

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?

4%	10
3%	20
1%	30
3%	40
11%	50
11%	60
17%	70
22%	80
18%	90
11%	100

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