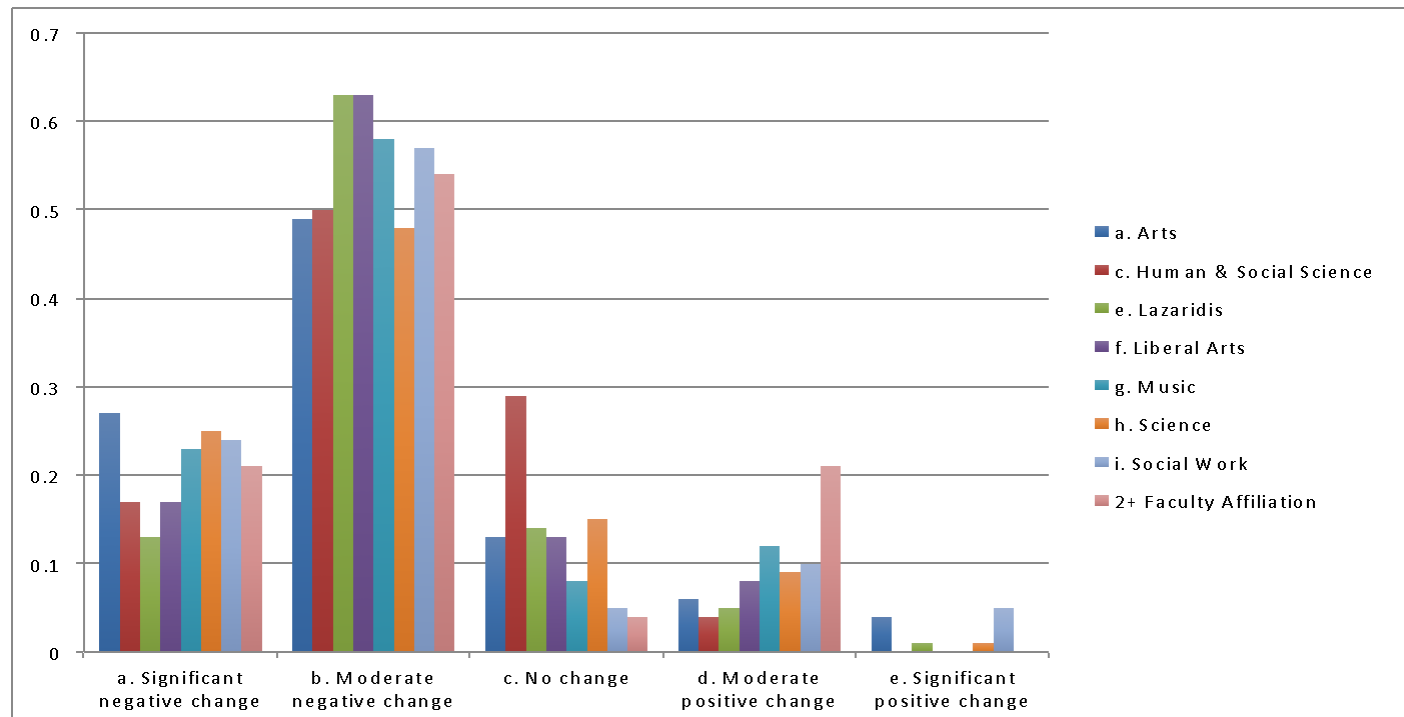
Q15



## Q16



## Q17





**3. Differences among Racialized Person, Disability, Gender.**  
**Q4, 5, 6 to Q10, 11, 12, 13, 14, 15, 16, 17**

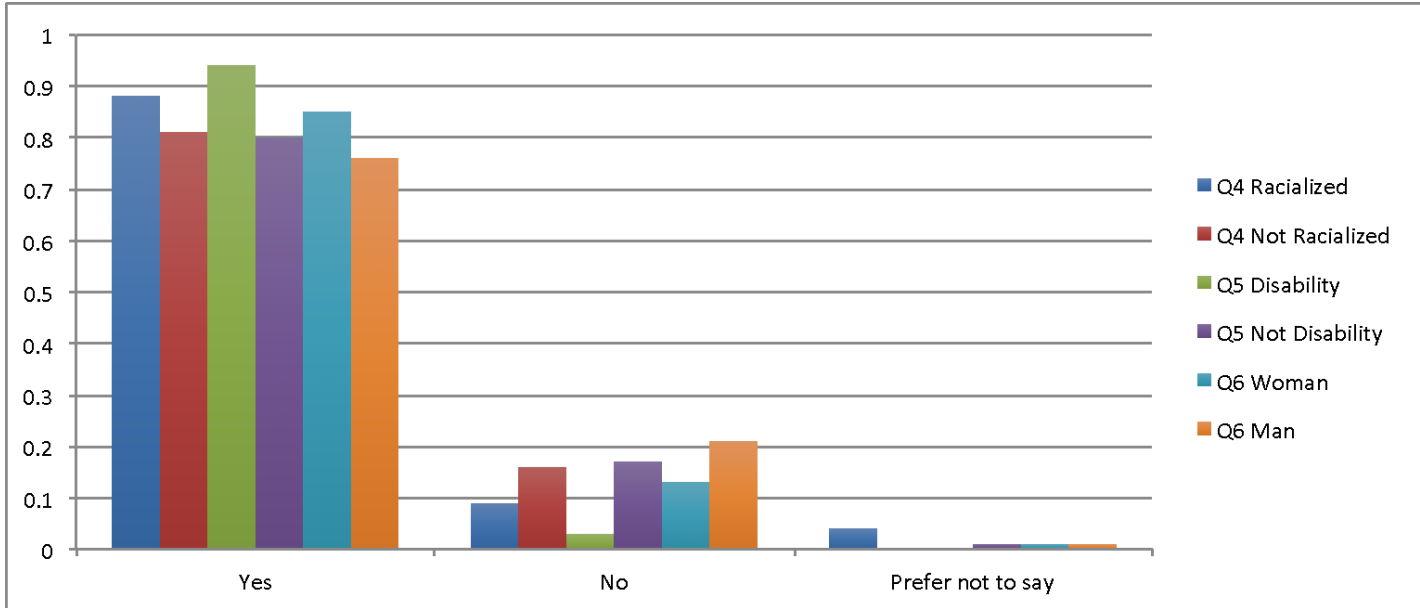
	Q4 Racialized Person		Q5. Disability		Q6. Gender	
Categories	a. Yes	b. No	a. Yes	b. No	a. Woman	b. Man
<b>Total Number</b>	<b>59</b> <b>(14.1%)</b>	<b>309</b> <b>(73.9%)</b>	<b>34</b> <b>(8.1%)</b>	<b>350</b> <b>(83.7%)</b>	<b>220</b> <b>(52.6%)</b>	<b>164</b> <b>(39.2%)</b>
<b>Q10 Additional Work</b>						
Yes	49 (88%)	245 (81%)	29 (94%)	271 (80%)	179 (85%)	119 (76%)
No	5 (9%)	49 (16%)	1 (3%)	58 (17%)	28 (13%)	32 (21%)
Prefer not to say	2 (4%)	1 (0%)	0	4 (1%)	2 (1%)	2 (1%)
<b>Q11 Additional Prep Time Per Week</b>						
a. N/A (did not teach Winter 2020)	1 (2%)	17 (6%)	1 (3%)	17 (5%)	11 (5%)	7 (4%)
b. None	2 (4%)	32 (11%)	2 (6%)	35 (10%)	19 (9%)	18 (12%)
c. 3 hours or less	14 (25%)	69 (23%)	12 (39%)	76 (22%)	46 (22%)	40 (26%)
d. 3+ hours - 7 hours	14 (25%)	88 (29%)	6 (19%)	96 (28%)	58 (27%)	43 (28%)
e. 7+ hours - 11 hours	10 (18%)	33 (11%)	1 (3%)	42 (12%)	24 (11%)	21 (13%)
f. 11+ hours - 15 hours	3 (5%)	16 (5%)	3 (10%)	17 (5%)	9 (4%)	11 (7%)
g. Greater than 15 hours	7 (13%)	25 (8%)	3 (10%)	30 (9%)	23 (11%)	10 (6%)
<b>Average</b>	<b>7.20</b>	<b>5.89</b>	<b>5.78</b>	<b>6.06</b>	<b>6.44</b>	<b>5.64</b>
<b>Q12 Additional Time Per Week for Communication</b>						
a. None	2 (4%)	13 (4%)	0 (0%)	16 (5%)	6 (3%)	9 (6%)
b. 1 hour or less	3 (5%)	25 (8%)	5 (16%)	26 (8%)	11 (5%)	19 (12%)
c. 1-3 hours	13 (23%)	70 (23%)	5 (16%)	80 (24%)	40 (19%)	43 (28%)
d. 3+ hours - 5 hours	11 (20%)	86 (29%)	10 (32%)	88 (26%)	63 (30%)	36 (23%)
e. 5+ hours - 8	11 (20%)	49 (16%)	3 (10%)	57 (17%)	43 (20%)	18 (12%)

hours						
f. Greater than 8 hours	12 (21%)	42 (14%)	6 (19%)	50 (15%)	32 (15%)	24 (15%)
<b>Average</b>	5.06	4.33	4.55	4.40	4.81	4.00
<b>Q13 Additional Time Learning</b>						
a. None	3 (5%)	19 (6%)	2 (6%)	23 (7%)	9 (4%)	16 (10%)
b. 3 hours or less	19 (34%)	85 (28%)	7 (23%)	102 (30%)	60 (28%)	48 (31%)
c. 3+ hours - 7 hours	12 (21%)	86 (29%)	7 (23%)	92 (27%)	56 (27%)	46 (29%)
d. 7+ hours - 11 hours	7 (13%)	41 (14%)	5 (16%)	41 (12%)	29 (14%)	14 (9%)
e. 11+ hours - 15 hours	2 (4%)	24 (8%)	3 (10%)	23 (7%)	15 (7%)	12 (8%)
f. Greater than 15 hours	9 (16%)	32 (11%)	6 (19%)	38 (11%)	27 (13%)	15 (10%)
<b>Average</b>	6.88	6.55	8.32	6.40	6.97	5.85
<b>Q14 Student Issues</b>						
a. I have not had a higher volume of such cases	16 (29%)	86 (29%)	5 (16%)	102 (30%)	51 (24%)	56 (36%)
b. 1-5 per week	28 (50%)	152 (50%)	18 (58%)	166 (49%)	106 (50%)	78 (50%)
c. 6-10 per week	3 (5%)	31 (10%)	4 (13%)	31 (9%)	24 (11%)	11 (7%)
d. more than 10 per week	5 (9%)	11 (4%)	3 (10%)	13 (4%)	10 (5%)	5 (3%)
<b>Average</b>	3.52	3.10	4.37	3.02	3.46	2.65
<b>Q15 Ability Issue</b>						
a. Software	19 (34%)	64 (21%)	9 (29%)	77 (23%)	52 (25%)	34 (22%)
b. Quick and reliable computer	19 (34%)	56 (19%)	12 (39%)	66 (20%)	47 (22%)	30 (19%)
c. Reliable home internet	20 (36%)	75 (25%)	5 (16%)	96 (28%)	57 (27%)	40 (26%)
d. Affordable home internet	7 (13%)	33 (11%)	6 (19%)	37 (11%)	23 (11%)	20 (13%)
e. IT	24 (43%)	119 (40%)	12 (39%)	135 (40%)	95 (45%)	52 (33%)

