



HEDS COVID-19 Institutional Response Faculty Survey Comparison Report Northern Michigan University

Table of Contents

Released 8/26/2020

Thank you for participating in the HEDS COVID-19 Institutional Response Faculty Survey. We hope our survey and this report are useful tools for informing practices at your institution and supporting your faculty at Northern Michigan University. This report summarizes responses from 4,071 faculty members at 27 institutions that administered between April 17 and July 24.

Please use the Table of Contents below to navigate the tabs in this report:

[Worries and Stress](#)

[Lack of Control Indicator](#)

[Pushed Indicator](#)

[Senior Leadership Support Indicator](#)

[Institutional Communication Indicator](#)

[Key Questions by Demographic](#)

[Frequencies for All Survey Questions](#)

[Participating Institutions](#)



**HEDS COVID-19 Institutional Response Faculty Survey
Comparison Report
Northern Michigan University**

Worries and Stress

[Back to Table of Contents](#)

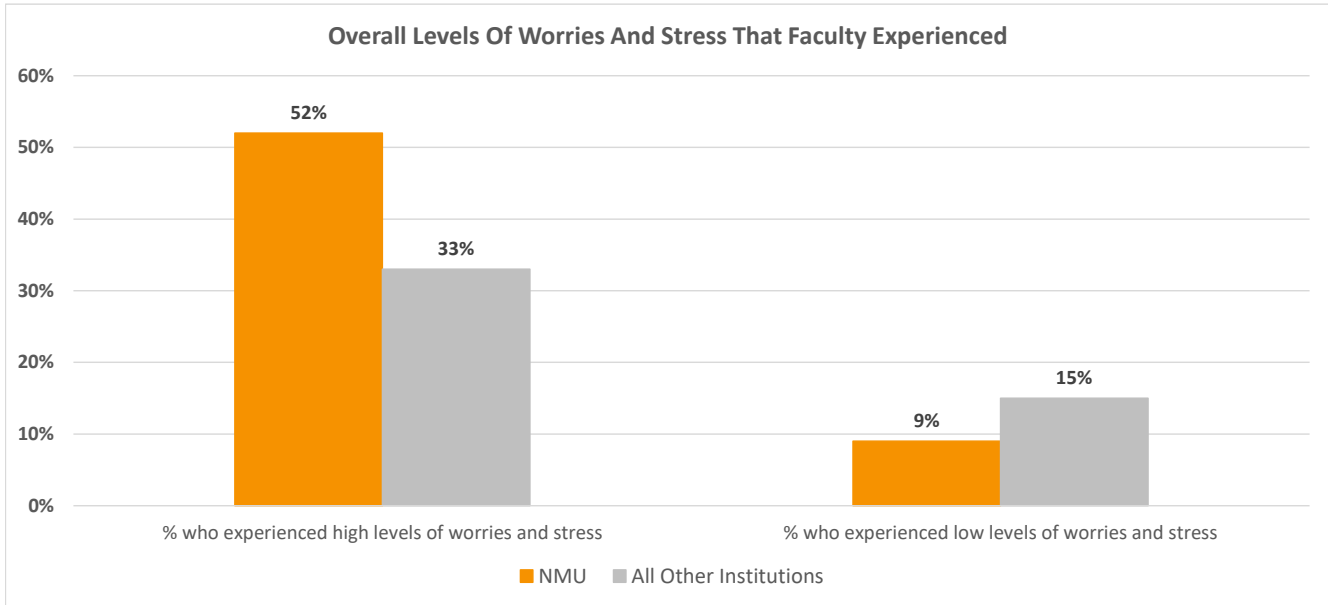


Table 1. Worries and Stress Statements

Given the changes caused by the spread of COVID-19, how often do you worry about the following? (Q5)

1=Never, 2=Almost never, 3=Sometimes, 4=Often, 5=Very often

- Doing your job effectively despite the changes in your work environment
- Feeling pressure to come to your place of work
- Losing connections with your colleagues at NMU
- The health and well-being of your colleagues
- The health and well-being of your students
- The health and well-being of your friends and family
- Your health and well-being
- What the future holds for NMU
- Having access to health care for you and/or your family
- Paying your bills
- Losing your job

Overall, how much stress are you feeling about the potential consequences of the spread of COVID-19? (Q8)

1=A great deal, 2=Some, 3=Little or none

Table 2. High Levels of Worries and Stress¹

	Number of faculty who responded to all Worries and Stress statements		Percentage of faculty who experienced high levels of worries and stress		
	NMU	All Other Institutions	NMU	All Other Institutions	Effect Size ² vs. Other Institutions
All Respondents					
Overall Worry and Stress	293	3,481	52%	33%	
Respondents by Gender					
Men	125	1,401	42%	26%	
Women	144	1,678	58%	36%	
Non-binary	3	30		33%	
Respondents by Employment Status					
Part-time	84	645	54%	21%	
Full-time	200	2,763	50%	36%	
Respondents by Academic Rank					
Tenure Track	Professor	78	845	42%	32%
	Associate	46	816	57%	37%
	Assistant Professor	47	697	43%	35%
Non-tenure Track	Lecturer	1	157		27%
	Instructor	101	516	57%	22%
Respondents by Race/Ethnicity					
American Indian or Alaska Native	0	3			
Asian	6	133	50%	31%	
Black or African American	4	99		28%	
Native Hawaiian or other Pacific Islander	0	1			
White	231	2,477	48%	31%	
Hispanic or Latino/a	8	108	88%	43%	
Two or more races	3	55		25%	

¹The "% who experienced high levels of worries and stress" and "% who experienced low levels of worries and stress" include faculty members who answered all 11 Worries statements and answered the Stress question listed in Table 1. The "% who experienced high levels of worries and stress" is the proportion of faculty who (a) responded "Very often" or "Often" to at least six of the 11 Worries statements, and (b) responded "A great deal" for the Stress question. The "% who experienced low levels of worries and stress" is the proportion of faculty who (a) responded "Never" or "Almost never" to at least four of the 11 Worry statements, (b) did NOT select "Very often" for any of the Worry statements, and (c) responded "Some" or "Little or none" for the Stress question. **We only calculate "percentage who experienced high levels of worries and stress" in Table 2 when there are five (5) or more respondents.**

