

# 2018 FDP Faculty Workload Survey (FWS3): Primary Themes

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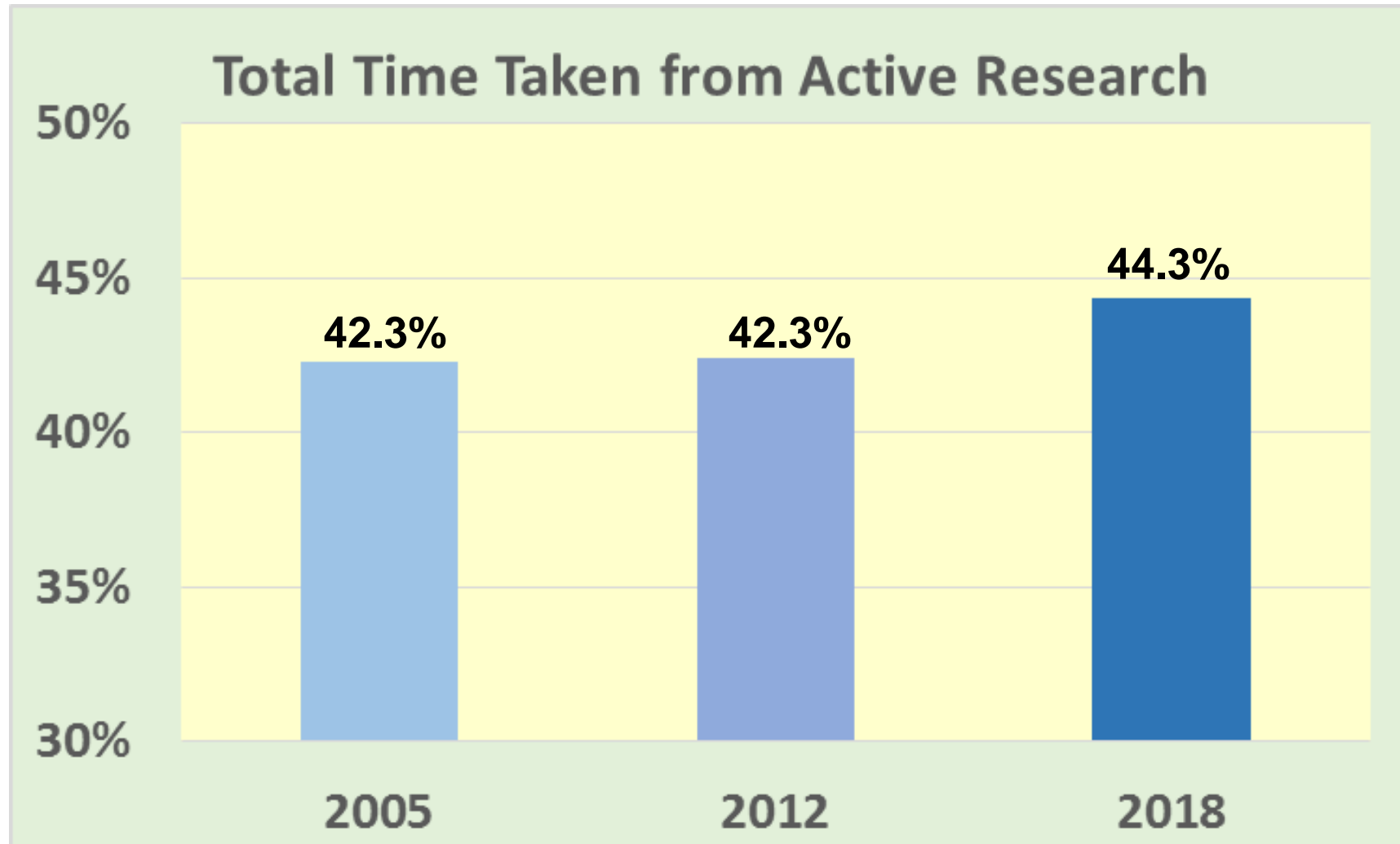
**Sandra L. Schneider**  
**University of South Florida**

Wednesday, Sep 23, 2020  
3:00-4:30 Faculty Forum  
FDP Fall (Virtual) Meeting



**FDP**  
Federal  
Demonstration  
Partnership

# Estimated Time Taken Away from Research



Estimated time taken from research by non-research requirements was **2% higher** than in our previous surveys, suggesting that workload associated with federally-funded research may be increasing.

# Estimated Time Taken Away from Research

**What steps can be taken to stop this trend of increasing requirement-related workload and to move in the opposite direction?**



# Estimated Time Taken Away from Research

*(Proposed Hierarchy of Steps to Reduce Excess PI Workload)*

Identify unnecessary workload → Goal: Eliminate

(If it does not contribute to its intended purpose, offloading it to someone else or paying more in overhead to deal with it, is inefficient and wasteful for all parties.)

Identify needed but inefficient workload → Goal: Streamline

Identify needed, streamlined but assignable workload → Goal: Re-assign

**How can stakeholders come to agree on**

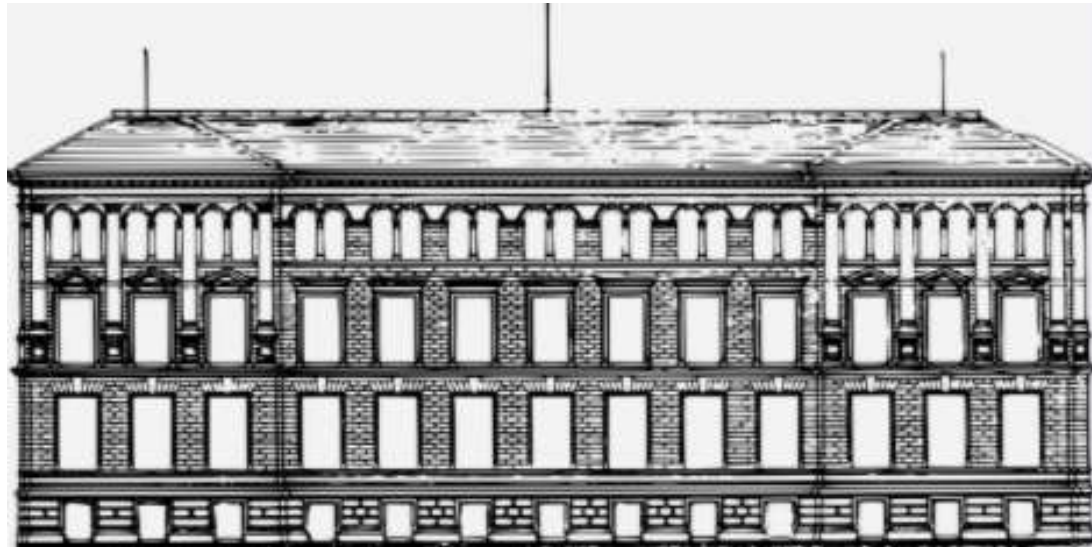
**which workload is unnecessary? inefficient? assignable?  
and what can be done about it?**