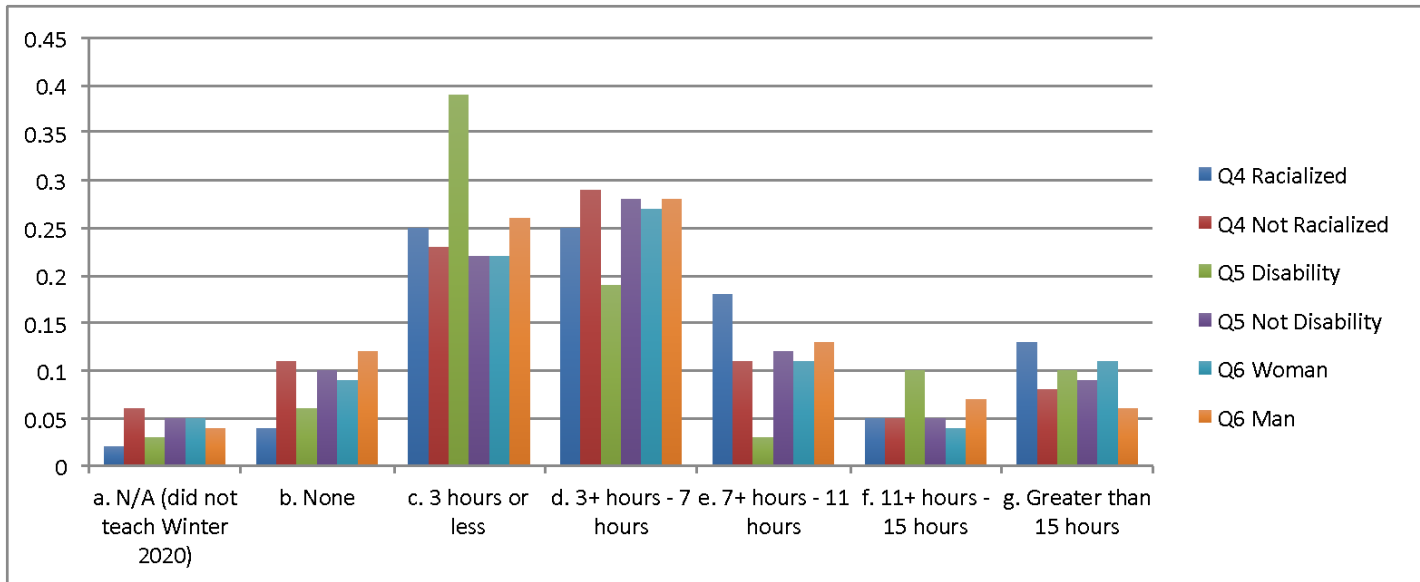
equipment (e.g. headset, microphone, video camera, green screen, etc.)						
f. Access to printing	29 (52%)	99 (33%)	13 (42%)	119 (35%)	86 (41%)	45 (29%)
g. Ergonomic workspace	30 (54%)	132 (44%)	15 (48%)	150 (44%)	104 (49%)	57 (37%)
h. Privacy (e.g. secluded work area)	22 (39%)	112 (37%)	9 (29%)	128 (38%)	85 (40%)	51 (33%)
i. Other, please specify	15 (27%)	51 (17%)	5 (16%)	65 (19%)	49 (23%)	23 (15%)
<b>Q16 Money Spend</b>						
a. I have not spent additional funds	14 (25%)	102 (34%)	10 (32%)	108 (32%)	59 (28%)	60 (38%)
b. I have not spent additional funds yet but intend to for Sprummer and/or fall teaching	8 (14%)	79 (26%)	7 (23%)	85 (25%)	64 (30%)	27 (17%)
c. up to \$299	17 (30%)	56 (19%)	5 (16%)	70 (21%)	42 (20%)	33 (21%)
d. \$300 - \$599	10 (18%)	32 (11%)	3 (10%)	38 (11%)	22 (10%)	18 (12%)
e. \$600 - \$899	0 (0%)	12 (4%)	0 (0%)	14 (4%)	8 (4%)	6 (4%)
f. \$900 - \$1200	1 (2%)	3 (1%)	1 (3%)	3 (1%)	3 (1%)	1 (1%)
g. More than \$1200	3 (5%)	13 (4%)	4 (13%)	13 (4%)	8 (4%)	8 (5%)
<b>Average</b>	340.54	391.73	571.88	377.33	478.85	309.09
<b>Q17 Well-being</b>						
a. Significant negative change	12 (21%)	64 (21%)	11 (35%)	66 (20%)	49 (23%)	25 (16%)
b. Moderate negative	31 (55%)	160 (53%)	16 (52%)	182 (54%)	113 (54%)	84 (54%)

change						
c. No change	4 (7%)	45 (15%)	1 (3%)	52 (15%)	27 (13%)	26 (17%)
d. Moderate positive change	8 (14%)	20 (7%)	0 (0%)	29 (9%)	15 (7%)	15 (10%)
e. Significant positive change	1 (2%)	6 (2%)	2 (6%)	4 (1%)	3 (1%)	4 (3%)
<b>Average</b>	-0.80	-0.87	-1.13	-0.83	-0.92	-0.72