²The symbol in this column represents the effect size of the difference between your institution's proportion of faculty experiencing high levels of worries and stress and that of the comparison group. "Effect size" measures the magnitude of that difference. **We only calculate effect size when "percentage who experienced high levels of worries and stress" is based on five (5) or more respondents.**

↓↓↓ Large positive difference ↓↓ Medium positive difference ↓ Small positive difference ≈ No difference
 ↑ Small negative difference ↑↑ Medium negative difference ↑↑↑ Large negative difference



HEDS COVID-19 Institutional Response Faculty Survey Comparison Report Northern Michigan University

Lack of Control Indicator

[Back to Table of Contents](#)

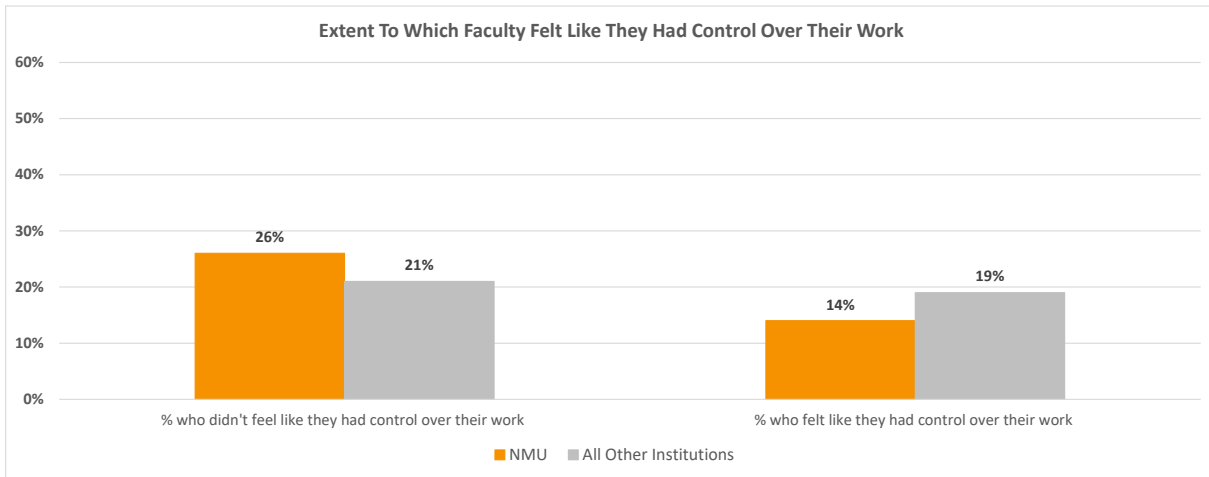


Table 1. Lack of Control Indicator Statements¹

Since NMU started responding to COVID-19, how often have you: (Q6)
1=Never, 2=Almost never, 3=Sometimes, 4=Often, 5=Very often

- Felt difficulties were piling up so high that you could not overcome them?
- Felt that you were on top of things?*
- Had too many worries?

*This item is reverse coded so that 1=Very often and 5=Never.

¹The Lack of Control Indicator is a sub-scale from the Brief Inventory of Perceived Stress (BIPS) Scale from a Northwestern University study. Lehman, K. A., Burns, M. N., Gagen, E. C., & Mohr, D. C. (2012). Development of the Brief Inventory of Perceived Stress. *Journal of Clinical Psychology*, 68 (6), 631-644.

Table 2. Lack of Control Indicator Statistics²

	Number of faculty who responded to all indicator statements		Mean Lack of Control score		Percentage of faculty who didn't feel like they had control over their work			Effect Size ³ vs. Other Institutions
	NMU	All Other Institutions	NMU	All Other Institutions	NMU	All Other Institutions		
All respondents								
Overall Lack of Control Indicator	294	3,537	3.25	3.04	26%	21%		↑
Respondents by Gender								
Men	125	1,419	3.09	2.84	20%	14%		↑
Women	145	1,710	3.33	3.16	30%	24%		
Non-binary	3	30		3.16		30%		↑↑
Respondents by Employment Status								
Part-time	85	662	3.09	2.56	24%	8%		
Full-time	200	2,796	3.32	3.15	27%	23%		≈
Respondents by Academic Rank								
Professor	78	852	3.20	2.97	27%	19%		
Associate	45	828	3.41	3.26	29%	26%		≈
Assistant	48	708	3.32	3.19	27%	24%		≈
Lecturer	1	159		2.72		11%		
Instructor	101	528	3.14	2.60	23%	9%		
Respondents by Race/Ethnicity								
American Indian or Alaska Native	0	3						
Asian	6	138	2.61	3.00	0%	14%		
Black or African American	4	101		2.90		18%		↑
Native Hawaiian or other Pacific Islander	0	1						↑↑
White	232	2,516	3.19	3.00	25%	19%		
Hispanic or Latino/a	8	109	3.63	3.10	38%	19%		
Two or more races	3	55		2.87		22%		
Respondents by Connection to NMU								
Very strong connection	148	2,067	3.18	2.97	22%	19%		≈
Some connection	116	1,220	3.20	3.08	28%	21%		
Very little or no connection	29	219	3.80	3.44	45%	34%		

²We calculate the Lack of Control Indicator, "% who didn't feel like they had control over their work," and "% who felt like they had control over their work," from responses of faculty members who answered all three (3) indicator statements listed above. The Lack of Control Indicator is the average of all faculty members' responses. The "% who didn't feel like they had control over their work" is the proportion of faculty whose responses summed to a score of at least 12, or the equivalent of answering "Very often" or "Often" to all statements listed in Table 1. "% who felt like they had control over their work" is the proportion of faculty whose responses summed to a score of at most six (6), or the equivalent of answering "Never" or "Almost never" to all indicator statements listed in Table 1. **We only calculate a mean and the "percentage who didn't feel like they had control over their work" in Table 2 when there are five (5) or more respondents.**

³The symbol in this column represents the effect size of the difference between your institution's proportion of faculty who didn't feel like they had control over their work and that of the comparison group. "Effect size" measures the magnitude of that difference. **We only calculate effect size when "percentage who didn't feel like they had control over their work" is based on five (5) or more respondents.**

Large positive difference	Medium positive difference	Small positive difference	≈ No difference
Small negative difference	Medium negative difference	Large negative difference	