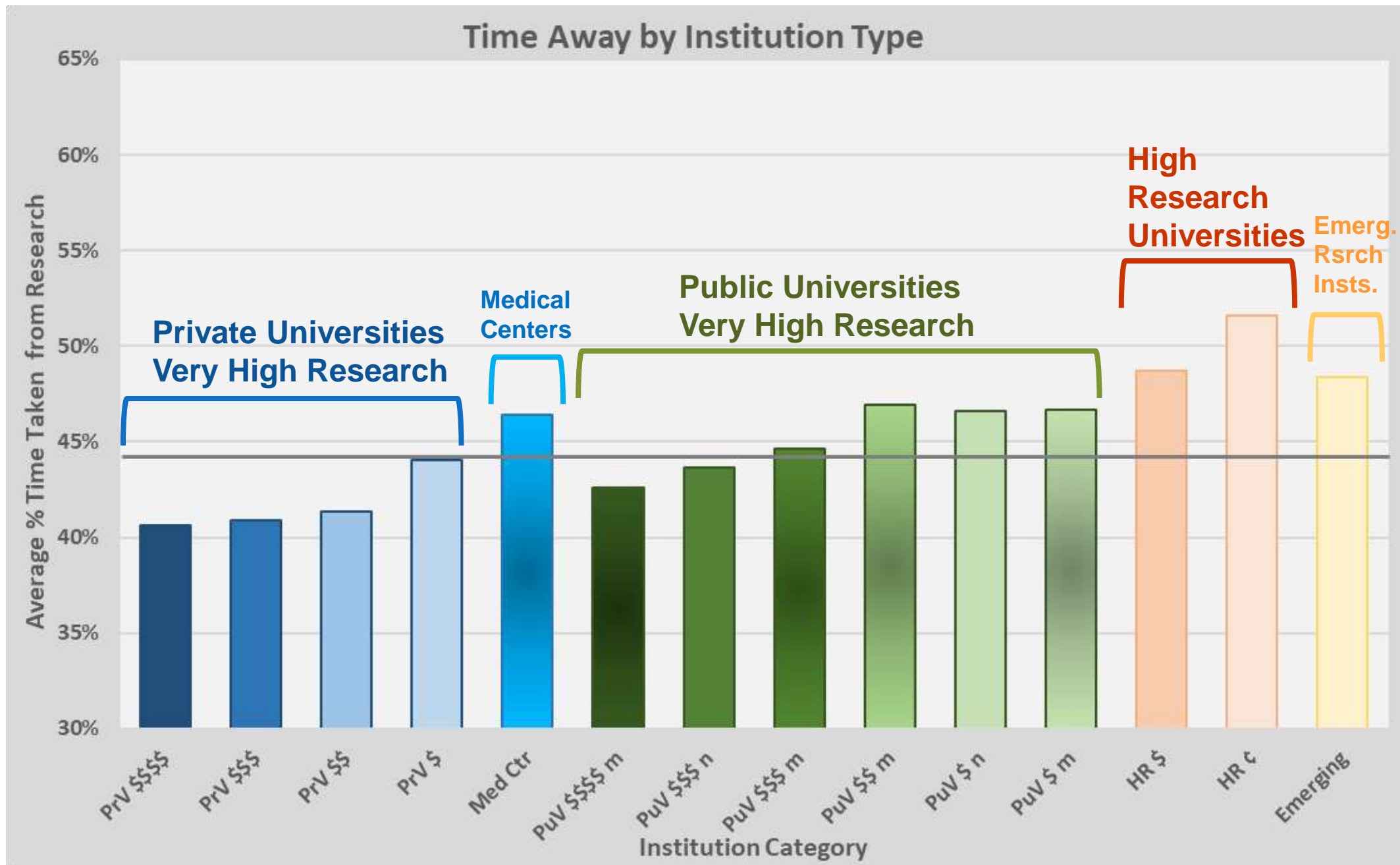


**FDP: Bring stakeholders together; Develop demonstrations**

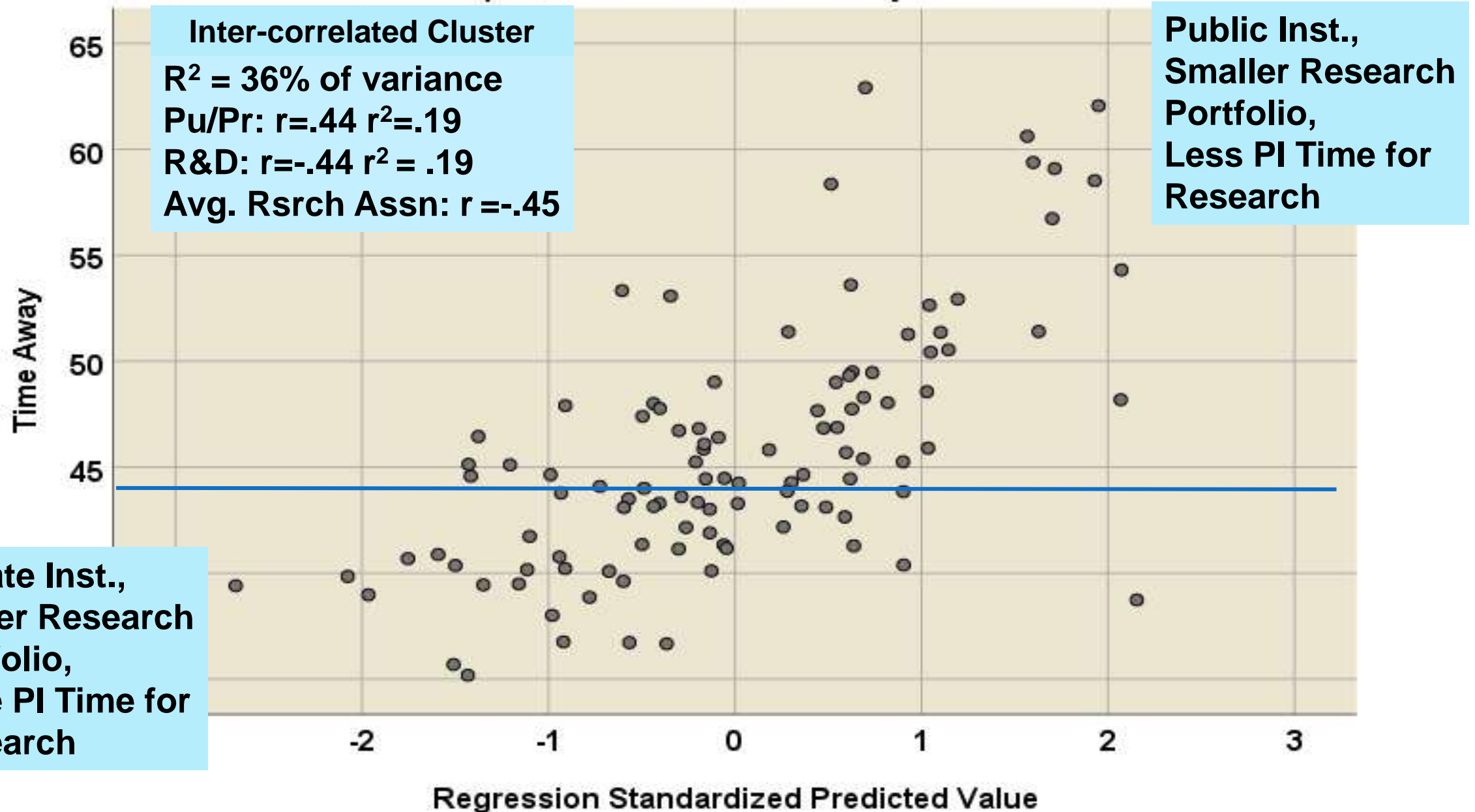
# Institution Trends in Time Taken Away from Research

**What institution-level variables are associated with average time taken away from research?**





# Institution Correlates of Estimated Time Away: Pr/Pu, R&D, and PI Research Time



# Institution Trends in Time Taken Away from Research

**Average Estimated Time Away Is Generally Lower at**

Institutions with **large research portfolios** → Build portfolio/infrastructure??