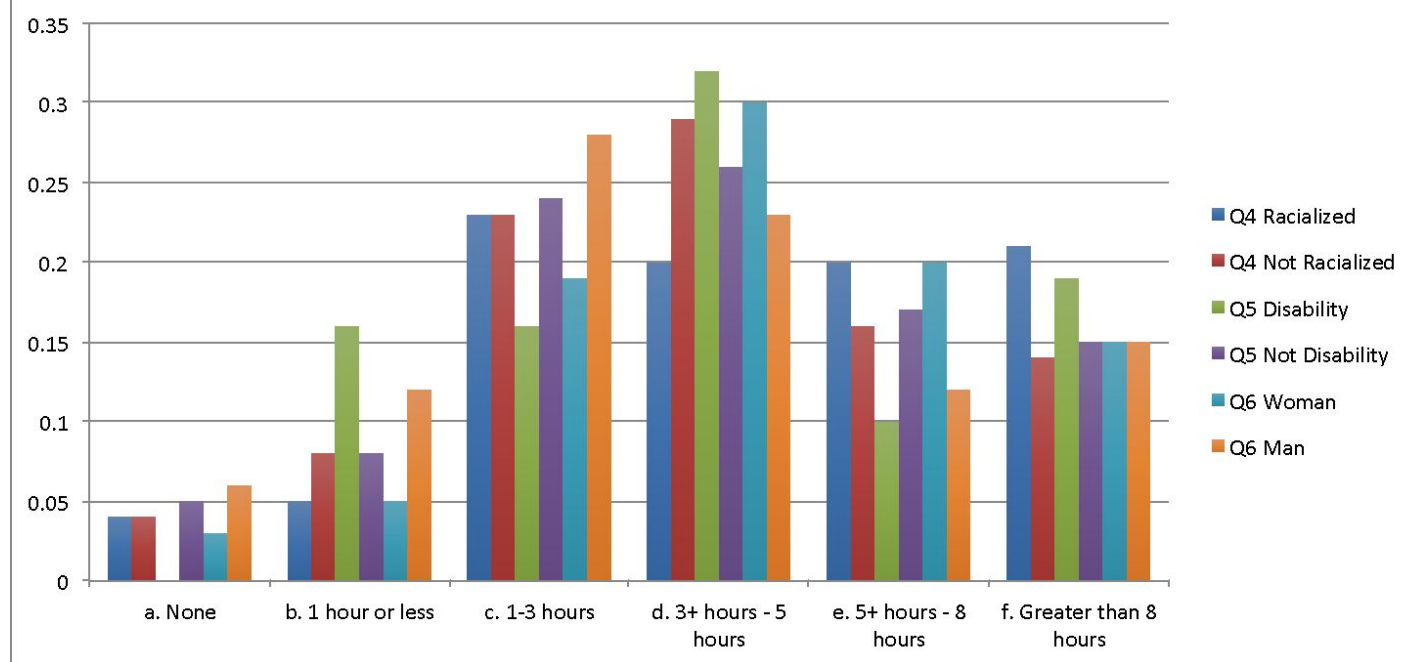
Q10



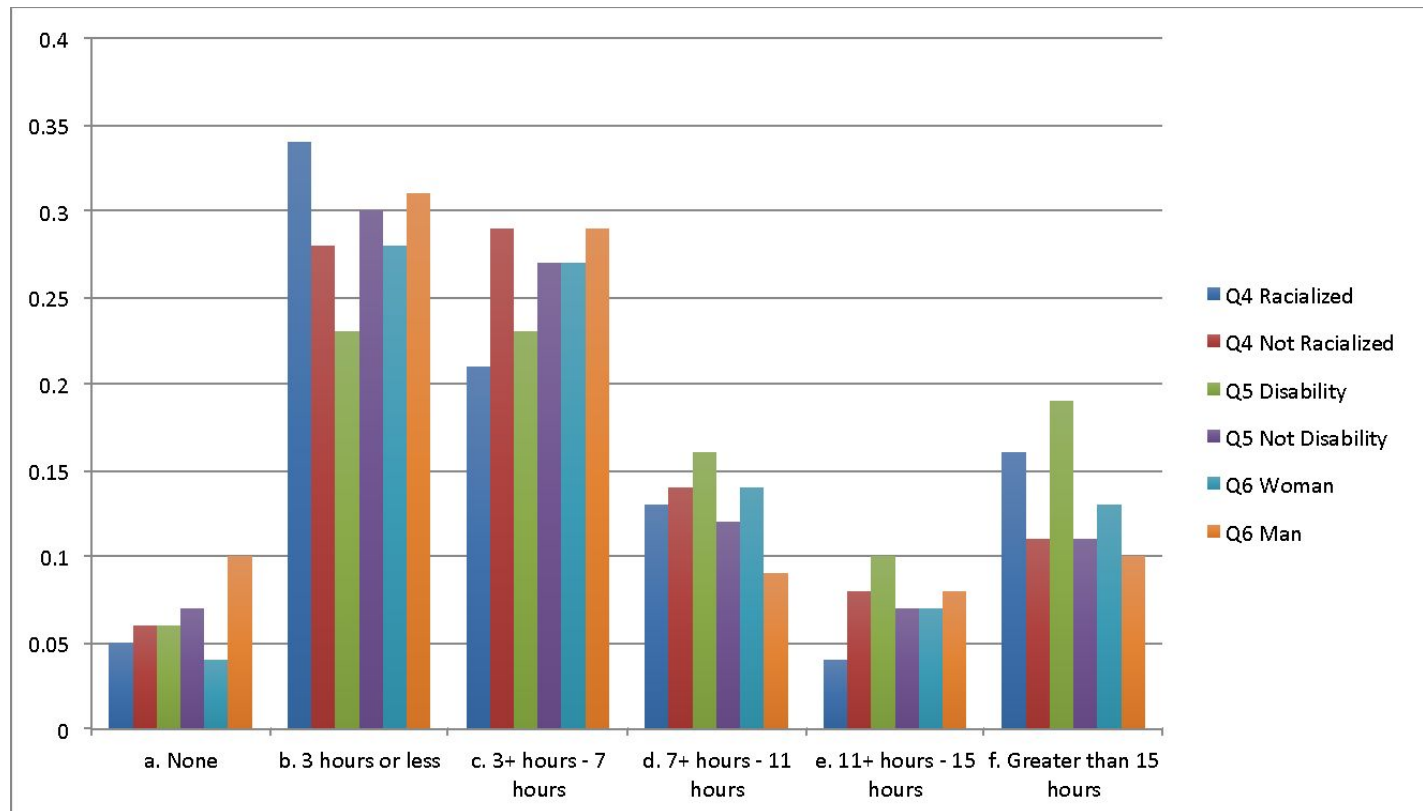
Q11



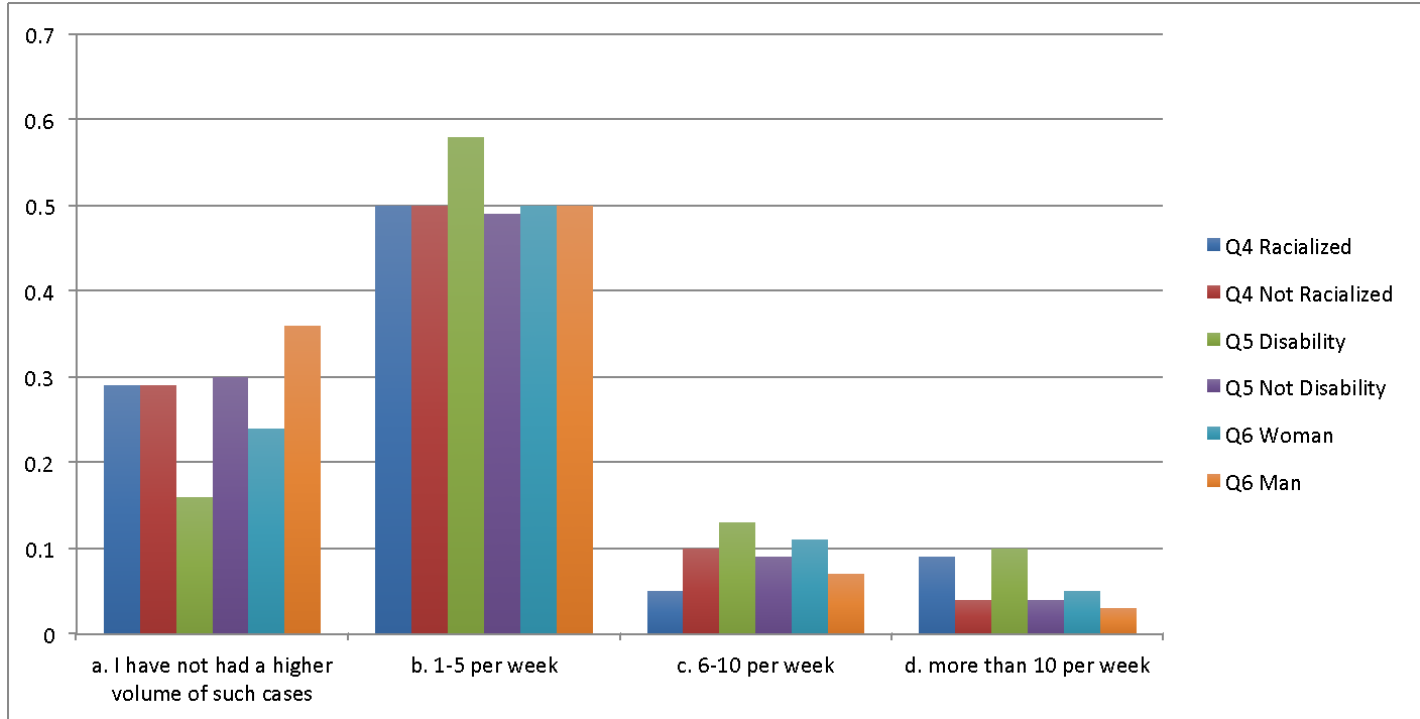
## Q12



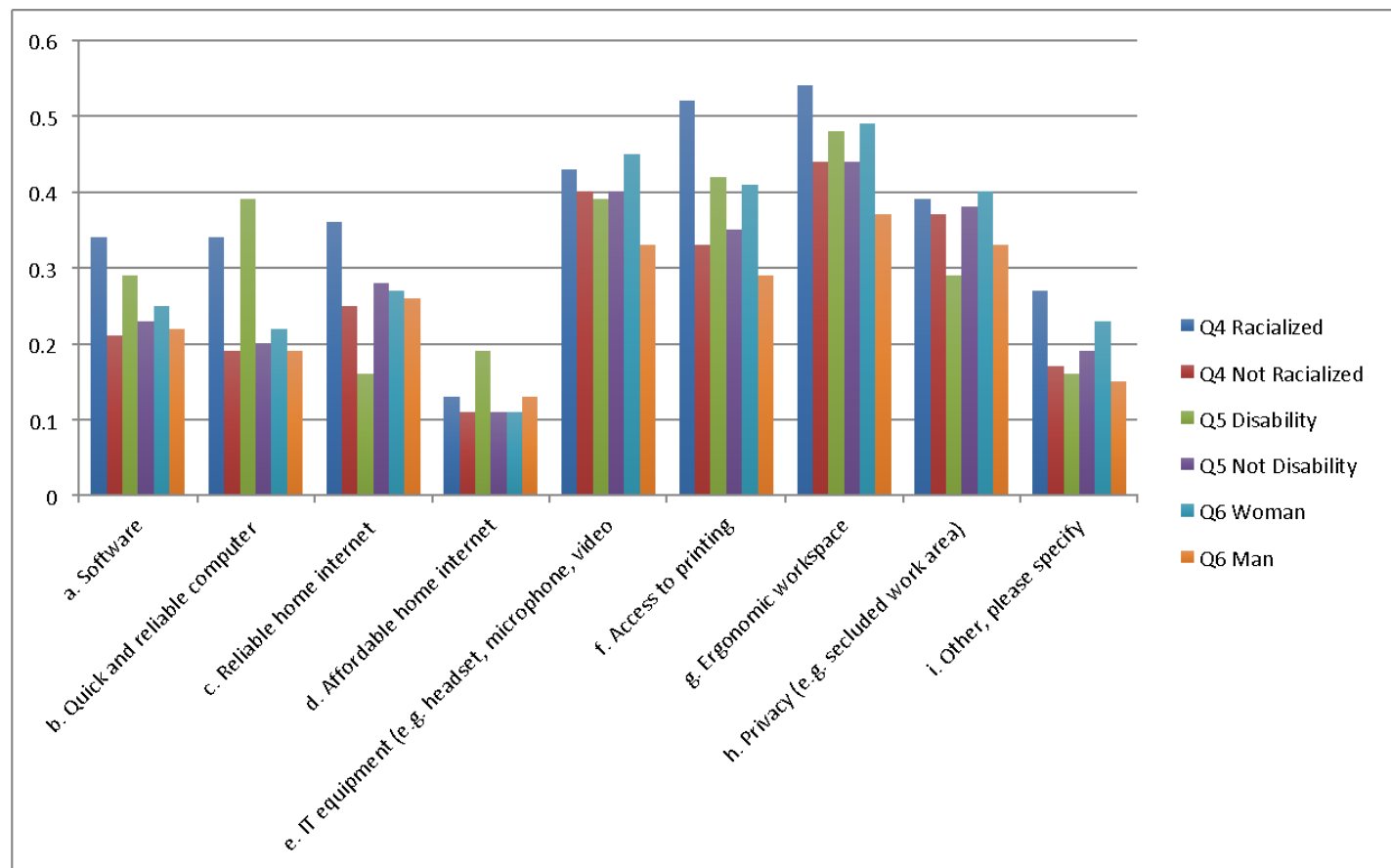
## Q13



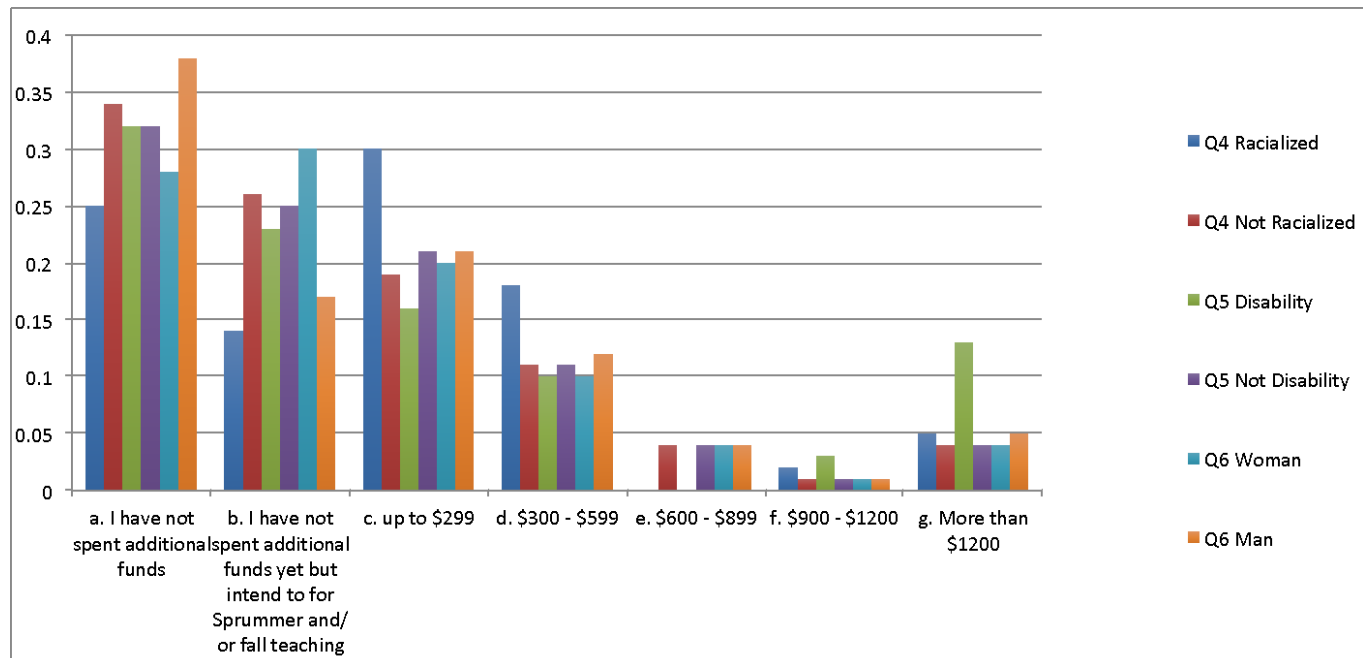
Q14



Q15

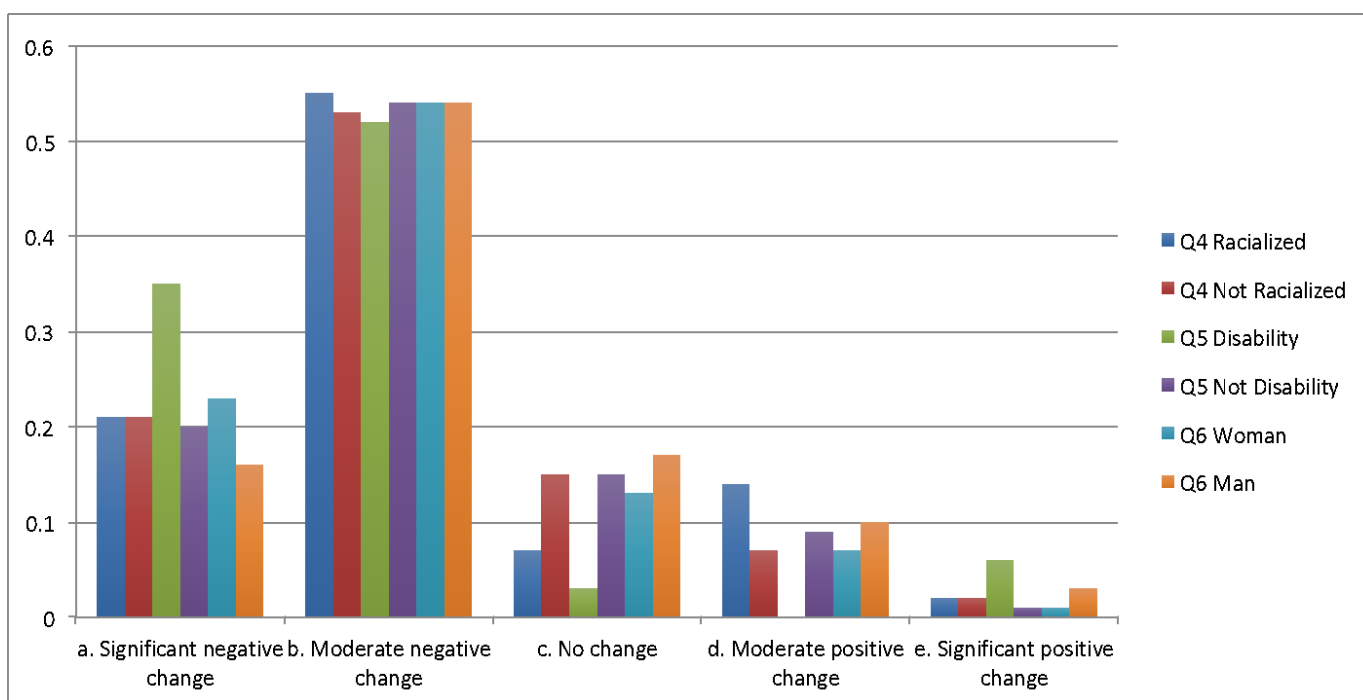


## Q16



## Q17





4. Differences among comment themes  
Q18 to Q3, 4, 5, 6, 10, 11, 12, 13, 14, 15, 16,17

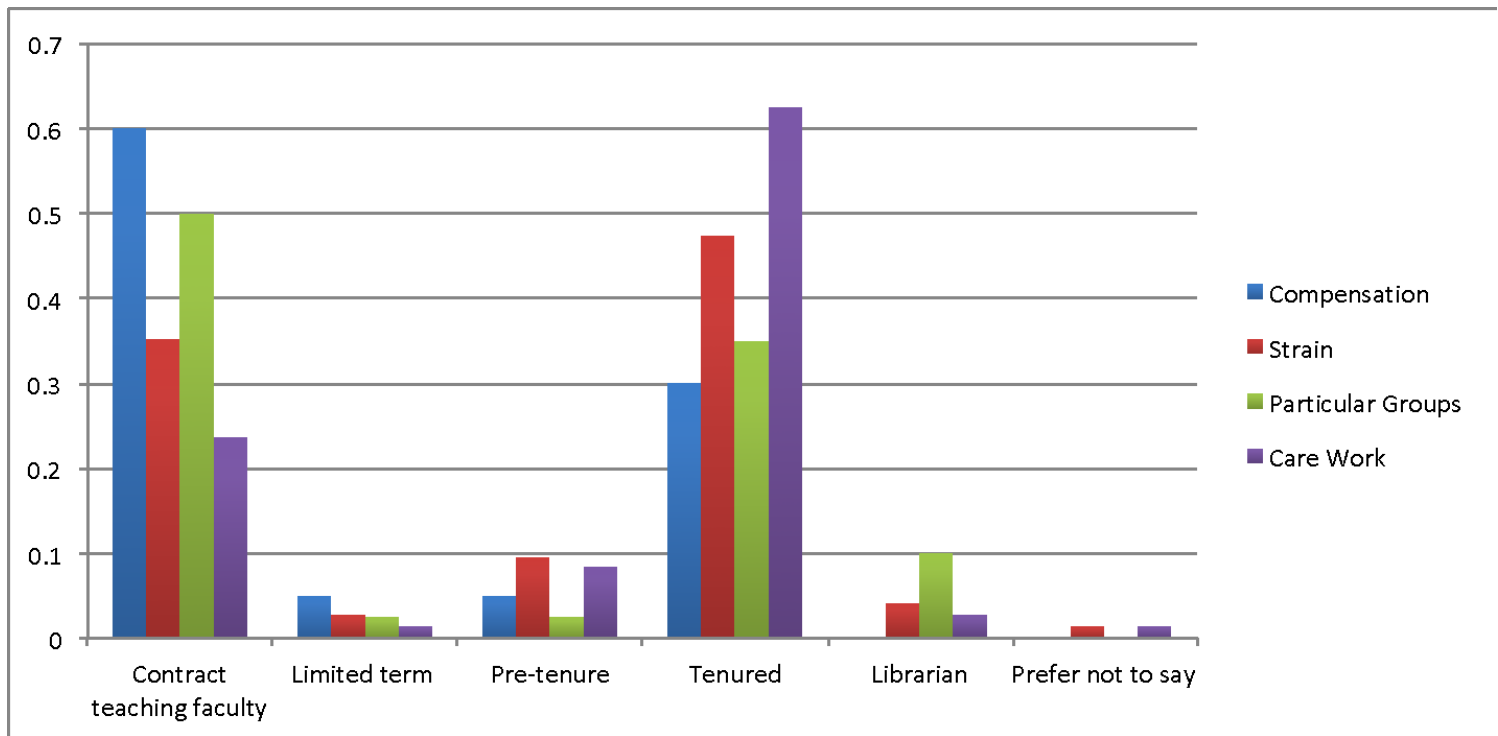
Comment Theme	Compensation	Strain	Particular Groups	Care Work
<b>Total Number</b>	<b>20 (11.4%)</b>	<b>74 (42.3%)</b>	<b>40 (22.9%)</b>	<b>72 (41.1%)</b>
<b>Q1 Employment</b>				
Contract teaching faculty	12 (60%)	26 (35%)	20 (50%)	17 (24%)
Limited term	1 (5%)	2 (3%)	1 (3%)	1 (1%)
Pre-tenure	1 (5%)	7 (9%)	1 (3%)	6 (8%)
Tenured	6 (30%)	35 (47%)	14 (35%)	45 (63%)
Librarian	0 (0%)	3 (4%)	4 (10%)	2 (3%)
Prefer not to say	0 (0%)	1 (1%)	0 (0%)	1 (1%)
Total	20 (100%)	74 (100%)	40 (100%)	72 (100%)