Cronbach's α = 0.78



HEDS COVID-19 Institutional Response Faculty Survey Comparison Report Northern Michigan University

Pushed Indicator

[Back to Table of Contents](#)

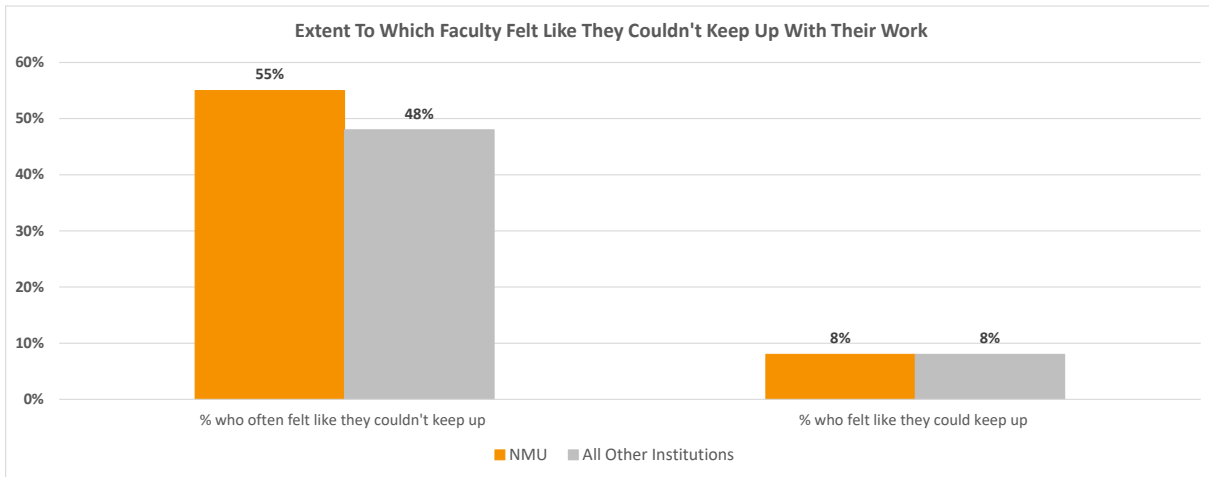


Table 1. Pushed Indicator Statements¹

Since NMU started responding to COVID-19, how often have you: (Q6)
1=Never, 2=Almost never, 3=Sometimes, 4=Often, 5=Very often

- Had too many things to do?
- Felt you were in a hurry?
- Felt under pressure from deadlines?

¹The Lack of Control Indicator is a sub-scale from the Brief Inventory of Perceived Stress (BIPS) Scale from a Northwestern University study. Lehman, K. A., Burns, M. N., Gagen, E. C., & Mohr, D. C. (2012). Development of the Brief Inventory of Perceived Stress. *Journal of Clinical Psychology*, 68 (6), 631-644.

Table 2. Pushed Indicator Statistics²

	Number of faculty who responded to all indicator statements		Mean Pushed score		Percentage of faculty who felt like they couldn't keep up			Effect Size ³ vs. Other Institutions	
	NMU	All Other Institutions	NMU	All Other Institutions	NMU	All Other Institutions			
All respondents									
Overall Pushed Indicator	292	3,543	3.78	3.68	55%	48%		↑	
Respondents by Gender									
Men	123	1,419	3.66	3.46	50%	39%			
Women	145	1,710	3.85	3.81	57%	54%		≈	
Non-binary	3	30		3.94		63%		↑↑	
Respondents by Employment Status									
Part-time	84	664	3.60	3.07	45%	26%		↑	
Full-time	199	2,796	3.85	3.82	59%	53%			
Respondents by Academic Rank									
Tenure Track	Professor	77	855	3.76	3.63	58%	47%		
	Associate	45	826	3.94	3.93	58%	58%		≈
	Assistant	48	708	3.89	3.83	62%	52%		
Non-tenure Track	Lecturer	1	159		3.40		40%		
	Instructor	100	528	3.61	3.14	46%	28%		
Respondents by Race/Ethnicity									
American Indian or Alaska Native	0	3						↑↑	
Asian	6	139	2.94	3.65	33%	50%			
Black or African American	4	102		3.53		38%		↑	
Native Hawaiian or other Pacific Islander	0	1						↑	
White	230	2,514	3.72	3.64	52%	46%			
Hispanic or Latino/a	8	110	4.13	3.69	63%	49%			
Two or more races	3	56		3.43		37%		↑	
Respondents by Connection to NMU									
Very strong connection	147	2,068	3.79	3.65	56%	46%		↑	
Some connection	115	1,224	3.70	3.68	50%	49%		≈	
Very little or no connection	29	219	4.00	3.94	69%	59%			

²We calculate the Pushed Indicator, "% who often felt like they couldn't keep up," and "% who felt like they could keep up," from responses of faculty members who answered all three (3) indicator statements listed above. The Pushed Indicator is the average of all faculty members' responses. The "% who often felt like they couldn't keep up" is the proportion of faculty whose responses summed to a score of at least 12, or the equivalent of answering "Very often" or "Often" to all statements listed in Table 1. The "% who felt like they could keep up" is the proportion of faculty whose responses summed to a score of at most six (6), or the equivalent of answering "Never" or "Almost never" to all indicator statements listed in Table 1. **We only calculate a mean and the "percentage who often felt like they couldn't keep up" in Table 2 when there are five (5) or more respondents.**

³The symbol in this column represents the effect size of the difference between your institution's proportion of faculty who often felt like they couldn't keep up and that of the comparison group. "Effect size" measures the magnitude of the that difference. **We only calculate effect size when "percentage who often felt like they couldn't keep up" is based on five (5) or more respondents.**

Large positive difference Medium positive difference Small positive difference = No difference
Small negative difference Medium negative difference Large negative difference

Cronbach's α = 0.93



HEDS COVID-19 Institutional Response Faculty Survey Comparison Report Northern Michigan University

Senior Leadership Support Indicator

[Back to Table of Contents](#)