**Private** institutions → Enhance research focus/infrastructure??

**Larger** aver. faculty **research assignment** → Reduce teaching assignments??

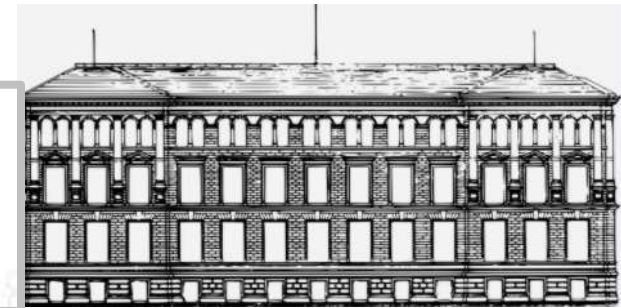
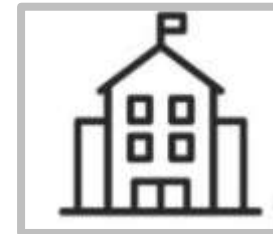
**Also**

**Fewer service/training/curriculum-related (and even applied) projects** → Avoid these??

**Less human/animal subjects research**

**Are there possible action items implied here?**

**→ One size often does not fit all**



**FDP: Bring similar institutions together to work within constraints**



# Institution Trends in Time Taken Away from Research

**What perceived institution climate variables are associated with average time away from research?**



## PI Climate Perception Correlates of Institution Time Away Averages

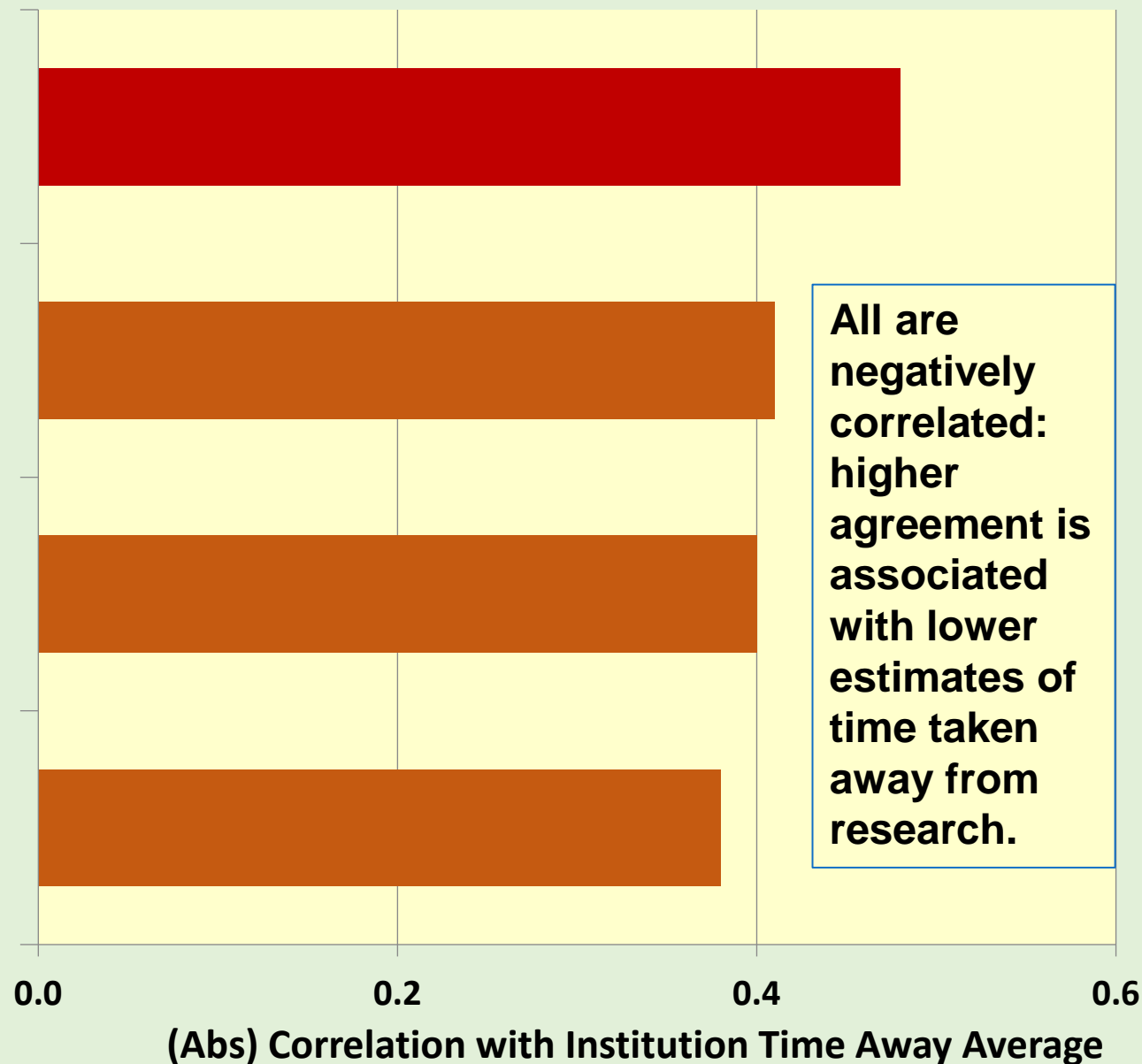
### My institution...

...has a culture of trust in researchers.

...makes it straightforward to find answers about federal regulations related to research.

...effectively assists faculty with managing federally funded grants and contracts.

...effectively assists faculty with applying for federal grants and contracts.