<b>Q2 Faculty</b>				
Arts	5 (25%)	27 (36%)	14 (35%)	30 (42%)
Education	0 (0%)	(0%)	1 (3%)	(0%)
Human and Social Sciences	0 (0%)	5 (7%)	2 (5%)	6 (8%)
International Policy and Governance	0 (0%)	(0%)	(0%)	(0%)
Lazaridis School	3 (15%)	8 (11%)	3 (8%)	6 (8%)
Liberal Arts	2 (10%)	3 (4%)	2 (5%)	7 (10%)
Music	1 (5%)	4 (5%)	2 (5%)	2 (3%)
Science	7 (35%)	14 (19%)	8 (20%)	13 (18%)
Social Work	1 (5%)	3 (4%)	2 (5%)	64 (89%)
2+ faculty affiliation	1 (5%)	10 (14%)	6 (15%)	8 (11%)
Total	20 (100%)	74 (100%)	40 (100%)	72 (100%)
<b>Q3 Indigenous</b>				
Blank	0 (0%)	1 (1%)	0 (0%)	2 (3%)
a. Yes	0 (0%)	2 (3%)	1 (3%)	1 (1%)
b. No	18 (90%)	70 (95%)	38 (95%)	62 (86%)
c. Prefer not to say	2 (10%)	1 (1%)	1 (3%)	7 (10%)
<b>Q4 Racialized</b>				
Blank	0 (0%)	1 (1%)	0 (0%)	3 (4%)
a. Yes	2 (10%)	10 (14%)	2 (5%)	13 (18%)
b. No	15 (75%)	59 (80%)	36 (90%)	47 (65%)
c. Prefer not to say	3 (15%)	4 (5%)	2 (5%)	9 (13%)