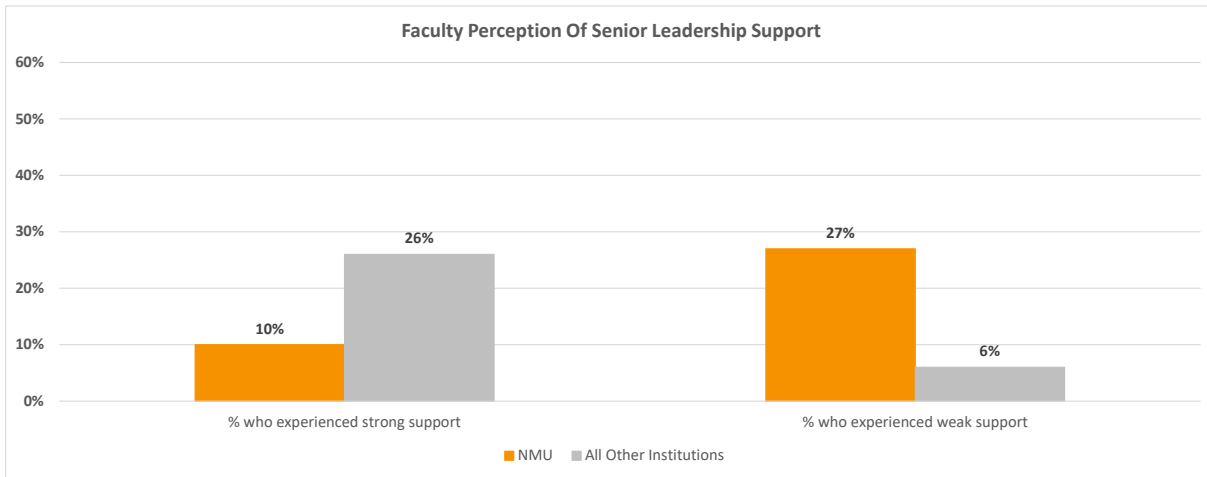


Table 1. Senior Leadership Support Indicator Statements

Please indicate your level of agreement with each of the following statements about senior leadership at NMU. (Q1)

1=Strongly disagree, 2=Disagree, 3=Neither agree nor disagree, 4=Agree, 5=Strongly agree

Overall, senior leadership at NMU has done a good job protecting faculty from the negative health consequences of COVID-19.

Overall, senior leadership at NMU has done a good job helping faculty adapt to the changes at the institution brought on by the spread of COVID-19.

Overall, senior leadership at NMU has helped faculty understand the priorities and direction in their work given changes at the institution brought on by the spread of COVID-19.

Overall, senior leadership at NMU has shown care and concern for faculty as they respond to the spread of COVID-19.

Table 2. Senior Leadership Support Indicator Statistics¹

	Number of faculty who responded to all indicator statements		Mean Senior Leadership Support score		Percentage of faculty who experienced strong support from senior leadership			Effect Size ² vs. Other Institutions
	NMU	All Other Institutions	NMU	All Other Institutions	NMU	All Other Institutions		
All Respondents								
Overall Senior Leadership Support Indicator	296	3,688	3.33	4.11	10%	26%		
Respondents by Gender								
Men	127	1,412	3.61	4.21	13%	29%		
Women	144	1,685	3.14	4.16	8%	26%		
Non-binary	3	30		3.44		7%		
Respondents by Employment Status								
Part-time	85	656	3.36	4.36	13%	39%		
Full-time	202	2,775	3.35	4.06	9%	23%		
Respondents by Academic Rank								
Professor	79	850	3.48	4.12	11%	27%		
Associate	46	819	3.18	4.09	9%	23%		
Assistant	48	700	3.26	4.07	2%	23%		
Lecturer	1	158		4.31		33%		
Instructor	101	527	3.41	4.33	14%	37%		
Respondents by Race/Ethnicity								
American Indian or Alaska Native	0	3						
Asian	6	138	3.79	4.33	17%	36%		
Black or African American	4	101		4.32		39%		
Native Hawaiian or other Pacific Islander	0	1						
White	233	2,494	3.39	4.20	11%	28%		
Hispanic or Latino/a	8	108	2.59	3.92	0%	23%		
Two or more races	3	54		4.14		31%		
Respondents by Connection to NMU								
Very strong connection	148	2,053	3.47	4.28	12%	33%		
Some connection	117	1,208	3.32	3.98	10%	17%		
Very little or no connection	29	219	2.54	3.22	0%	5%		

¹We calculate the Senior Leadership Support Indicator, "% who experienced strong support," and "% who experienced weak support," from responses of faculty members who answered all four (4) indicator statements listed above. The Senior Leadership Support Indicator is the average of all faculty members' responses. The "% who experienced weak support" is the proportion of faculty who responded "Neither agree nor disagree," "Strongly disagree," or "Disagree" to all indicator statements listed in Table 1. The "% who experienced strong support" is the proportion of faculty who responded "Strongly agree" to all indicator statements listed in Table 1. **We only calculate a mean and "percentage who experienced strong support" in Table 2 when there are five (5) or more respondents.**

²The symbol in this column represents the effect size of the difference between your institution's proportion of faculty who experienced strong support" and that of the comparison group. "Effect size" measures the magnitude of that difference. **We only calculate effect size when "percentage who experienced strong support" is based on five (5) or more respondents.**

Large positive difference Medium positive difference Small positive difference = No difference
Small negative difference Medium negative difference Large negative difference

Cronbach's α = 0.90



HEDS COVID-19 Institutional Response Faculty Survey Comparison Report Northern Michigan University

Institutional Communication Indicator

[Back to Table of Contents](#)

