The University of Memphis Evaluations by Faculty

University Libraries

April 2020

Introduction

Three parallel instruments consisting of 26 items each were developed, modified and approved by the Faculty Senate. Additional demographic items included faculty rank (full professor, associate professor, assistant professor, clinical professor, or adjunct professor); faculty status (tenured, tenure-track, or non-tenure-track); time at the University of Memphis, and gender. Space was provided for additional comments. The items, along with the constructs they comprise, appear in the appendix of this document.

The surveys were administered online by the Center for Research in Educational Policy (CREP) using the Qualtrics XM survey platform.   Data are securely stored and accessible only through CREP.

Participants

According to the Office of Institutional Research, the faculty database consists of 974 full-time and 490 part-time faculty and an overall faculty population of 1,464. The number of survey participants are reported below by faculty evaluation survey and then by college. Deans of individual colleges/schools can estimate their response rates based on the number of current faculty in their units.

Participation by faculty evaluation survey	Count
President's Evaluation	181
Provost's Evaluation	139
Deans' Evaluation	253
Participation by college	
Cecil C. Humphreys School of Law	12
College of Arts and Sciences	45
College of Communication and Fine Arts	38
College of Education	24
Fogelman College of Business and Economics	13
Graduate School	1
Herff College of Engineering	24
Kemmons Wilson School of Hospitality & Resort Management	8
Loewenberg College of Nursing	29
School of Communication Sciences and Disorders	5
School of Health Sciences	41
School of Public Health	4
UofM Global & Academic Innovation, College of Professional & Liberal Studies (CPLS)	2

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Reporting

Reports generated by CREP for the President, Provost, and Deans contain the following elements:

- Item responses, presented as the percent of responses to each item on a Likert scale (strongly agree, agree, disagree, strongly disagree, and no evidence on which to base an opinion)
- Percent of responses to choices for the following demographic categories: position, faculty status, length of time at the University of Memphis, gender)
- Comments (unedited)
- A summary of the constructs/dimensions showing means for each in table and graphic formats
- A table and graph for each of the seven constructs/dimensions showing the percent of faculty agreeing/strongly agreeing with each item in the construct

Reports for the President and Provost have been disaggregated by each of the demographic items, using the same format as above.

Faculty Evaluation – University Libraries
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2020:   N = 4

Please select your level of agreement with the following statements. The Dean...	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Evidence on which to Base Opinion
1. Articulates a clear and compelling vision for the College.	25.0%	0.0%	0.0%	75.0%	0.0%	0.0%
2. Sets appropriate goals for the College.	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%
3. Clearly identifies College priorities.	25.0%	25.0%	0.0%	50.0%	0.0%	0.0%
4. Involves faculty in planning for the future.	0.0%	25.0%	0.0%	0.0%	75.0%	0.0%
5. Acts decisively on important issues.	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%
6. Organizes and administers in a manner which inspires confidence.	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%
7. Works with Chairs to create, manage, and support a cohesive, effective leadership team.	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%
8. Makes thoughtful, high quality decisions based on available data.	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%
9. Is accessible to faculty.	25.0%	50.0%	0.0%	25.0%	0.0%	0.0%
10. Listens and responds to ideas from faculty.	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%
11. Listens and responds to faculty concerns and needs.	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%
12. Is an effective speaker.	25.0%	0.0%	25.0%	25.0%	25.0%	0.0%
13. Maintains ongoing and clear dialogue with faculty.	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%
14. Fosters effective College/community partnerships.	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%

Please select your level of agreement with the following statements. The Dean...	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Evidence on which to Base Opinion
15. Is transparent.	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%
16. Is an effective manager of fiscal resources.	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%
17. Is an effective manager of human resources.	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%
18. Makes effective programmatic decisions.	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%
19. Delegates responsibility and authority appropriately.	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%
20. Generates a spirit of cooperation and teamwork in the College.	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%
21. Ensures that policies and procedures are administered equitably.	25.0%	0.0%	25.0%	25.0%	25.0%	0.0%
22. Inspires confidence that tenure and promotion decisions are based on policy.	25.0%	0.0%	25.0%	0.0%	50.0%	0.0%
23. Is committed to a diverse academic community in which individual differences are respected.	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%
24. Exhibits integrity.	25.0%	0.0%	25.0%	0.0%	50.0%	0.0%
25. Follows through on commitments.	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%
26. Creates an atmosphere of trust among College faculty.	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%

