SURVEY OF FACULTY OPINION ABOUT PERFORMANCE EVALUATIONS AND JOB RESPONSIBILITIES

Complete Results for NON-TENURE LINE Faculty
(N = 103)

1. What are the reasons your performance has been and/or will be reviewed? (Check all that apply)
   - 88% Merit-raise determination (e.g., annual review)
   - 7% Progress toward tenure (e.g., 3rd year review)
   - 53% Progress toward promotion
   - 52% Contract review
   - 8% Remediation (e.g., assessment of teacher/teaching effectiveness; assessment of publication record)
   - 15% Professional Development outside of annual review (e.g., formal discussion about career progress).

2. One reason faculty are reviewed is to assess annual performance and determine merit raises. The following set of questions pertains to your experience with annual performance reviews used to determine merit raises.

   Who conducts your performance review? (Check all that apply)
   - 61% Chair
   - 12% Committee
   - 33% Dean
   - 18% Other

   How do you receive feedback?
   - 35% Meeting
   - 11% Letter
   - 44% Both
   - 11% Other

   How are you reviewed? (Check all that apply)
   - 86% Activity Insight Report
   - 44% Individual case-by-case qualitative feedback
   - 15% Point system
   - 10% Other

3. I believe this is a fair process for evaluating performance.
   - 8% Not at all fair
   - 15% Somewhat fair
   - 17% Neither fair nor unfair
   - 54% Fair
   - 6% Very fair
4. This performance review process takes into account all important faculty contributions.
   - 5% Strongly Disagree
   - 19% Disagree
   - 23% Neither Agree nor Disagree
   - 38% Agree
   - 15% Strongly Agree

Non-tenure-line faculty members are often evaluated with regard to their contract renewal. The following questions pertain to the criteria for reviewing non-tenure-line faculty members.

5. I am aware of these criteria.
   - 7% Strongly Disagree
   - 11% Disagree
   - 17% Neither Agree nor Disagree
   - 51% Agree
   - 14% Strongly Agree

6. I believe these criteria are fair.
   - 4% Strongly Disagree
   - 12% Disagree
   - 31% Neither Agree nor Disagree
   - 50% Agree
   - 4% Strongly Agree

7. I believe these criteria promote high quality work.
   - 10% Strongly Disagree
   - 16% Disagree
   - 34% Neither Agree nor Disagree
   - 36% Agree
   - 5% Strongly Agree

8. I receive adequate support to meet these criteria.
   - 6% Strongly Disagree
   - 14% Disagree
   - 26% Neither Agree nor Disagree
   - 42% Agree
   - 13% Strongly Agree
9. What percentage of the range of your contributions do these criteria capture?

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<tr>
<th>Percentage</th>
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<td>4%</td>
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Some universities conduct developmental reviews where faculty receive professional development support over their career lifespan. The following questions will help us assess current developmental review practices at DU and gauge interest in modifying such practices.

10. What type of professional development reviews have you received? (Check all that apply)

- 50% Teaching
- 20% Research, Scholarship, and Creative Activities
- 10% Internal Funding
- 1% External Funding
- 7% Career Path Consultation
- 18% Other

11. I would like to receive direct professional development feedback not associated with pay, promotion, or contract.

- 2% Strongly Disagree
- 4% Disagree
- 23% Neither Agree nor Disagree
- 53% Agree
- 17% Strongly Agree

12. In general, professional development opportunities that already exist at DU are effective in promoting high quality faculty work.

- 2% Strongly Disagree
- 15% Disagree
- 43% Neither Agree nor Disagree
- 38% Agree
- 2% Strongly Agree
13. What motivates you, or could motivate you, to continue your professional development? (Check all that apply)
- 47% Expectation of tangible reward
- 59% Financial support for developmental activities
- 54% Increased time to devote to what I believe I do best
- 52% Greater feeling that I belong to a community of colleagues at DU
- 42% Opportunity to forge deeper connections with students
- 44% Evidence that such development would enable me to do a better job
- 47% Tools that would help me be more efficient at my job (e.g., grading papers, submitting publications)
- 23% Being mentored
- 8% Other

One reason faculty members might be evaluated is to identify unsatisfactory performance and determine whether remedial measures are necessary. The following questions pertain to evaluations related to remedial measures.

