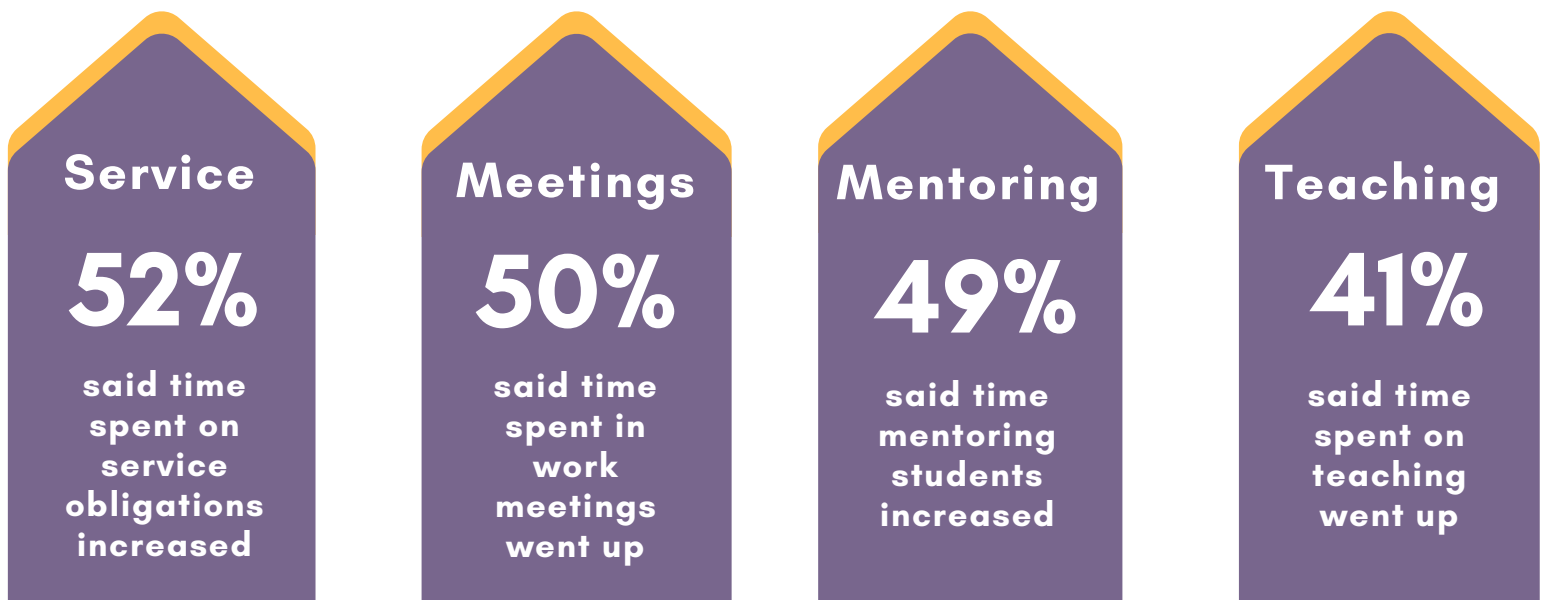


THE ISSUE: Greater student-related and service loads

In Spring 2022, faculty reported heightened responsibilities to students – via mentoring and teaching – as well as greater service obligations compared to pre-pandemic times. Faculty also said recruiting graduate students suffered. Faculty reported spending increased time in four categories.



Notable findings in the survey:

Underrepresented minority faculty and women reported increased time mentoring students, compared to non-URM faculty and men, respectively. Women reported a greater increase in service work than men.



What faculty said:

"The students are not okay. The amount of care work required of faculty, especially those of us willing to take on the responsibilities of compassionate pedagogy, is exhausting and leaves less, if little, creative, critical, and physical energy for scholarship. It also greatly diminishes the amount of time available to dedicate to non-teaching-related productivity."

"...I found that a lot of my time was used in ways that took away from my research and writing, but helped me to build stronger relationships with my students."



Based on the findings, Advance at UNM recommends:

- Initiating a program that trains TAs/GAs to be COVID liaisons who work with faculty, advisors, and students to support struggling students.
- Improving communication to faculty about resources and support for students, including mental health resources.
- Rewarding women and URM faculty for their mentoring successes.