# Institution Trends in Time Taken Away from Research

**Average Estimated Time Away Is Generally Lower at institutions with:**

A strong **culture of trust** in researchers → **Goal: Strengthen PI-admin rapport**

**Effective Research Administration** → **Goal: Strengthen admin support of PIs**

- **Easy-to-find answers re: research-related requirements**
- **Effective pre-award assistance**
- **Effective award management assistance – especially project finances**

**How can we build trust (in both directions) and strengthen PI support?**



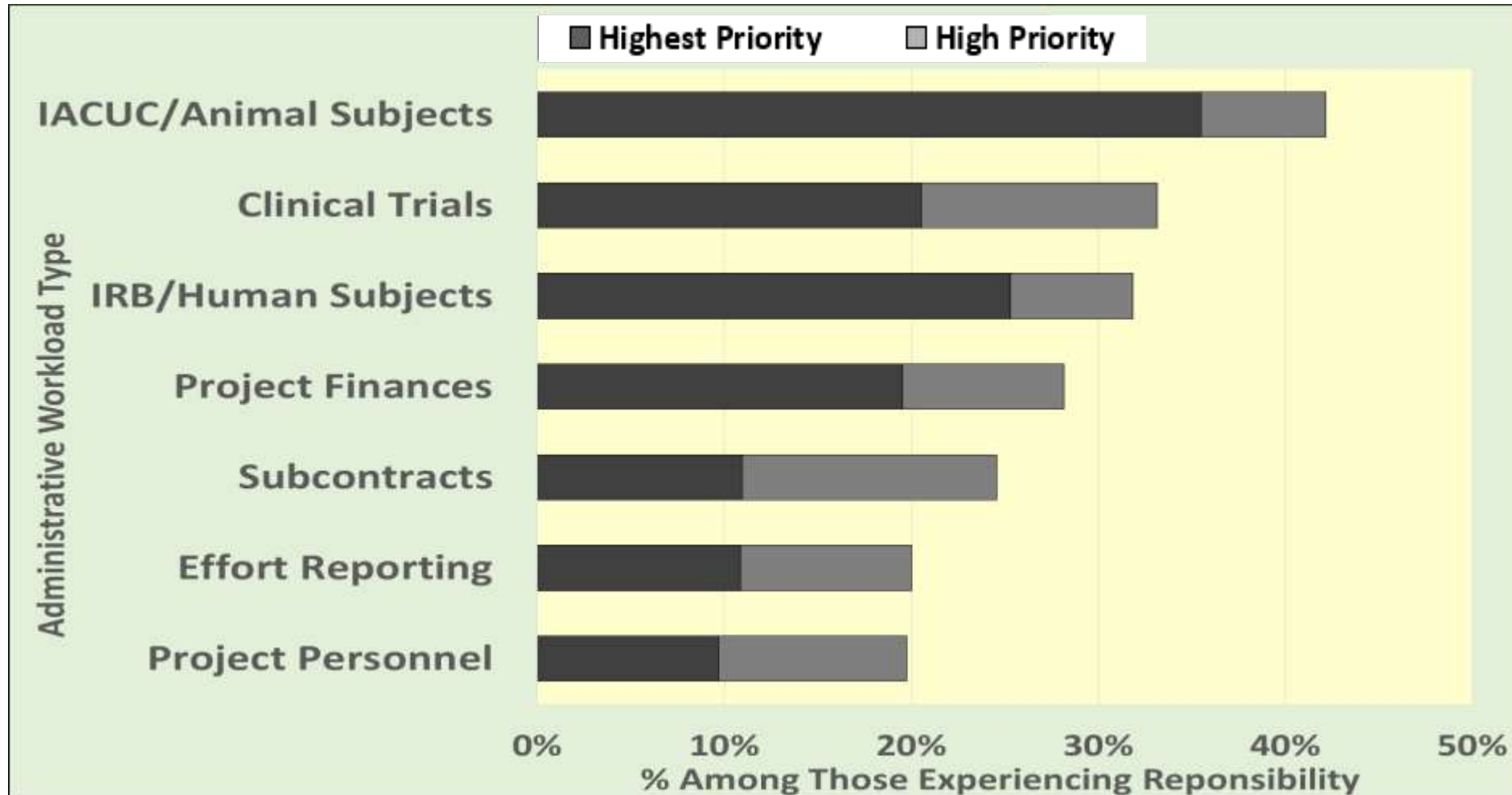
**FDP: Faculty-Admin partnerships (e.g., FACT); sharing solutions**

# Institution Trends in Time Taken Away from Research

**Which specific administrative requirements are seen by PIs as most in need of change?**



# Specific Responsibilities: Top in High Priority Need for Change



# Institution Trends in Time Taken Away from Research

Top specific responsibilities rated as highest priority for change to reduce unnecessary burden:

Animal subjects/IACUC

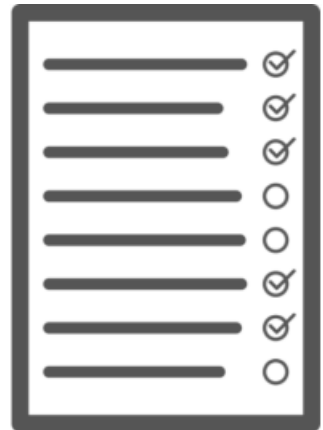
Clinical Trials

Human Subjects/IRB (beyond IRB; both pre- and post-award)