<b>Q5 Disability</b>				
Blank	0 (0%)	1 (1%)	0 (0%)	2 (3%)
a. Yes	3 (15%)	10 (14%)	5 (13%)	7 (10%)
b. No	14 (70%)	58 (78%)	33 (83%)	54 (75%)
c. Prefer not to say	3 (15%)	5 (7%)	2 (5%)	9 (13%)
<b>Q6 Gender</b>				
Blank	0 (0%)	1 (1%)	0 (0%)	2 (3%)
a. Woman	12 (60%)	51 (69%)	23 (58%)	49 (68%)
b. Man	5 (25%)	16 (22%)	13 (33%)	17 (24%)
d. Trans	0 (0%)	1 (1%)	(0%)	(0%)
f. Prefer not to say	3 (15%)	4 (5%)	4 (10%)	4 (6%)
g. Identity not listed above (please specify if you choose to): lesbian	0 (0%)	1 (1%)	0 (0%)	0 (0%)
<b>Q10 Additional Work</b>				
Yes	18 (90%)	65 (88%)	37 (93%)	65 (90%)
No	1 (5%)	8 (11%)	3 (8%)	6 (8%)
Prefer not to say	0 (0%)	1 (1%)	0 (0%)	1 (1%)
<b>Q11 Additional Prep Time Per Week</b>				
a. N/A (did not teach Winter 2020)	0 (0%)	4 (5%)	6 (15%)	1 (1%)
b. None	0 (0%)	4 (5%)	2 (5%)	2 (3%)
c. 3 hours or less	3 (15%)	10 (14%)	5 (13%)	15 (21%)
d. 3+ hours - 7 hours	7 (35%)	26 (35%)	14 (35%)	31 (43%)
e. 7+ hours - 11 hours	2 (10%)	10 (14%)	4 (10%)	11 (15%)
f. 11+ hours - 15 hours	0 (0%)	6 (8%)	2 (5%)	4 (6%)
g. Greater than 15 hours	5 (25%)	7 (9%)	5 (13%)	3 (4%)
<b>Average</b>	9.26	7.19	7.48	5.89
<b>Q12 Additional Time Per Week for Communication</b>				
a. None	0 (0%)	5 (7%)	1 (3%)	7 (10%)
b. 1 hour or less	0 (0%)	1 (1%)	2 (5%)	3 (4%)
c. 1-3 hours	5 (25%)	12 (16%)	10 (25%)	12 (17%)
d. 3+ hours - 5 hours	5 (25%)	17 (23%)	10 (25%)	26 (36%)
e. 5+ hours - 8 hours	5 (25%)	15 (20%)	6 (15%)	12 (17%)
f. Greater than 8 hours	3 (15%)	18 (24%)	10 (25%)	12 (17%)
<b>Average</b>	5.14	5.44	5.13	4.55

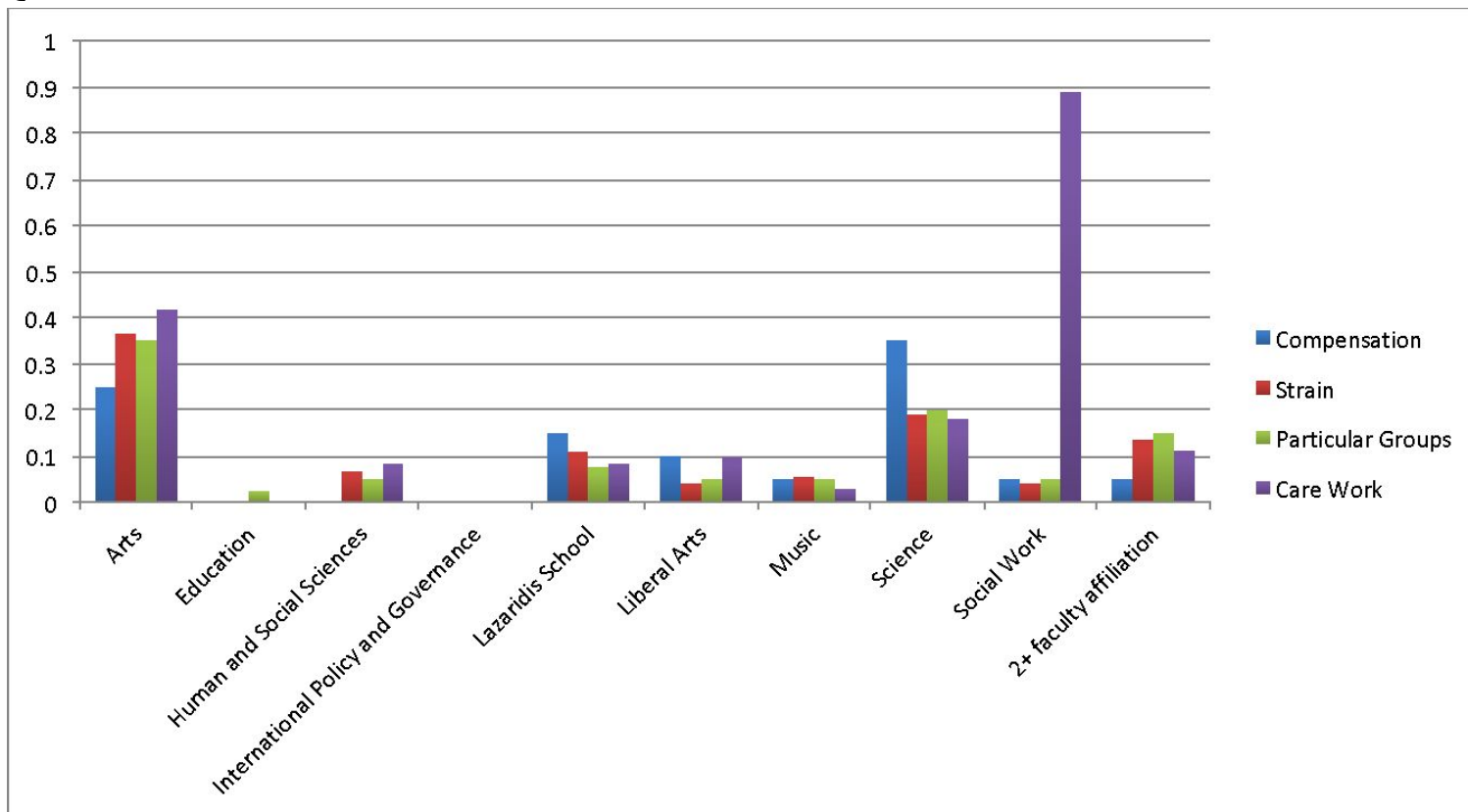
<b>Q13 Additional Time Learning</b>				
a. None	0 (0%)	3 (4%)	1 (3%)	0 (0%)
b. 3 hours or less	2 (10%)	16 (22%)	10 (25%)	27 (38%)
c. 3+ hours - 7 hours	7 (35%)	21 (28%)	10 (25%)	18 (25%)
d. 7+ hours - 11 hours	4 (20%)	11 (15%)	2 (5%)	10 (14%)
e. 11+ hours - 15 hours	2 (10%)	4 (5%)	4 (10%)	4 (6%)
f. Greater than 15 hours	3 (15%)	14 (19%)	13 (33%)	8 (11%)
<b>Average</b>	8.89	8.12	9.88	6.46
<b>Q14 Student Issues</b>				
a. I have not had a higher volume of such cases	3 (15%)	11 (15%)	11 (28%)	12 (17%)
b. 1-5 per week	10 (50%)	38 (51%)	19 (48%)	35 (49%)
c. 6-10 per week	4 (20%)	10 (14%)	8 (20%)	12 (17%)
d. more than 10 per week	1 (5%)	9 (12%)	2 (5%)	7 (10%)
<b>Average</b>	4.28	4.84	3.78	4.64
<b>Q15 Ability Issue</b>				
a. Software	7 (35%)	27 (36%)	11 (28%)	30 (42%)
b. Quick and reliable computer	7 (35%)	21 (28%)	14 (35%)	22 (31%)
c. Reliable home internet	2 (10%)	16 (22%)	11 (28%)	20 (28%)
d. Affordable home internet	3 (15%)	10 (14%)	5 (13%)	10 (14%)
e. IT equipment (e.g. headset, microphone, video camera, green screen, etc.)	11 (55%)	33 (45%)	20 (50%)	40 (56%)
f. Access to printing	8 (40%)	30 (41%)	11 (28%)	38 (53%)
g. Ergonomic workspace	15 (75%)	37 (50%)	19 (48%)	43 (60%)
h. Privacy (e.g. secluded work area)	10 (50%)	34 (46%)	16 (40%)	48 (67%)
i. Other, please specify	8 (40%)	21 (28%)	15 (38%)	29 (40%)
<b>Q16 Money Spend</b>				
a. I have not spent additional funds	8 (40%)	21 (28%)	14 (35%)	20 (28%)
b. I have not spent additional funds yet but intend to for Sprummer and/or fall teaching	2 (10%)	19 (26%)	4 (10%)	20 (28%)
c. up to \$299	7 (35%)	18 (24%)	16 (40%)	12 (17%)
d. \$300 - \$599	0 (0%)	6 (8%)	3 (8%)	9 (13%)
e. \$600 - \$899	0 (0%)	3 (4%)	1 (3%)	4 (6%)