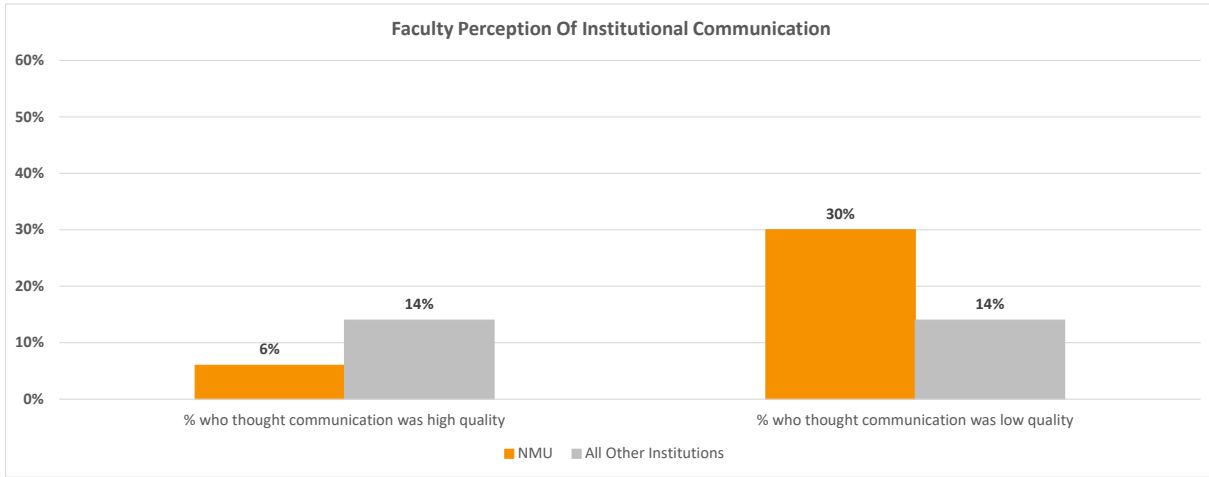


Table 1. Institutional Communication Indicator Statements

Please indicate your level of satisfaction with NMU about the following: (Q4)
 1=Very dissatisfied, 2=Generally dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Generally satisfied, 5=Very satisfied

- The timeliness of the communication you've received from NMU about its ongoing responses to COVID-19
- The clarity of the communication you've received from NMU about its ongoing responses to COVID-19
- The information you've received about how changes at NMU in response to COVID-19 will impact your employment
- The information you've received about how changes at NMU in response to COVID-19 will impact the institution's future viability

Table 2. Institutional Communication Indicator Statistics¹

	Number of faculty who responded to all indicator statements		Mean Institutional Communication score		Percentage of faculty who thought communication was high quality			Effect Size ² vs. Other Institutions
	NMU	All Other Institutions	NMU	All Other Institutions	NMU	All Other Institutions		
All respondents								
Overall Communication Indicator	294	3,657	3.12	3.72	6%	14%		
Respondents by Gender								
Men	126	1,415	3.28	3.83	9%	16%		
Women	143	1,698	3.02	3.77	4%	13%		
Non-binary	3	30		2.93		7%		
Respondents by Employment Status								
Part-time	84	656	3.22	4.09	10%	26%		
Full-time	201	2,792	3.10	3.64	4%	11%		
Respondents by Academic Rank								
Tenure Track								
Professor	79	850	3.23	3.70	8%	14%		
Associate	45	826	3.07	3.68	2%	11%		
Assistant	48	701	2.96	3.65	2%	10%		
Non-tenure Track								
Lecturer	1	159		3.99		19%		
Instructor	100	528	3.22	4.05	9%	23%		
Respondents by Race/Ethnicity								
American Indian or Alaska Native	0	2						
Asian	6	139	3.79	4.01	17%	25%		
Black or African American	4	100		4.10		24%		
Native Hawaiian or other Pacific Islander	0	1						
White	232	2,504	3.14	3.81	6%	14%		
Hispanic or Latino/a	8	108	2.78	3.52	0%	13%		
Two or more races	3	56		3.69		16%		
Respondents by Connection to NMU								
Very strong connection	147	2,063	3.29	3.89	7%	18%		
Some connection	117	1,218	3.09	3.58	5%	8%		
Very little or no connection	29	217	2.40	2.78	0%	4%		

¹ We calculate the Institutional Communication Indicator, "% who thought communication was high quality," and "% who thought communication was low quality," from responses of faculty members who answered all four (4) indicator statements listed above. The Institutional Communication Indicator is the average of all faculty members' responses. The "% who thought communication was low quality" is the proportion of faculty who responded "Very dissatisfied," "Generally dissatisfied," or "Neither satisfied nor dissatisfied" to all indicator statements listed in Table 1. The "% who thought communication was high quality" is the proportion of faculty who responded "Strongly agree" to all indicator statements listed in Table 1. **We only calculate a mean and the "percentage who thought communication was high quality" in Table 2 when there are five (5) or more respondents.**

² The symbol in this column represents the effect size of the difference between your institution's proportion of faculty who thought communication was high quality and that of the comparison group. "Effect size" measures the magnitude of that difference. **We only calculate effect size when "percentage who thought communication was high quality" is based on five (5) or more respondents.**

Large positive difference Medium positive difference Small positive difference = No difference
 Small negative difference Medium negative difference Large negative difference

Cronbach's α = 0.89



**HEDS COVID-19 Institutional Response Faculty Survey
Comparison Report
Northern Michigan University**

Key Questions by Demographics

[Back to Table of Contents](#)

Overall, how satisfied are you with the support you are getting from NMU to help you adjust to all the changes this spring? (Q3)								
<i>1=Very dissatisfied, 2=Generally dissatisfied, 3=Neither satisfied nor dissatisfied, 4=Generally satisfied, 5=Very satisfied</i>								
	Number of faculty who responded to this question		Mean score for this question ¹		Percentage of faculty who were very satisfied with support from their institution			
	NMU	All Other Institutions	NMU	All Other Institutions	NMU	All Other Institutions	Effect Size ² vs. Other Institutions	
All respondents								
Overall satisfaction with support	295	3,714	3.27	4.03	13%	35%	+++	
Respondents by Gender								
Men	126	1,424	3.56	4.15	16%	40%	+++	
Women	145	1,712	3.10	4.08	10%	36%		
Non-binary	3	31		3.29		16%		
Respondents by Employment Status								
Part-time	86	669	3.21	4.29	13%	49%	+++	
Full-time	200	2,804	3.33	3.98	13%	32%	++	
Respondents by Academic Rank								
Tenure Track	Professor	79	855	3.35	4.08	13%	38%	+++
	Associate	44	830	3.23	4.00	9%	32%	
	Assistant	48	708	3.27	3.98	10%	31%	
Non-tenure Track	Lecturer	1	159		4.25		45%	
	Instructor	102	535	3.30	4.30	16%	49%	
Respondents by Race/Ethnicity								
American Indian or Alaska Native	0	3					+++	
Asian	6	139	4.00	4.24	17%	40%		
Black or African American	4	102		4.22		44%	+++	
Native Hawaiian or other Pacific Islander	0	1					+++	
White	234	2,521	3.35	4.13	13%	39%		
Hispanic or Latino/a	8	110	2.38	3.74	0%	28%		
Two or more races	3	56		4.04		34%		