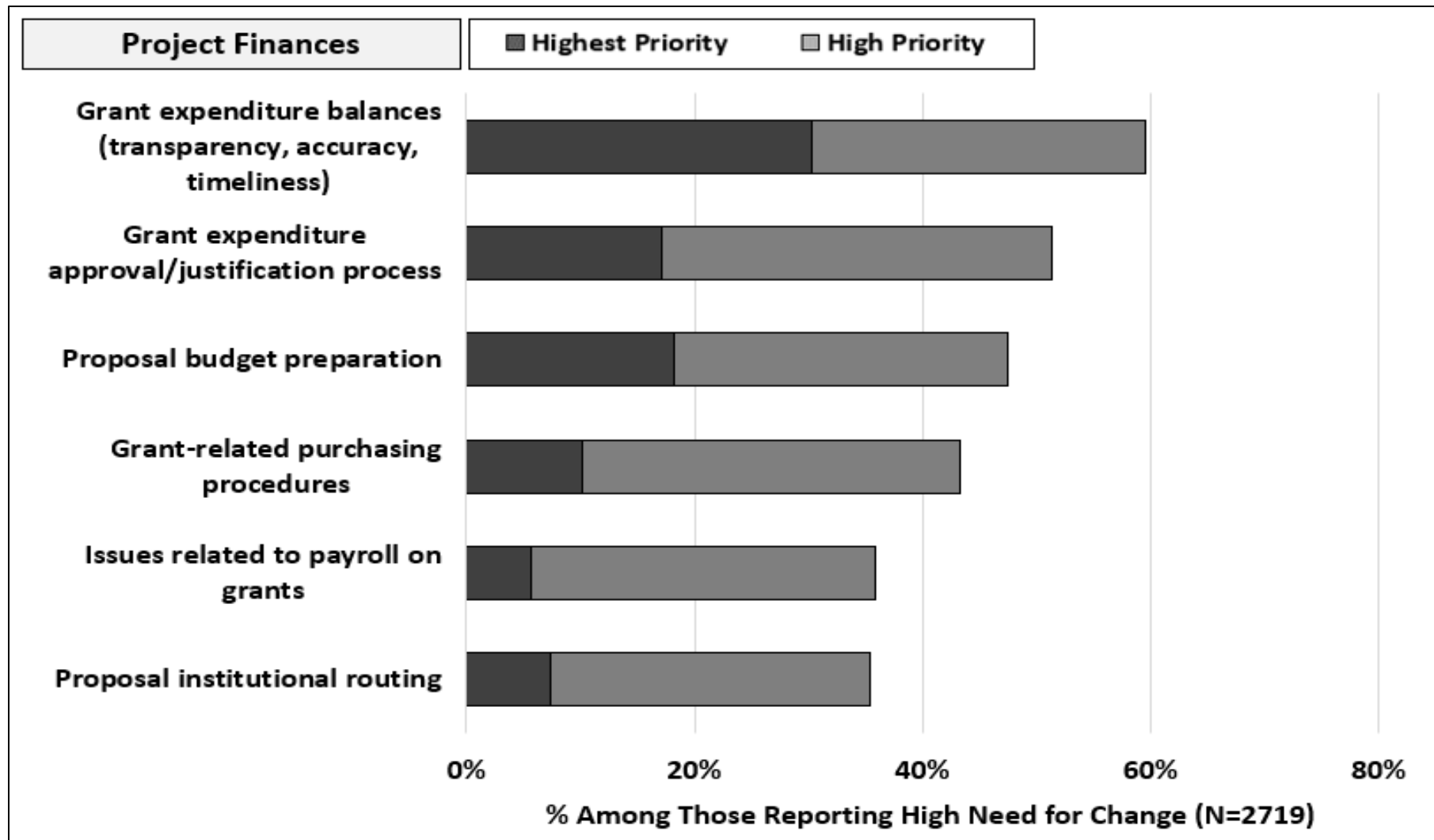
Project Finances

**What can be done to reduce related unnecessary burdens?**

**FDP: FWS drilldowns/suggestions and Institution Reports; targeted working groups; institution shared recommendations; trials/demonstrations**

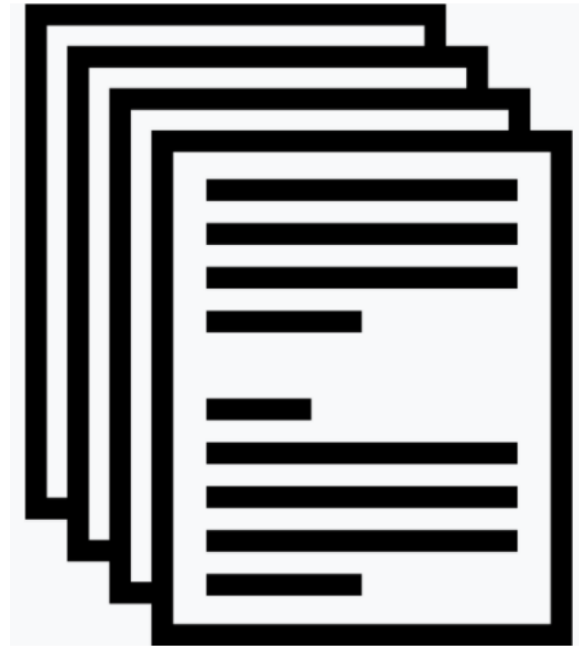


# Example: Project Finances Drilldowns



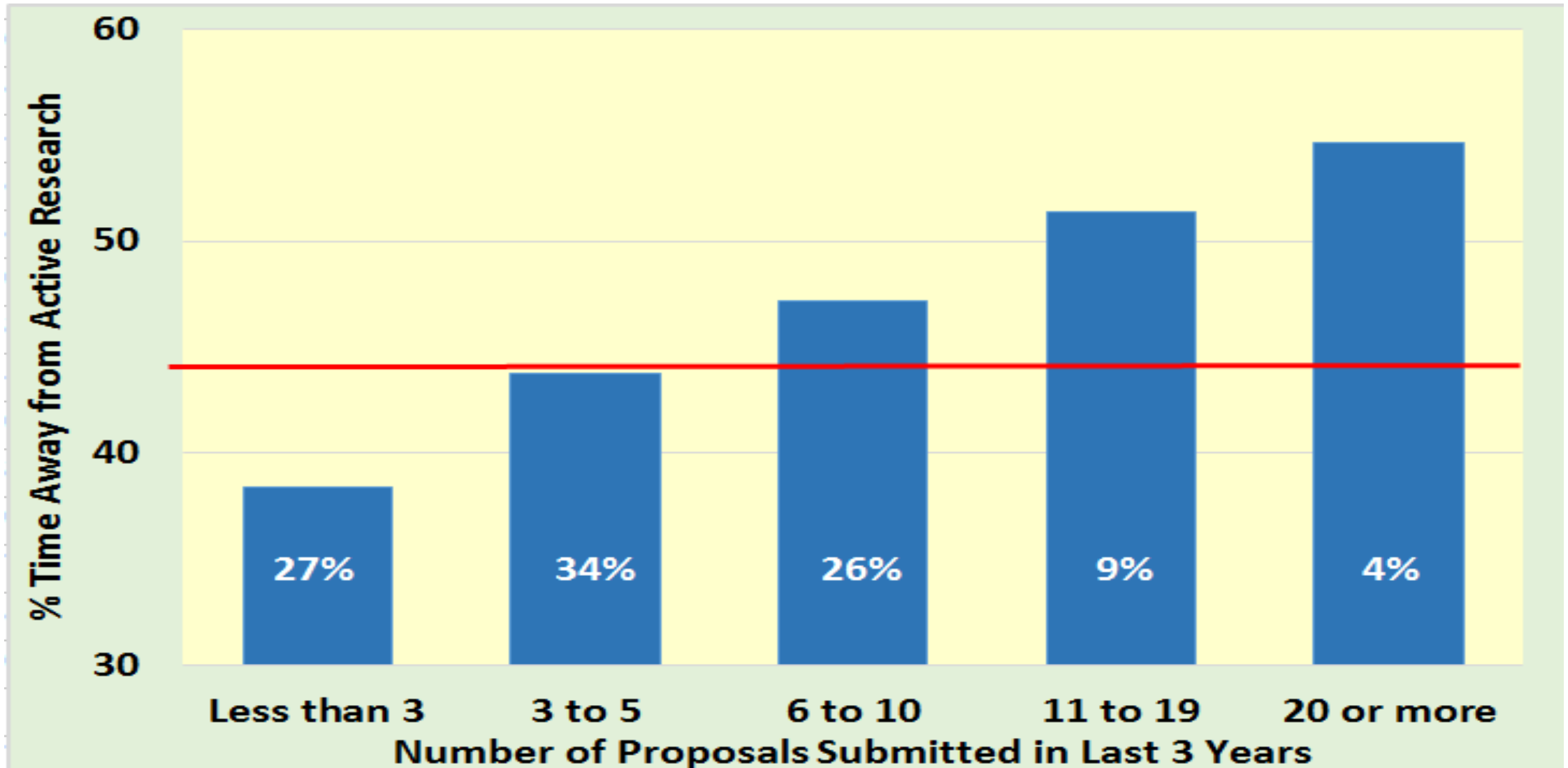
# Fed Agency Trends in Time Taken Away from Research

**How does proposal preparation contribute to average estimated time away from research?**





# Estimated Time Taken from Research: # Proposals in Last 3 Years



# Fed Agency Trends in Time Taken Away from Research

**Average Estimated Time Away Is Generally Lower with:**

**Preparation of fewer proposals**

**Although proposal preparation may have some scholarly value  
(est. of ~39% prep time may have value),  
proposal prep time is responsible for large amounts of (non-reimbursed) PI time away from research with low funding rates**