f. \$900 - \$1200	0 (0%)	2 (3%)	0 (0%)	1 (1%)
g. More than \$1200	2 (10%)	5 (7%)	2 (5%)	4 (6%)
<b>Average</b>	<b>270.00</b>	<b>479.17</b>	<b>234.38</b>	<b>530.00</b>
<b>Q17 Well-being</b>				
a. Significant negative change	1 (5%)	1 (1%)	9 (23%)	28 (39%)
b. Moderate negative change	3 (15%)	27 (36%)	20 (50%)	39 (54%)
c. No change	16 (80%)	37 (50%)	8 (20%)	2 (3%)
d. Moderate positive change	0 (0%)	8 (11%)	3 (8%)	1 (1%)
e. Significant positive change	0 (0%)	1 (1%)	0 (0%)	2 (3%)
<b>Average</b>	<b>-0.25</b>	<b>-0.26</b>	<b>-0.88</b>	<b>-1.25</b>

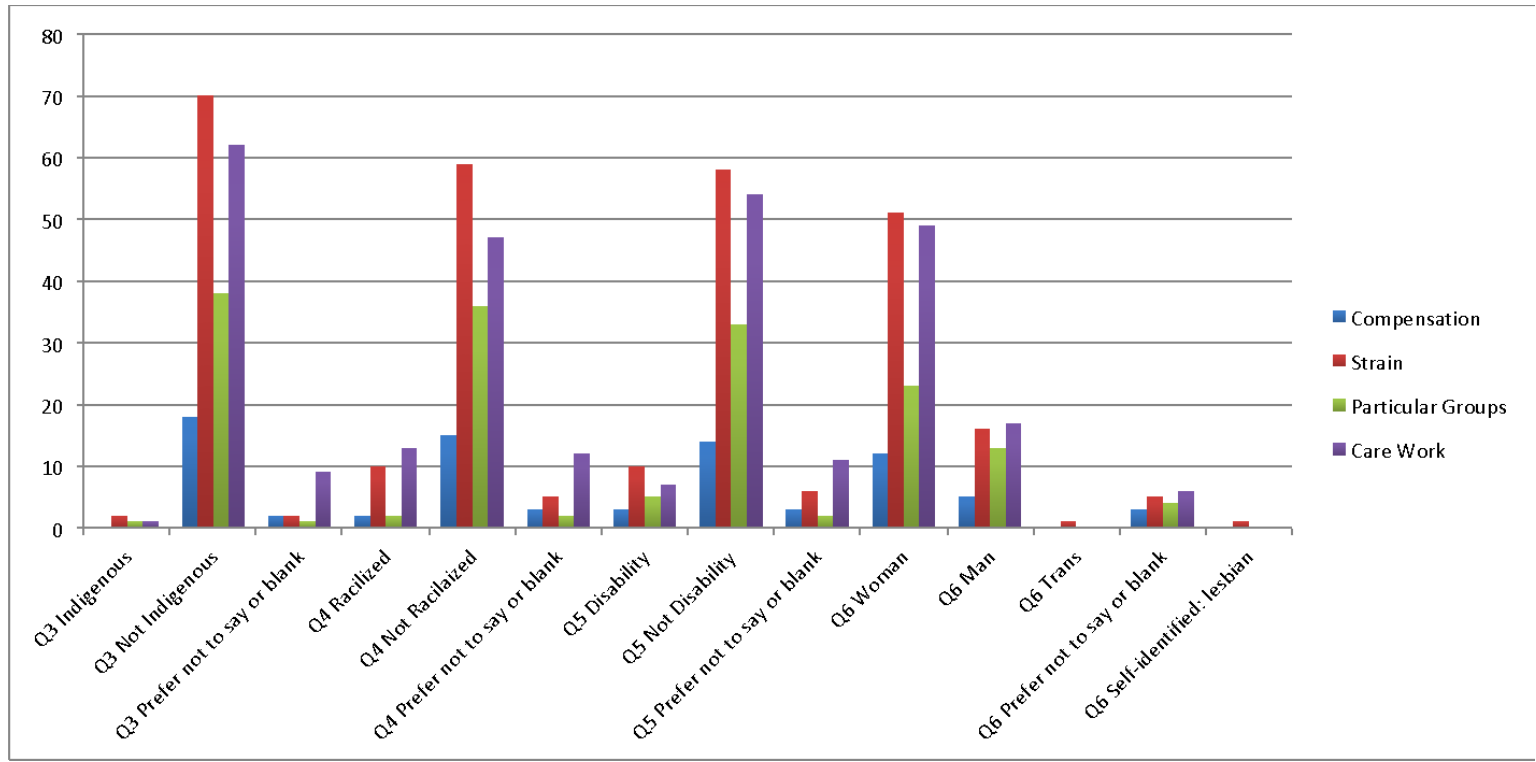
Q1



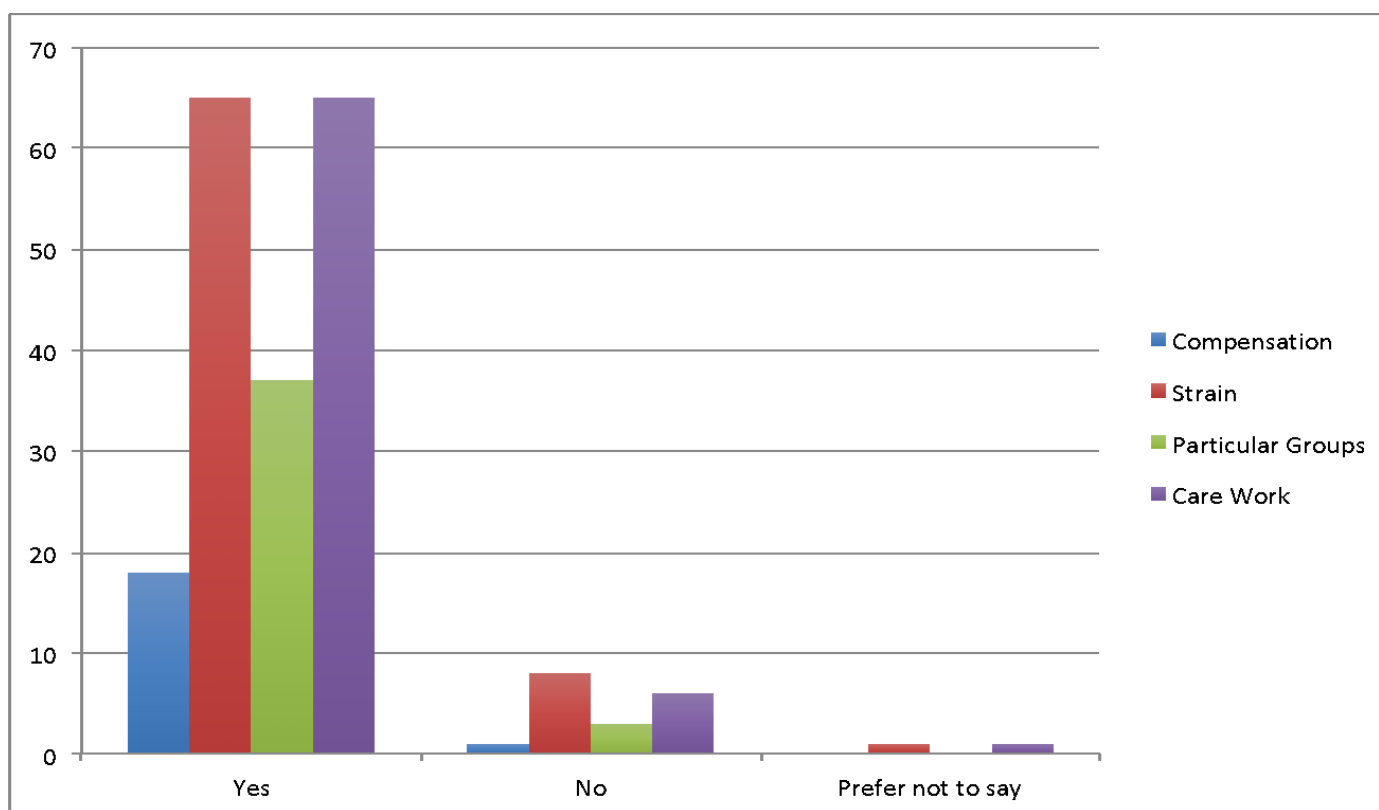
Q2