I know whom to contact if I have questions about how changes at NMU in response to COVID-19 will affect me. (Q4)								
<i>1=Strongly disagree, 2=Disagree, 3= Neither agree nor disagree, 4=Agree, 5=Strongly agree</i>								
	Number of faculty who responded to this question		Mean score for this question ¹		Percentage of faculty who strongly agreed about knowing who to contact with questions			
	NMU	All Other Institutions	NMU	All Other Institutions	NMU	All Other Institutions	Effect Size ² vs. Other Institutions	
All respondents								
Overall knowledge of whom to contact	296	3,713	3.51	3.93	20%	33%	+	
Respondents by Gender								
Men	126	1,426	3.67	4.03	25%	36%	++	
Women	145	1,711	3.42	3.97	16%	33%		
Non-binary	3	30		3.50		17%		
Respondents by Employment Status								
Part-time	86	671	3.30	4.12	16%	39%	+	
Full-time	201	2,803	3.61	3.90	22%	32%		
Respondents by Academic Rank								
Tenure Track	Professor	79	856	3.68	3.99	24%	35%	
	Associate	45	827	3.58	3.94	20%	33%	
	Assistant	48	708	3.62	3.87	19%	30%	
Non-tenure Track	Lecturer	1	159		4.02		33%	
	Instructor	102	536	3.41	4.13	20%	41%	
Respondents by Race/Ethnicity								
American Indian or Alaska Native	0	3					++	
Asian	6	139	4.00	4.07	17%	38%		
Black or African American	4	101		4.16		43%	++	
Native Hawaiian or other Pacific Islander	0	1					+	
White	234	2,525	3.54	4.01	21%	35%		
Hispanic or Latino/a	8	110	3.25	3.87	25%	37%		
Two or more races	3	56		3.79		30%		

Overall, how much stress are you feeling about the potential consequences of the spread of COVID-19? (Q7)							
<i>1=Little or none, 2=Some, 3= A great deal</i>							

	Number of faculty who responded to this question		Mean score for this question ¹		Percentage of faculty who felt a great deal of stress			
	NMU	All Other Institutions	NMU	All Other Institutions	NMU	All Other Institutions	Effect Size ² vs. Other Institutions	
All respondents								
Overall reported stress	297	3,569	2.53	2.42	59%	48%	↑	
Respondents by Gender								
Men	127	1,428	2.39	2.32	48%	40%	↑	
Women	145	1,720	2.63	2.48	66%	52%		
Non-binary	3	31		2.42		52%	↑↑↑	
Respondents by Employment Status								
Part-time	86	672	2.56	2.27	63%	37%	↑	
Full-time	202	2,814	2.50	2.46	56%	51%		
Respondents by Academic Rank								
Tenure Track	Professor	79	862	2.42	2.42	47%	47%	↑
	Associate	46	831	2.54	2.49	61%	54%	
	Assistant	48	709	2.44	2.45	52%	50%	≈
Non-tenure Track	Lecturer	1	160		2.29		34%	
	Instructor	102	535	2.60	2.26	66%	37%	
Respondents by Race/Ethnicity								
American Indian or Alaska Native	0	3						
Asian	6	139	2.50	2.37	50%	46%	≈	
Black or African American	4	102		2.31		40%	↑	
Native Hawaiian or other Pacific Islander	0	1					↑↑↑	
White	234	2,532	2.50	2.41	57%	47%		
Hispanic or Latino/a	8	110	2.87	2.53	88%	55%		
Two or more races	3	56		2.32		37%		

How connected do you feel to NMU? (Q12)								
1=No connection, 2=Very little connection, 3=Some connection, 4=Very strong connection								
	Number of faculty who responded to this question		Mean score for this question ¹		Percentage of faculty who felt a very strong connection			
	NMU	All Other Institutions	NMU	All Other Institutions	NMU	All Other Institutions	Effect Size ² vs. Other Institutions	
All respondents								
Overall sense of connection	295	3,545	3.40	3.52	51%	59%	↓	
Respondents by Gender								
Men	127	1,427	3.46	3.56	56%	61%	↓	
Women	144	1,717	3.34	3.54	47%	59%		
Non-binary	3	31		3.32		48%	↓	
Respondents by Employment Status								
Part-time	85	673	3.22	3.42	39%	50%	↓	
Full-time	201	2,807	3.47	3.55	55%	62%		
Respondents by Academic Rank								
Tenure Track	Professor	79	856	3.47	3.65	54%	71%	
	Associate	45	830	3.56	3.58	62%	63%	≈
	Assistant	48	710	3.46	3.44	54%	51%	≈
Non-tenure Track	Lecturer	1	160		3.44		51%	
	Instructor	101	536	3.19	3.46	37%	52%	
Respondents by Race/Ethnicity								
American Indian or Alaska Native	0	3						
Asian	6	139	3.50	3.55	50%	59%		
Black or African American	4	102		3.52		60%	↓	
Native Hawaiian or other Pacific Islander	0	1					↑	
White	233	2,526	3.41	3.56	51%	62%		
Hispanic or Latino/a	8	110	3.25	3.37	63%	49%		
Two or more races	3	56		3.38		43%		

¹The "mean score for this question" is the average of all faculty members' responses. The "percentage of faculty who..." is the proportion of faculty who responded "Very Satisfied," "Strongly agree," "A great deal," or "Very strong connection" to that question. **We only calculate a mean and the "percentage of faculty who..." in the above tables when there are five (5) or more respondents.**

²"Effect size" measures the magnitude of the difference between the percentage of your faculty that responded "Very Satisfied," "Strongly agree," "A great deal," or "Very strong connection" to the respective questions and that of faculty at all other institutions. **We only calculate effect size when the percentage is based on five (5) or more respondents.**
 Large positive difference Medium positive difference Small positive difference ≈ No difference
 Small negative difference Medium negative difference Large negative difference



HEDS COVID-19 Institutional Response Faculty Survey Comparison Report Northern Michigan University

Frequencies for All Survey Questions

[Back to Table of Contents](#)