14. I think faculty should be reviewed for this purpose.
- 1% Strongly Disagree
- 2% Disagree
- 13% Neither Agree nor Disagree
- 50% Agree
- 34% Strongly Agree

15. What should be the potential consequence for unsatisfactory performance in your academic unit? (Check all that apply)
- 73% Mentoring/coaching
- 75% Negotiated development plan
- 64% Negotiated development timeline
- 40% Negotiated change in allocation of duties in current post (e.g., teaching, research/creation)
- 33% Negotiated change of responsibilities within the university
- 38% Lower or nonexistent pay raises
- 56% In rare cases of chronic and remedied deficiencies: sterner measures.
- 8% Other

The following items refer to your experience at DU.

16. I feel a sense of belonging in my academic unit.
- 4% Strongly Disagree
- 7% Disagree
- 12% Neither Agree nor Disagree
48%  Agree
28%  Strongly Agree

17. I feel a sense of belonging at DU.
   2%    Strongly Disagree
   14%   Disagree
   16%   Neither Agree nor Disagree
   52%   Agree
   16%   Strongly Agree

18. I feel on top of the latest developments in my field.
   0%    Strongly Disagree
   4%    Disagree
   15%   Neither Agree nor Disagree
   57%   Agree
   24%   Strongly Agree

19. I have the freedom to teach what I want.
   1%    Strongly Disagree
   15%   Disagree
   16%   Neither Agree nor Disagree
   52%   Agree
   16%   Strongly Agree

20. I have the freedom to conduct research about what I want.
   4%    Strongly Disagree
   8%    Disagree
   24%   Neither Agree nor Disagree
   40%   Agree
   24%   Strongly Agree

21. I am able to control how I spend my nonteaching time in my job.
   5%    Strongly Disagree
   15%   Disagree
   14%   Neither Agree nor Disagree
   49%   Agree
   17%   Strongly Agree

22. The amount of service I am asked to do is fair.
   4%    Strongly Disagree
   3%    Disagree
   19%   Neither Agree nor Disagree
   63%   Agree
   11%   Strongly Agree
23. There is an unreasonable amount of documentation and reporting that I am asked to do (e.g., activity insight, assessment, administrative work) in order to assess my performance.
   1%  Strongly Disagree
   31% Disagree
   26% Neither Agree nor Disagree
   21% Agree
   21% Strongly Agree

24. I feel valued for the ways that I contribute to the university.
   3%  Strongly Disagree
   14% Disagree
   22% Neither Agree nor Disagree
   52% Agree
   10% Strongly Agree

25. Which of the following best fits how you describe your gender?
   39% Male
   60% Female
   1% Other

26. Do you identify as a person of color?
   10% Yes
   83% No
   8% Choose not to respond

27. Do you identify as an international faculty member
   7%  Yes
   85% No
   9%  Choose not to respond

28. What is your age?
   0%  20-29
   21% 30-39
   25% 40-49
   21% 50-59
   19% 60-69
   3%  70-79
   12% Choose not to respond
29. How long have you been at DU?
   - 29% 0-5 years
   - 22% 5-9 years
   - 21% 10-14 years
   - 16% 15-19 years
   - 5% 20 years or longer
   - 7% Choose not to respond

30. If no, what is the length of your contract for the coming year?
   - 6% N/A
   - 25% One year
   - 67% Multiple year
   - 2% Other

31. What is your rank?
   - 13% N/A
   - 39% Assistant
   - 34% Associate
   - 15% Full

32. What is your salary?
   - 1% 20,000-29,999
   - 2% 30,000-39,999
   - 15% 40,000-49,999
   - 18% 50,000-59,999
   - 24% 60,000-69,999
   - 12% 70,000-79,999
   - 9% 80,000-89,999
   - 6% 90,000-99,999
   - 3% 100,000 or above
   - 10% Choose not to respond

33. What is your college, school, or division?
   - 4% Daniel Felix Ritchie School of Engineering and Computer Science
   - 12% Daniels College of Business
   - 16% Divisions of Arts, Humanities and Social Sciences
   - 9% Divisions of Natural Sciences and Mathematics
   - 4% Josef Korbel School of International Studies
   - 2% Graduate School of Professional Psychology (GSPP)
   - 7% Graduate School of Social Work (GSSW)
   - 5% Morgridge College of Education
   - 3% The Sturm College of Law
   - 19% Other
   - 18% Choose not to respond