Spring 2020 Faculty Evaluation – University Libraries

Overall Dimension Summary

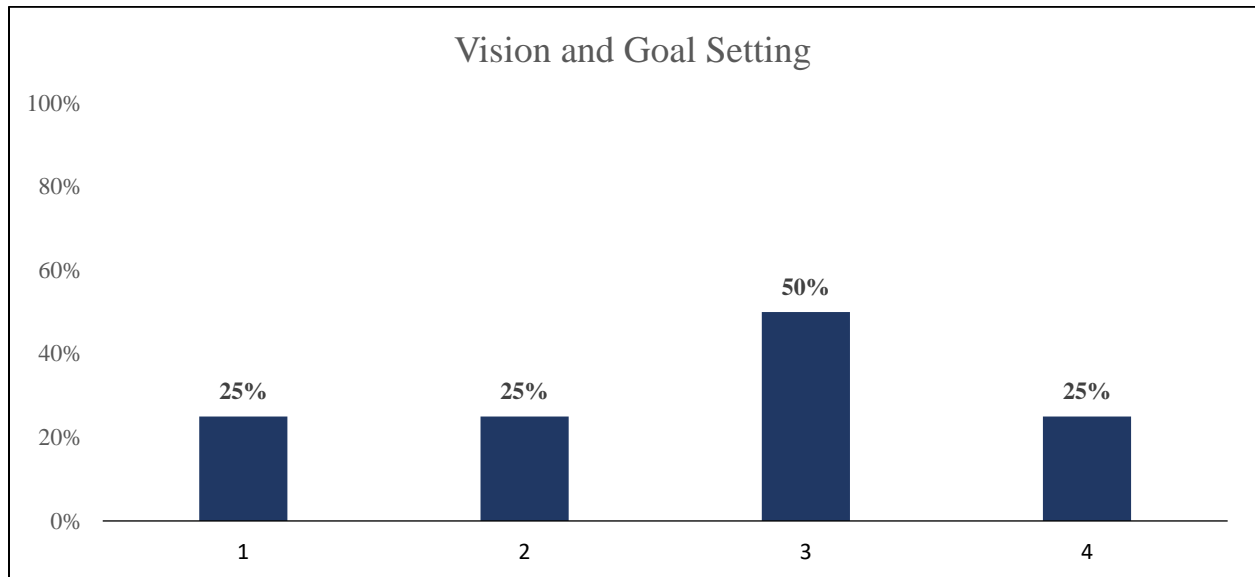| Overall Report for this Project: University of Memphis Evaluations by Faculty	

#	Dimension	Spring 2020
1	Vision and Goal Setting	2.6
2	Leadership	2.1
3	Responsiveness	2.9
4	Communication	2.5
5	Management	2.2
6	Equity	2.6
7	Trustworthiness	2.4
	OVERALL	**2.5**

Spring 2020 Faculty Evaluation – University Libraries

Vision and Goal Setting Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

| #	Vision and Goal Setting Items	Strongly Agree + Agree	Number of Responses
1	Articulates a clear and compelling vision for the College.	25%	4
2	Sets appropriate goals for the College.	25%	4
3	Clearly identifies College priorities.	50%	4
4	Involves faculty in planning for the future.	25%	4
	Overall Dimension Mean	**2.6**	