Frequencies					
		NMU		All Other Institutions	
		n	%	n	%
Please Indicate your level of agreement with each of the following statements about senior leadership at NMU. (Q1)					
Overall, senior leadership at NMU has done a good job protecting faculty from the negative health consequences of COVID-19.	Strongly agree	68	23%	2,132	57%
	Agree	120	40%	1,247	34%
	Neither agree nor disagree	53	18%	234	6%
	Disagree	33	11%	66	2%
	Strongly disagree	23	8%	41	1%
	Total	297	100%	3,720	100%
Overall, senior leadership at NMU has done a good job helping faculty adapt to the changes at the institution brought on by the spread of COVID-19.	Strongly agree	44	15%	1,284	35%
	Agree	86	29%	1,474	40%
	Neither agree nor disagree	80	27%	575	16%
	Disagree	60	20%	292	8%
	Strongly disagree	26	9%	80	2%
	Total	296	100%	3,705	100%
Overall, senior leadership at NMU has helped faculty understand the priorities and direction in their work given changes at the institution brought on by the spread of COVID-19.	Strongly agree	47	16%	1,181	32%
	Agree	81	27%	1,308	35%
	Neither agree nor disagree	90	30%	723	19%
	Disagree	49	16%	375	10%
	Strongly disagree	30	10%	121	3%
	Total	297	100%	3,708	100%
Overall, senior leadership at NMU has shown care and concern for faculty as they respond to the spread of COVID-19.	Strongly agree	58	20%	1,767	48%
	Agree	98	33%	1,253	34%
	Neither agree nor disagree	56	19%	408	11%
	Disagree	36	12%	179	5%
	Strongly disagree	48	16%	101	3%
	Total	296	100%	3,708	100%
Overall, how satisfied are you with the support you are getting from NMU to help you adjust to all the changes this spring? (Q2)					
Very Satisfied	38	13%	1,312	35%	
Generally satisfied	106	36%	1,579	43%	
Neither satisfied nor dissatisfied	71	24%	520	14%	
Generally Dissatisfied	57	19%	245	7%	
Very dissatisfied	23	8%	58	2%	
Total	295	100%	3,714	100%	
I know whom to contact if I have questions about how changes at NMU in response to COVID-19 will affect me. (Q3)					
Strongly agree	60	20%	1,209	33%	
Agree	117	40%	1,551	42%	
Neither agree nor disagree	52	18%	511	14%	
Disagree	48	16%	361	10%	
Strongly disagree	19	6%	81	2%	
Total	296	100%	3,713	100%	

Please indicate your level of satisfaction with NMU about the following: (Q4)					
The timeliness of the communication you've received from NMU about its ongoing responses to COVID-19	Very satisfied	50	17%	1,451	39%
	Generally satisfied	128	43%	1,503	41%
	Neither satisfied nor dissatisfied	53	18%	377	10%
	Generally dissatisfied	45	15%	262	7%
	Very dissatisfied	20	7%	96	3%
	Total	296	100%	3,689	100%
The clarity of the communication you've received from NMU about its ongoing responses to COVID-19	Very satisfied	42	14%	1,303	35%
	Generally satisfied	115	39%	1,472	40%
	Neither satisfied nor dissatisfied	58	20%	482	13%
	Generally dissatisfied	52	18%	309	8%
	Very dissatisfied	28	9%	121	3%
	Total	295	100%	3,687	100%
The support you've received from NMU to help you to revise your classes to an online/a remote format	Very satisfied	30	10%	1,166	32%
	Generally satisfied	85	29%	1,295	35%
	Neither satisfied nor dissatisfied	80	27%	772	21%
	Generally dissatisfied	57	19%	313	9%
	Very dissatisfied	42	14%	112	3%
	Total	294	100%	3,658	100%
The information you've received about how changes at NMU in response to COVID-19 will impact your employment	Very satisfied	30	10%	847	23%
	Generally satisfied	72	24%	1,133	31%
	Neither satisfied nor dissatisfied	82	28%	966	26%
	Generally dissatisfied	70	24%	479	13%
	Very dissatisfied	41	14%	247	7%
	Total	295	100%	3,672	100%
The information you've received about how changes at NMU in response to COVID-19 will impact the institution's future viability	Very satisfied	23	8%	699	19%
	Generally satisfied	49	17%	1,117	30%
	Neither satisfied nor dissatisfied	103	35%	964	26%
	Generally dissatisfied	75	25%	605	16%
	Very dissatisfied	45	15%	291	8%
	Total	295	100%	3,676	100%
Given the changes caused by the spread of COVID-19, how often do you worry about the following? (Q5)					
Doing your job effectively despite the changes in your work environment	Never	15	5%	202	6%
	Almost never	18	6%	365	10%
	Sometimes	72	24%	1,017	29%
	Often	92	31%	1,164	33%
	Very often	99	33%	815	23%
	Total	296	100%	3,563	100%
Feeling pressure to come to your place of work	Never	61	21%	1,610	45%
	Almost never	59	20%	995	28%
	Sometimes	61	21%	546	15%
	Often	50	17%	205	6%
	Very often	65	22%	195	5%
	Total	296	100%	3,551	100%
Losing connections with your colleagues at NMU	Never	34	11%	381	11%
	Almost never	35	12%	567	16%
	Sometimes	105	35%	1,433	40%
	Often	74	25%	824	23%
	Very often	49	16%	348	10%
	Total	297	100%	3,553	100%
The health and well-being of your colleagues	Never	11	4%	100	3%
	Almost never	19	6%	283	8%
	Sometimes	65	22%	1,355	38%
	Often	85	29%	1,212	34%
	Very often	116	39%	605	17%
	Total	296	100%	3,555	100%

