

Executive Summary

SURVEY OF FACULTY OPINION ABOUT PERFORMANCE EVALUATIONS AND JOB RESPONSIBILITIES

I would like the option to negotiate a shift in allocation of job responsibilities (from a traditional 40% research, scholarship, and creative activities; 40% teaching; and 20% service) after tenure.

63% of tenure-line faculty members agreed or strongly agreed with this statement

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

53% of tenure line faculty members agreed or strongly agreed with this statement

70% of non-tenure line faculty members agreed or strongly agreed with this statement

Faculty members should be reviewed to identify unsatisfactory performance and determine whether remedial measures are necessary.

70% of tenure line faculty members agreed or strongly agreed with this statement

84% of non-tenure line faculty members agreed or strongly agreed with this statement

In rare cases of chronic and remedied deficiencies: sterner measures than negotiated development or reallocation of job responsibilities would be appropriate.

45% of tenure line faculty members selected this option

56% of non-tenure line faculty members selected this option