**How can proposal preparation dilemma be alleviated?**

**FDP: opportunity for Inst-Fed collaborative exchanges;  
demonstrations**

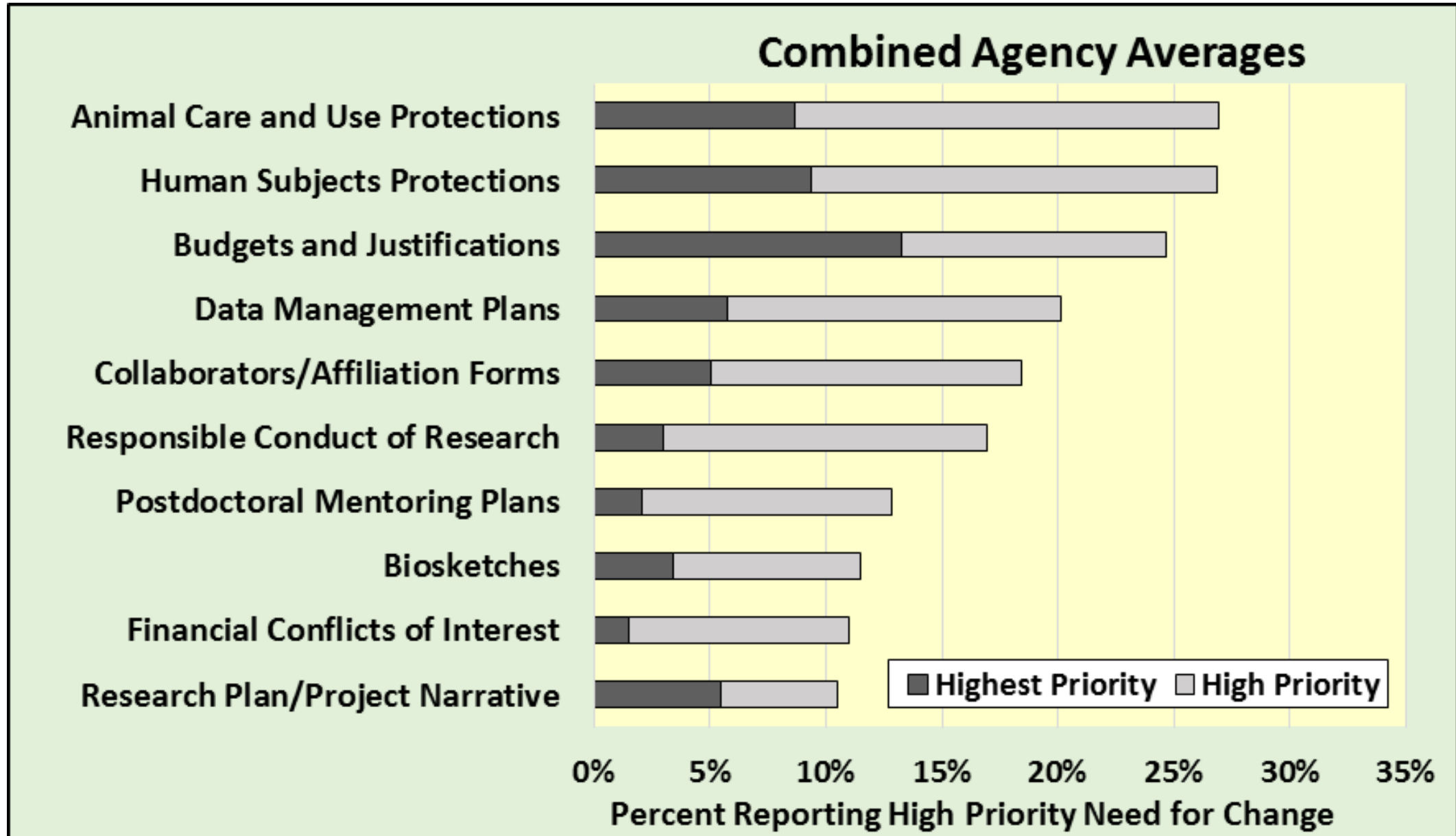


# Fed Agency Trends in Time Taken Away from Research

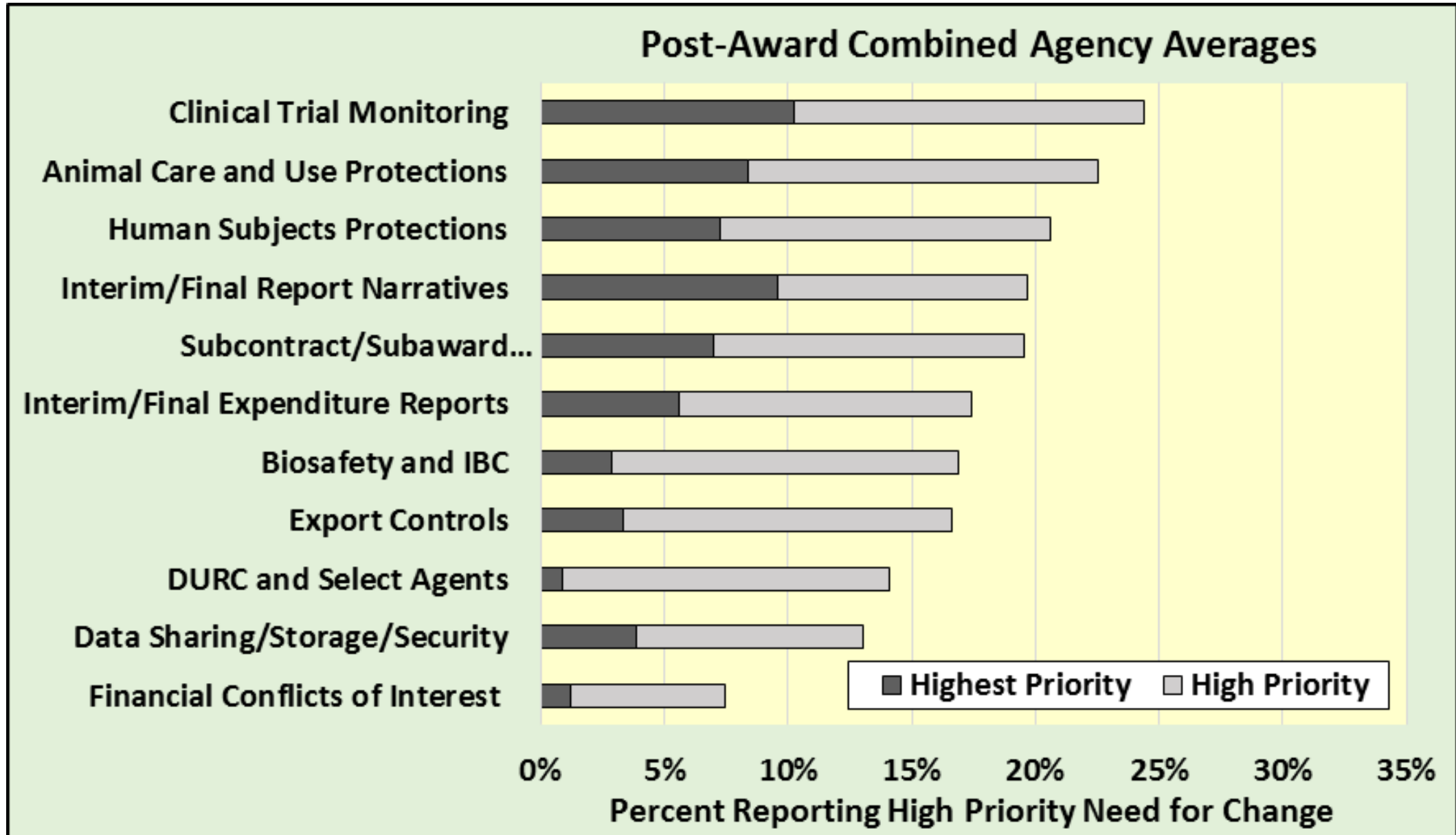
**Which agency requirements are perceived as high priority for change to reduce admin burden?**



