

QUESTION: HOW WOULD RETURN ONE HOUR A DA PURDUE FACULTY?

Responses as of 10 April 2023

General Comments

Key comments that were consistent

- “First, I'm thankful that the new Administration recognizes that faculty are dying from death by a thousand cuts.”
- Centralization of many services to “increase efficiency” has shifted the burden of managing the bureaucracy from support staff to faculty.
 - “Recognize that administration is not fourth mission of the university...”
- Training requirements are excessive, and many faculty report renewals of things like FERPA are not annual at other institutions.
- More TA support is needed. UG course sizes are growing without increasing TA support in many disciplines.... Grading is specifically mentioned.

96 responses have been received by the Senate portal so far

Selection of the most common keywords include:

- ***Staff. 37*** mentions
- ***Teaching loads: 23*** mentions
- ***Business office: 21*** mentions
- ***Purchasing: 7*** mentions
- ***IRB. 6*** mentions
- ***Email. 6*** mentions
- ***ITaP. 4*** mentions

Representative comments re: staff

37 responses mention staff (39%)

- Please hire staff! Staff, staff, staff are essential for faculty to have time to conduct our research and work with our students.
- Staff across campus feel overworked and drained. Staff need to have manageable workload to remain successful in their job. Students, faculty, and admin/professional have all increased in size while clerical staff have not increased. When the world expands around staff but staff does not grow—it puts higher demands on the remaining staff. A campus survey would be greatly appreciated to determine job satisfaction and workload status. How many employees are doing the work of others on top of their own? Let's ask how the staff are doing across campus. A lean workforce makes an unhappy workforce.

Representative comments re: staff (cont.)

37 responses mention staff (39%); many mention that attempts to have faculty do administrative work are inefficient

- Here's a brief summary of all the online forms and systems I am expected to be successfully navigating at all times: SPS (preawards, postawards, contracting), coesus, concur, iucac, IBC, brightspace, gradescope, my purdue, one purdue, iclickers, forms for the grad school, forms for the department, IDPs, successfactors, ilabs, PARS, RCR, CITI training, FERPA, title X training, REMexamsoft, ELMS, webcert trainings, ISP, PRF, OTC. This is on top of all the forms and systems from NIH, DoD, ACS, manuscript submissions, manuscript reviews, websites for actually doing science, which is supposed to be my job. I understand there are a lot of regulations that we must comply with, but I am always disappointed with how user unfriendly most of the Purdue systems are.
- I spend at least one hour per week following up with SPS Contracts on awarded grants and sub-awards that need to get put into place. These take months to get finalized.

Representative comments re: Business Office

Relatedly, 21 responses mention the business office specifically (22%)

- Please bring the business office back to campus, and give the departmental business office the authority they used to have to do things.
- Business processes' efficiency must be increased across the board to save faculty and staff time. ... This lack of standardized processes for requests and signatures seems to be pervasive across the university, in my experience. Sorry, but this is not how a “top 5” university should be handling large-scale processing of forms and approvals in 2023.
- Executive summary of several comments: Concur remains unpopular.

Representative comments re: Purchasing

And on another related theme, 7 comments specifically addressed purchasing processes (7%)

- Please simplify the purchase rules! Let us buy directly what we need and get reimbursed from the business office simply. ... It took me 3 days to be able to submit a manuscript because I wasn't allowed to pay the submission fee directly.
- Everything to do with contract setup and administration is slow and inefficient. I spent inordinate amounts of time trying to convince my own business office that equipment, supplies, or other expenses necessary to execute a project ought to be allowable.
- Help element the burdensome layers of bureaucracy. As someone who works with student organizations, I am constantly reminded that if we can build a Rube Goldberg machine but without transparency in the process, we do.

Representative comments re: Teaching

23 responses mention teaching (24%)

- You could shorten semesters by one week. Currently, our semesters at Purdue are 16 weeks. Taking into consideration holidays, they are roughly 15 weeks. Most universities and colleges are shorter than that, 12 to 14 weeks.
- Provide more funding for teaching assistants. That would help a great deal in classroom preparation and evaluating students, and much time would be saved for faculty members.
- Reduced teaching loads for working on large proposals.
- 4 mentions of the DRC, e.g. Increase the faculty to student ratio, more faculty or fewer students. Increase support/authority of the DRC to handle testing accommodations. Any class over 100 students should be assigned a specific DRC person to handle accommodations.

Representative comments re: Meetings

Meetings and scheduling came up in 6 responses (6%)

- Create a designated hour each week in each department during which classes will not be scheduled so that there can be a standing committee time.
- I have heard from some companies that they designate a day without meetings. This would allow faculty to grade, prepare and otherwise make better use of a full day rather than trying to work between meetings.
- Currently too much of my time is spent scheduling meetings and/or finding a time everyone is available. Outlook scheduling assistant could easily be used to find an available time and location for a meeting. However, many faculty do not use Outlook and thus it is an unreliable tool.

Other representative comments

Other topics of concern include email, IRB, and the centralization of ITaP

- The academic IT units merging is taking away our time in an even worse situation than before. The IT tickets weren't handled efficiently from central. We lost the accessibility to use our local IT by calling them directly, or just go and grab. To make it worse, we even don't have a point to complain about these issues.
- Overhauling of the IRB process and IRB officer training—faculty spend a great deal of time dealing with inconsistent and unclear expectations, even for minimal risk research.
- Too many emails, too many approvals needed on too many platforms.

Our favorite suggestion so far: create a shuttle service running between Indianapolis and WL.

This would:

- **Allow work during commutes**
- **Help build the tech corridor**
- **Acknowledge faculty and staff who prefer to live in Indianapolis for demographic reasons**
- **Promote collaboration**



To be cont.?

Please keep feedback coming

In particular, President Chiang has asked faculty to weigh in on the uses of AI across the university

THANK YOU

[https:// www.purdue.edu/senate/contact/chair -feedback1.php](https://www.purdue.edu/senate/contact/chair-feedback1.php)

How would you return one hour per day to faculty?

Ideas about how to return time to faculty and increase efficiency? Share them below.