The health and well-being of your students	Never	9	3%	46	1%
	Almost never	15	5%	126	4%
	Sometimes	32	11%	754	21%
	Often	95	32%	1,465	41%
	Very often	145	49%	1,169	33%
	Total	296	100%	3,560	100%
The health and well-being of your friends and family	Never	7	2%	59	2%
	Almost never	9	3%	144	4%
	Sometimes	40	13%	747	21%
	Often	83	28%	1,205	34%
	Very often	158	53%	1,405	39%
	Total	297	100%	3,560	100%
Your health and well-being	Never	15	5%	134	4%
	Almost never	19	6%	431	12%
	Sometimes	52	18%	1,229	34%
	Often	70	24%	949	27%
	Very often	140	47%	821	23%
	Total	296	100%	3,564	100%
What the future holds for NMU	Never	11	4%	61	2%
	Almost never	24	8%	132	4%
	Sometimes	72	24%	835	24%
	Often	97	33%	1,187	33%
	Very often	93	31%	1,335	38%
	Total	297	100%	3,550	100%
Having access to health care for you and/or your family	Never	34	11%	527	15%
	Almost never	49	16%	841	24%
	Sometimes	72	24%	957	27%
	Often	49	16%	597	17%
	Very often	93	31%	639	18%
	Total	297	100%	3,561	100%
Paying your bills	Never	33	11%	670	19%
	Almost never	59	20%	947	27%
	Sometimes	72	24%	970	27%
	Often	57	19%	499	14%
	Very often	76	26%	476	13%
	Total	297	100%	3,562	100%
Losing your job	Never	32	11%	379	11%
	Almost never	44	15%	719	20%
	Sometimes	84	28%	1,236	35%
	Often	55	19%	595	17%
	Very often	81	27%	627	18%
	Total	296	100%	3,556	100%
Since NMU started responding to COVID-19, how often have you: (Q6)					
Had too many things to do?	Never	9	3%	93	3%
	Almost never	18	6%	276	8%
	Sometimes	80	27%	1,037	29%
	Often	90	31%	950	27%
	Very often	97	33%	1,203	34%
	Total	294	100%	3,559	100%
Felt you were in a hurry?	Never	9	3%	113	3%
	Almost never	26	9%	389	11%
	Sometimes	76	26%	1,112	31%
	Often	97	33%	997	28%
	Very often	84	29%	945	27%
	Total	292	100%	3,556	100%

Felt under pressure from deadlines?	Never	10	3%	124	3%
	Almost never	33	11%	427	12%
	Sometimes	71	24%	1,199	34%
	Often	96	33%	890	25%
	Very often	84	29%	907	26%
	Total	294	100%	3,547	100%
Felt difficulties were piling up so high that you could not overcome them?	Never	25	9%	440	12%
	Almost never	66	22%	1,017	29%
	Sometimes	94	32%	1,057	30%
	Often	53	18%	498	14%
	Very often	56	19%	534	15%
	Total	294	100%	3,546	100%
Felt that you were on top of things?	Very often	24	8%	295	8%
	Often	70	24%	985	28%
	Sometimes	126	43%	1,424	40%
	Almost never	59	20%	697	20%
	Never	15	5%	145	4%
	Total	294	100%	3,546	100%
Had too many worries?	Never	9	3%	182	5%
	Almost never	33	11%	565	16%
	Sometimes	85	29%	1,271	36%
	Often	82	28%	841	24%
	Very often	85	29%	693	20%
	Total	294	100%	3,552	100%
Overall, how much stress are you feeling about the potential consequences of the spread of COVID-19? (Q7)					
	Little or none	18	6%	208	6%
	Some	104	35%	1,647	46%
	A great deal	175	59%	1,714	48%
	Total	297	100%	3,569	100%
How connected do you feel to NMU? (Q12)					
	Very strong connection	149	51%	2,088	59%
	Some connection	117	40%	1,234	35%
	Very little connection	26	9%	195	6%
	No connection	3	1%	28	1%
	Total	295	100%	3,545	100%
Are you a part-time or full-time employee at NMU? (Q13)					
	Part-time	86	30%	675	19%
	Full-time	202	70%	2,819	81%
	Total	288	100%	3,494	100%
What is your present academic rank? (Q14)					
	Professor	79	29%	863	28%
	Associate Professor	46	17%	832	27%
	Assistant Professor	48	17%	711	23%
	Lecturer	1	0%	160	5%
	Instructor	102	37%	538	17%
	Total	276	100%	3,104	100%
What is your gender? (Q15)					
	Man	127	46%	1,430	45%
	Woman	145	53%	1,723	54%
	Non-binary	3	1%	31	1%
	Total	275	100%	3,184	100%

Are you Hispanic or Latino/a? (Q16)				
Yes	8	3%	110	4%
No	254	97%	2,929	96%
Total	262	100%	3,039	100%
Please indicate the race or races with which you identify. (Choose one or more) (Q17)				
American Indian or Alaska Native	3	1%	43	1%
Asian	7	3%	176	6%
Black or African American	7	3%	125	4%
Native Hawaiian or Pacific Islander	0	0%	14	0%
White	243	96%	2,653	91%
Number of respondents	253		2,914	
Race recoded to IPEDS categories (based on responses to Q16 & Q17)				
American Indian or Alaska Native	0	0%	3	0%
Asian	6	2%	140	4%
Black or African American	4	1%	102	3%
Native Hawaiian or other Pacific Islander	0	0%	1	0%
White	234	78%	2,536	67%
Hispanic or Latino/a	8	3%	110	3%
Two or more races	3	1%	56	1%
Unknown	44	15%	824	22%
Total	299	100%	3,772	100%



HEDS COVID-19 Institutional Response Faculty Survey Comparison Report Northern Michigan University

Participating Institutions

[Back to Table of Contents](#)

Institution	Administration Method	# of Responses	Response Rate ¹
Allegheny College	Email	148	76%
Austin Peay State University	Anonymous Link	368	
Concordia University Texas	Email	163	40%
Delaware Valley University	Anonymous Link	84	
Dickinson College	Email	140	50%
Germanna Community College	Email	170	37%
Goshen College	Email	63	62%
Gustavus Adolphus College	Email	121	58%
Hanover College	Email	76	74%
Lawrence University	Email	142	65%
Lewis & Clark College	Email	279	29%
Northern Michigan University	Email	299	49%
Ohio Wesleyan University	Email	157	72%
Principia College	Anonymous Link	69	
Rhodes College	Anonymous Link	119	
Saint Martin's University	Authentication	93	90%
Seattle Pacific University	Email	213	97%
St. Norbert College	Anonymous Link	89	
Susquehanna University	Email	131	46%
The Evergreen State College	Email	92	45%
The University of the South	Email	140	68%
Trinity College	Email	169	64%
University of Baltimore	Email	146	39%
University of Puget Sound	Email	234	56%
University of Wisconsin - Green Bay	Authentication	104	44%
Wabash College	Email	59	66%
Washington & Jefferson College	Email	99	68%
Woodbury University	Email	104	51%

¹We do not calculate response rates for institutions that used an anonymous link for their administration method as we did not collect information about the number of faculty members they invited to participate in the survey.