# Pre-award Requirements



# Post-award Requirements



# Fed Agency Trends in Time Taken Away from Research

**Fed Agency Requirements rated as highest priority for change to reduce unnecessary burden:**

**Animal Care and Use Protections** (beyond IACUC; both pre- and post-award)

**Human Subjects Protections** (beyond IRB; both pre- and post-award)

**Clinical Trial Monitoring**

**Proposal Budgets and Justifications**

**What can be done to reduce related unnecessary burdens?**

**FDP: opportunity for Inst-Fed collaborative exchanges;  
demonstrations**

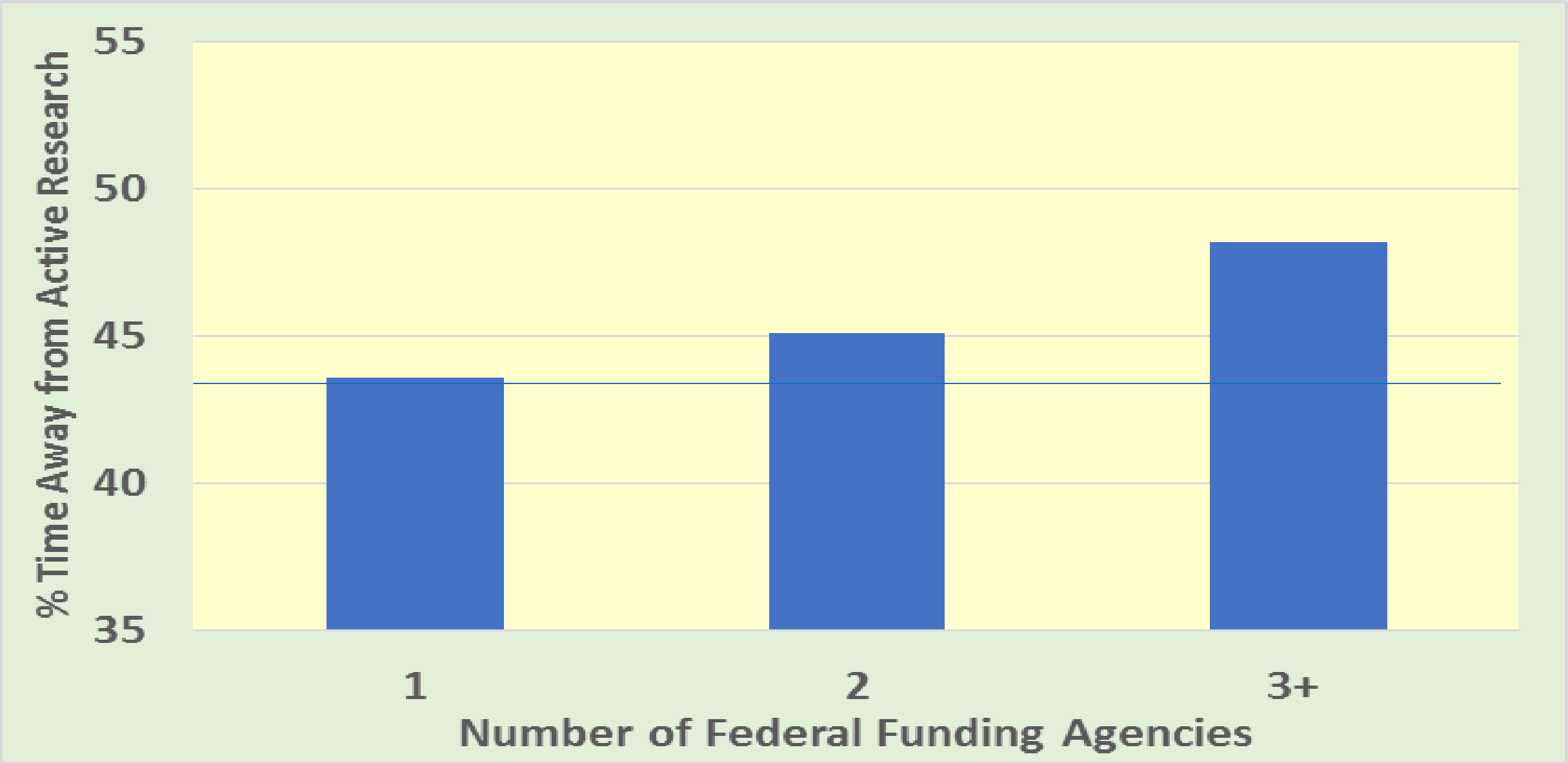


# Fed Agency Trends in Time Taken Away from Research

**How do differences in agency requirements affect perceived workload?**



# Time Taken Away: Number of Funding Agencies





# Fed Agency Trends in Time Taken Away from Research

**Average time away increases when PI must meet requirements of multiple different funding agencies.**

**How can we reduce redundancies, differences, and incompatibilities in requirements across agencies?**



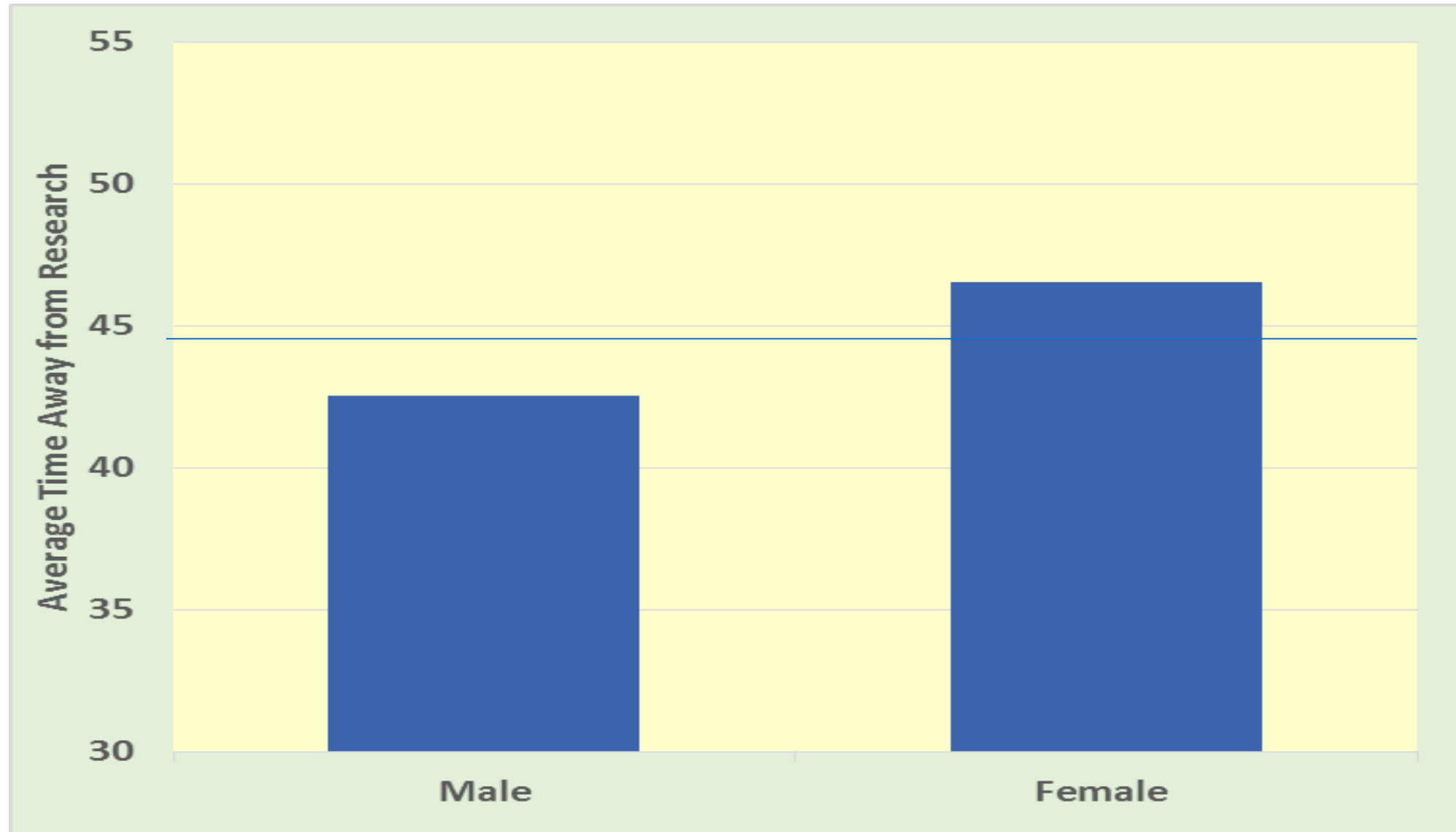
**FDP: forum for collaborative exchanges; harmonization demonstrations**

# Other Trends in Time Taken Away from Research

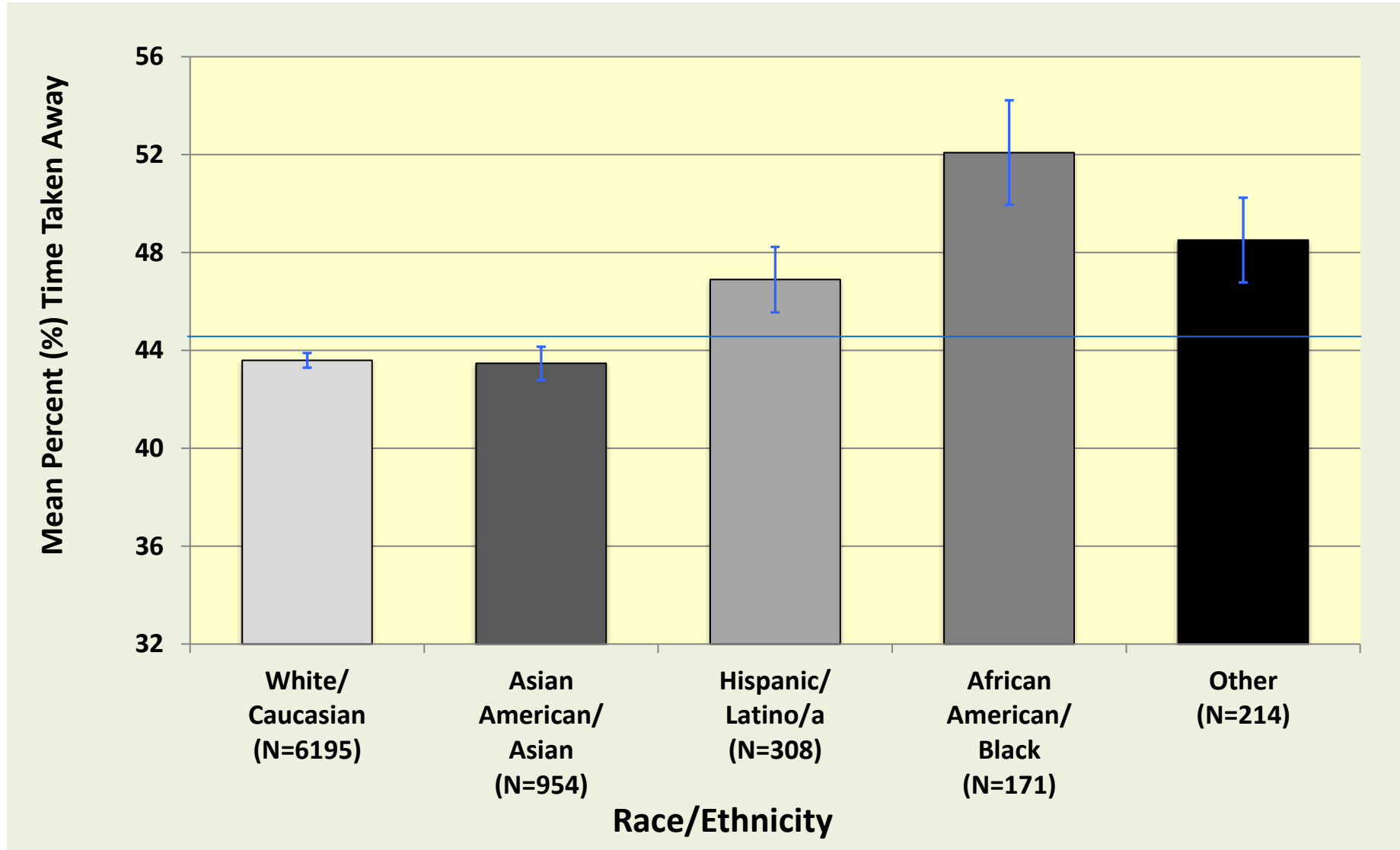
**Are demographic differences associated with differences in estimated time away?**



# Gender Differences in Estimated Time Taken Away



# Race/Ethnicity Differences in Time Taken Away



# Fed Agency Trends in Time Taken Away from Research

**Average estimated time away tends to be higher for**

**Female PIs**

**Latinx, African American, other underrepresented groups**

**What can we do to ensure that all PIs have the same access to the resources and support they need to succeed (incl. attention to work-life balance, pipeline issues, etc.)?**



**FDP: working groups; compendia of efforts and initiatives**

# FWS Primary Themes

**Higher perceived workload is associated with**

- **Public Inst./Lower R&D/Smaller average PI research time**
- **More training, curriculum, service projects**
- **Perceived lack of a culture of trust in PIs**
- **Perceived ineffective pre- and post-award assistance**
- **More animal and human subjects research**
- **Higher # of PI proposals**
- **Projects from more than one funding agency**
- **PI is Female, Hispanic, Black/Afr Amer**

## FDP's unique role

Convene stakeholders  
Encourage collaborations  
Engage working groups  
Collect evidence/data  
Conduct demonstrations  
Summarize solutions  
Brainstorm ideas  
Develop partnerships  
Bring attention to findings

**2024 FWS4? w/ Institution Reports?**