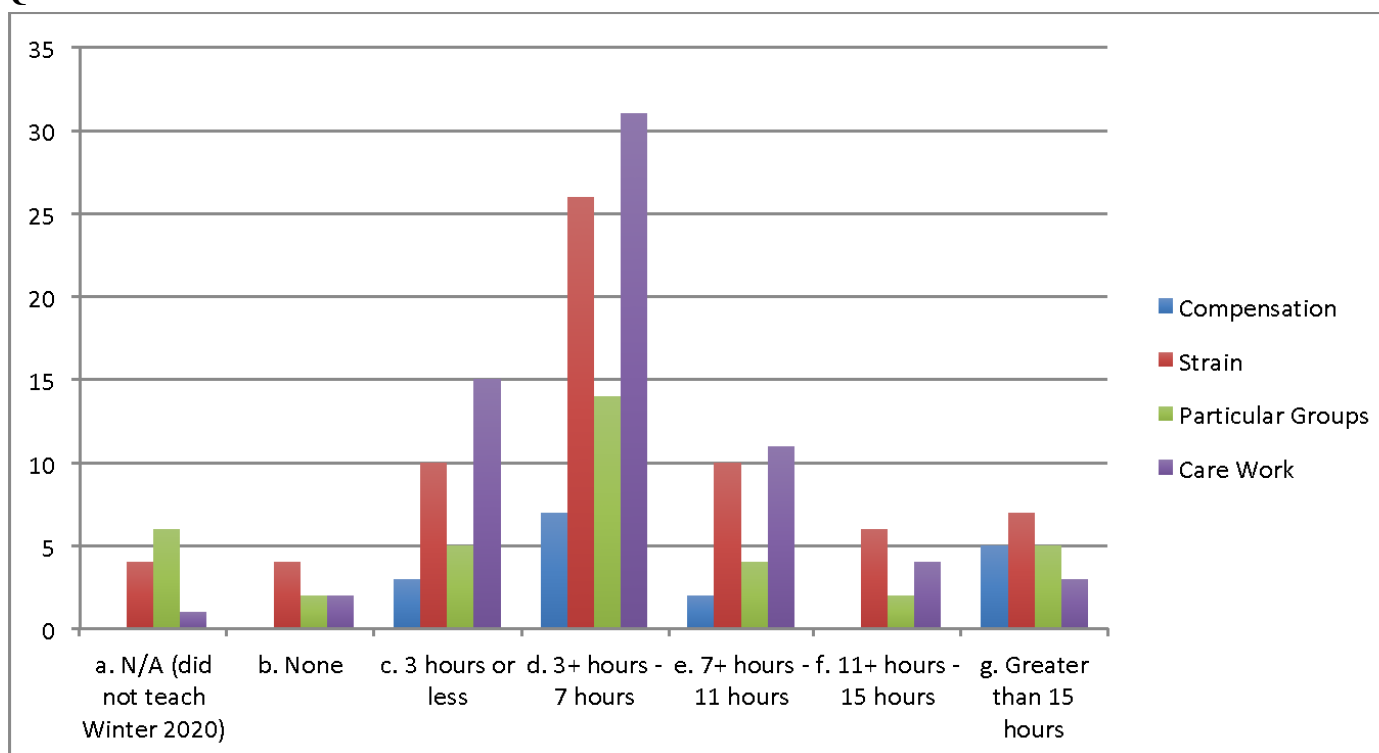
Q3, 4, 5, 6



Q10

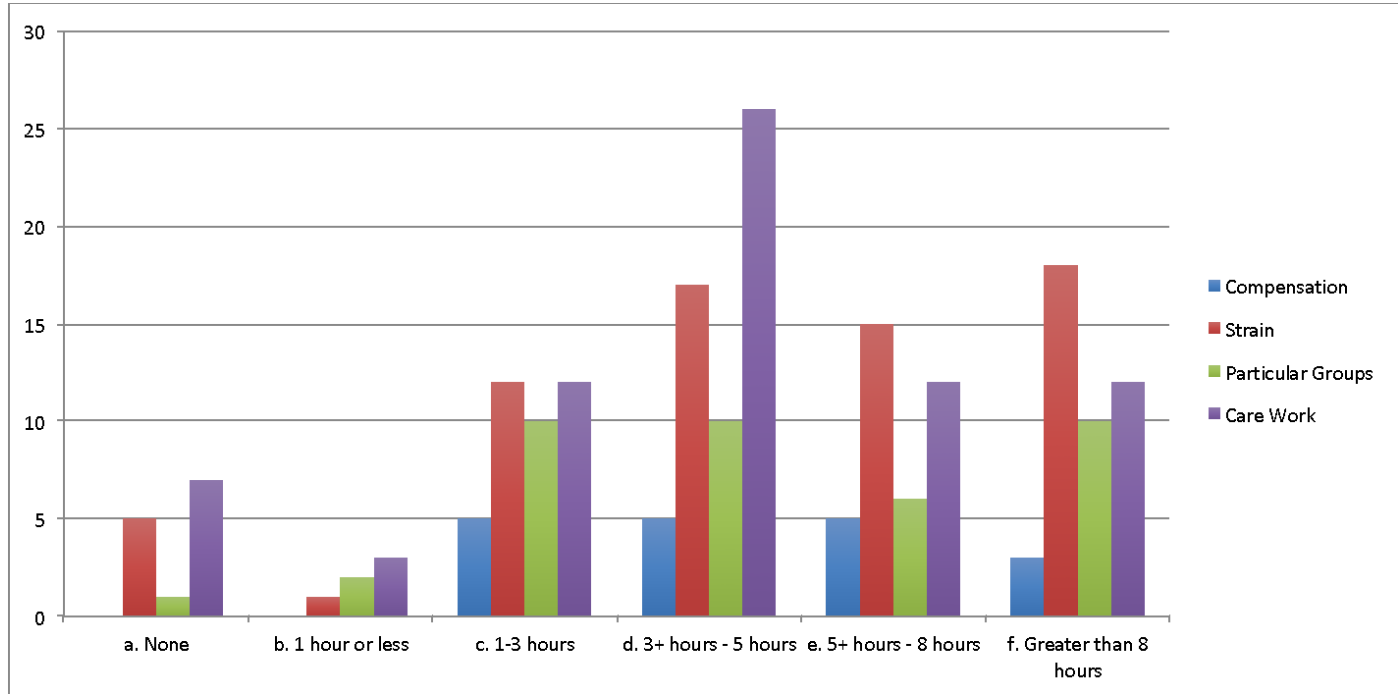


### Q11

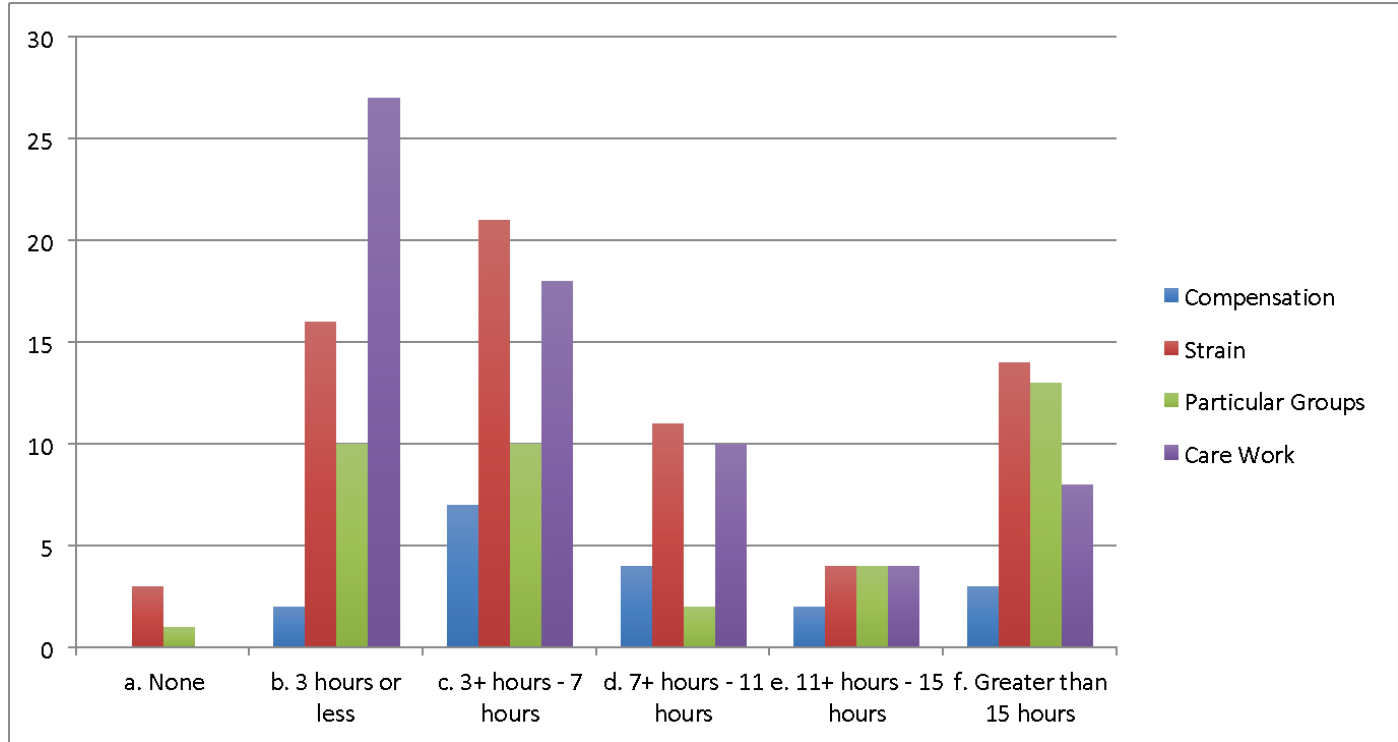




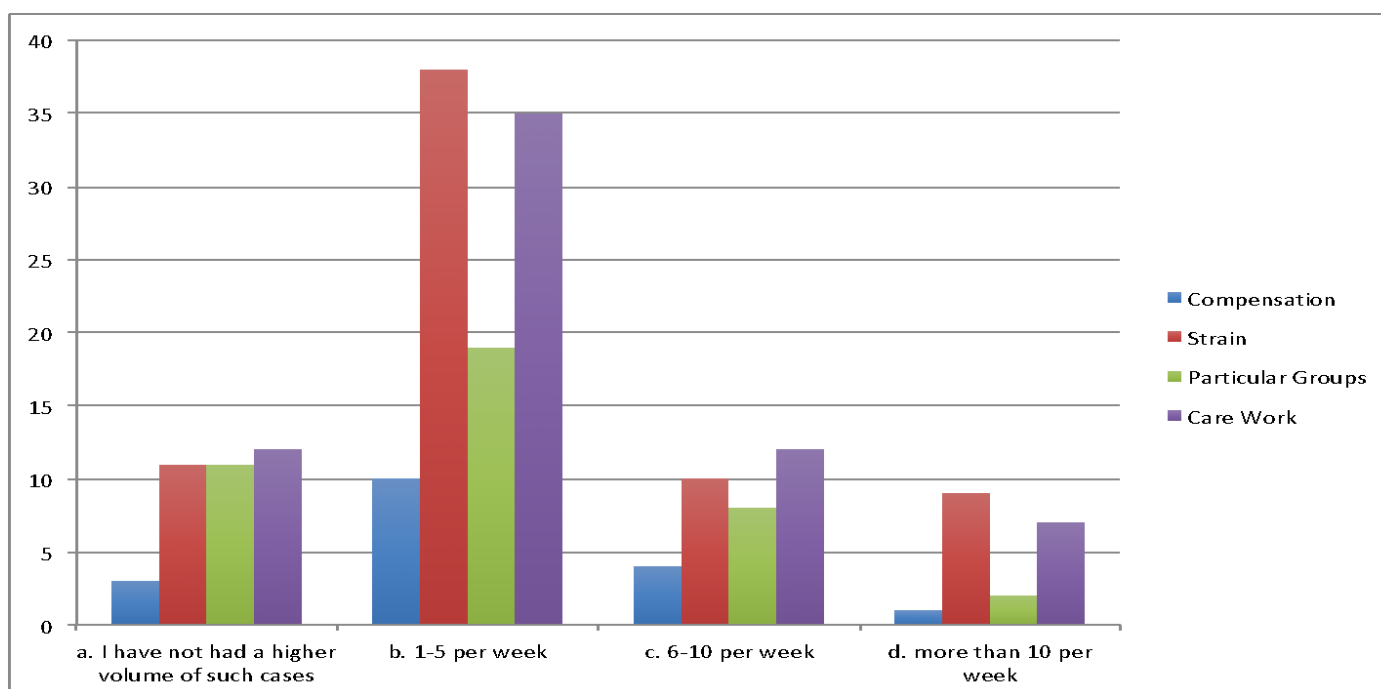
Q12



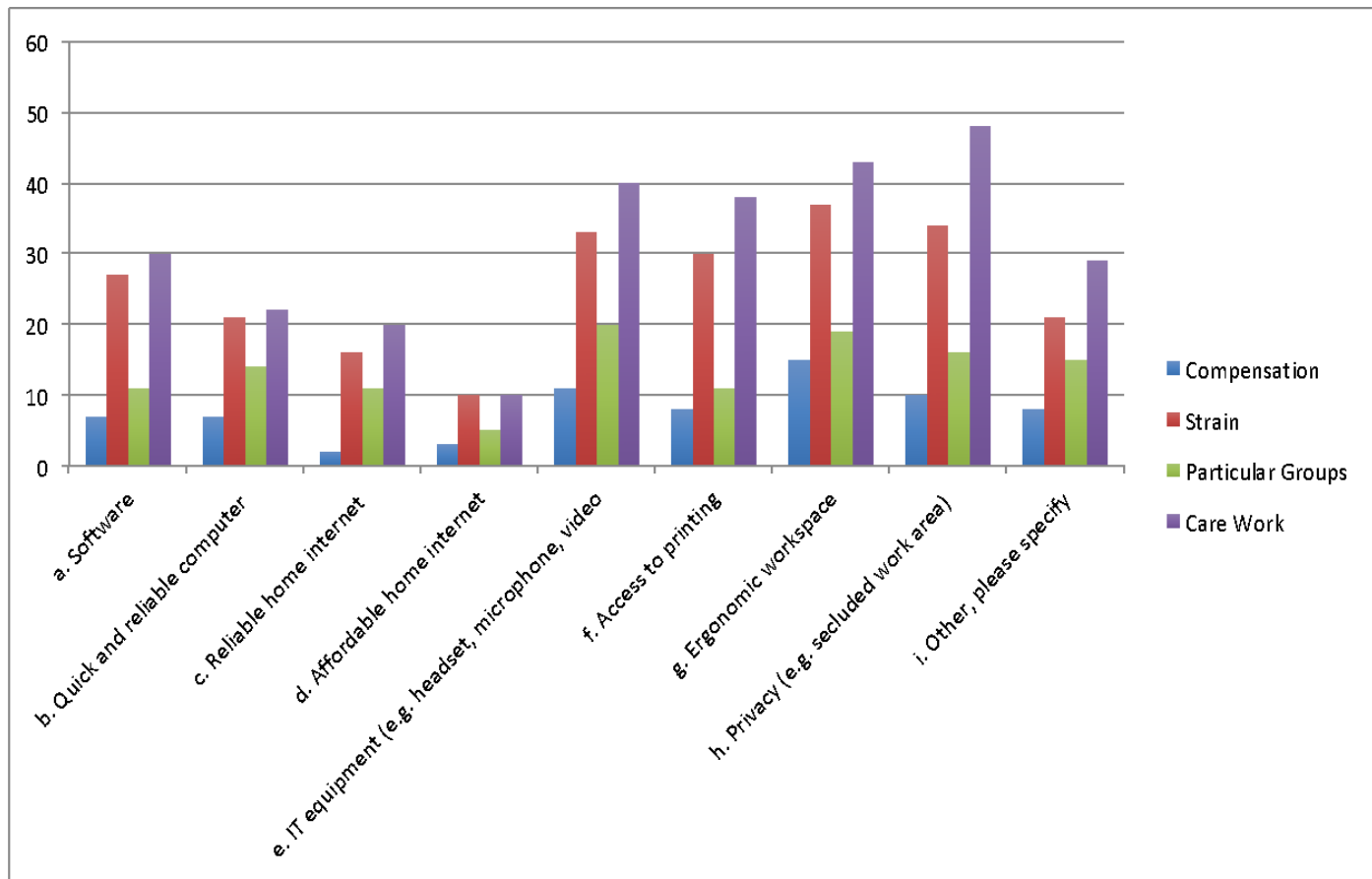
Q13



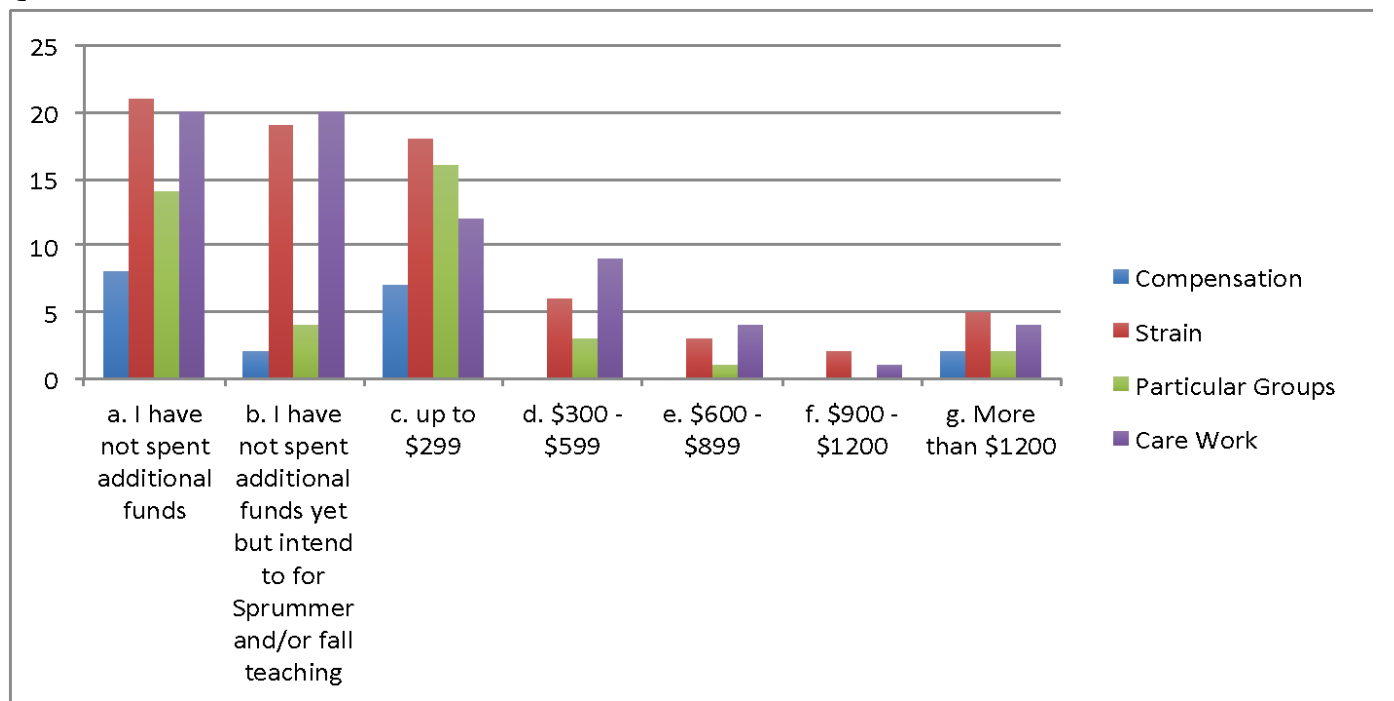
Q14



Q15



Q16



Q17