Spring 2020 Faculty Evaluation – University Libraries

Leadership Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

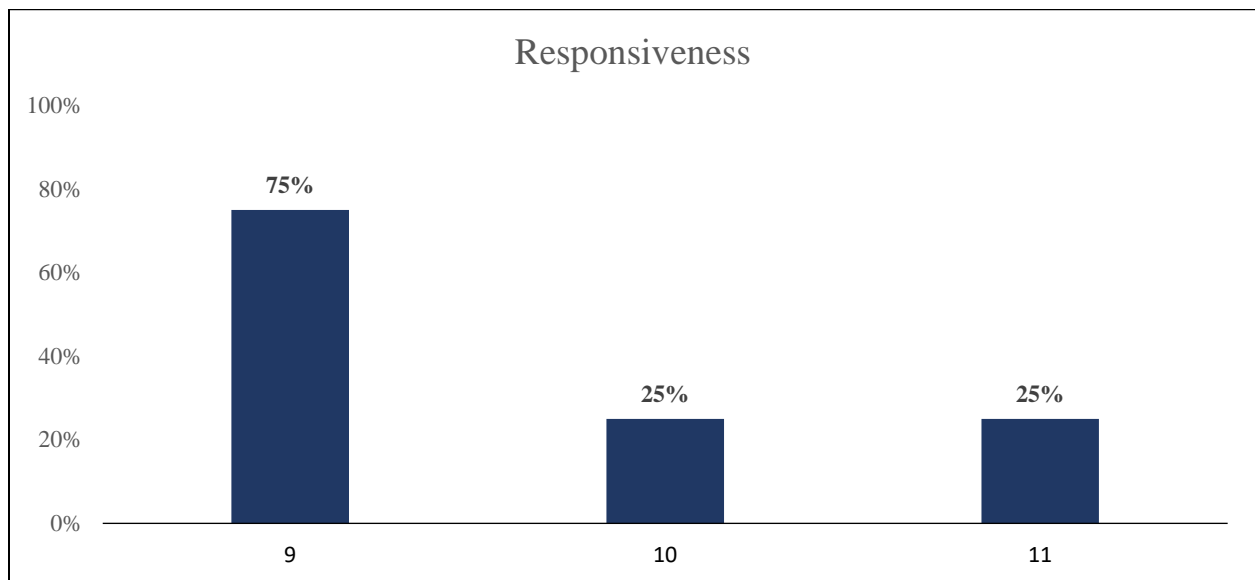| #	Leadership Items	Strongly Agree + Agree	Number of Responses
5	Acts decisively on important issues.	25%	4
6	Organizes and administers in a manner which inspires confidence.	25%	4
7	Works with Chairs to create, manage, and support a cohesive, effective leadership team.	25%	4
8	Makes thoughtful, high quality decisions based on available data.	25%	4
	Overall Dimension Mean	**2.1**	
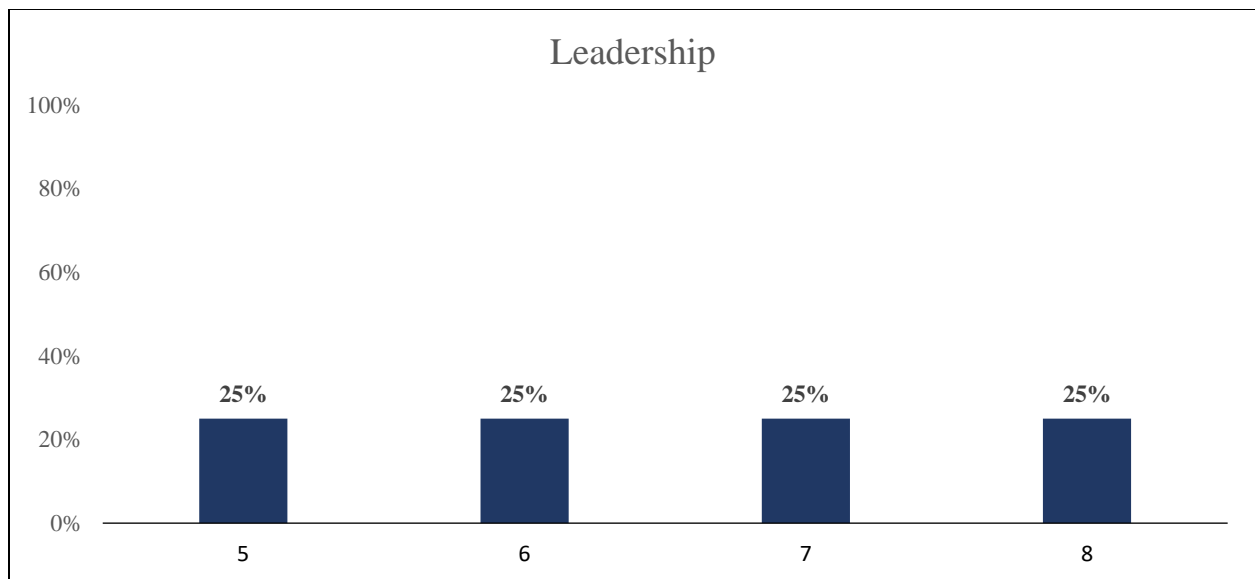
Spring 2020 Faculty Evaluation – University Libraries

Responsiveness Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Responsiveness Items	Strongly Agree + Agree	Number of Responses
9	Is accessible to faculty.	75%	4
10	Listens and responds to ideas from faculty.	25%	4
11	Listens and responds to faculty concerns and needs.	25%	4
	Overall Dimension Mean	**2.9**	

Spring 2020 Faculty Evaluation – University Libraries

Communication Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty	

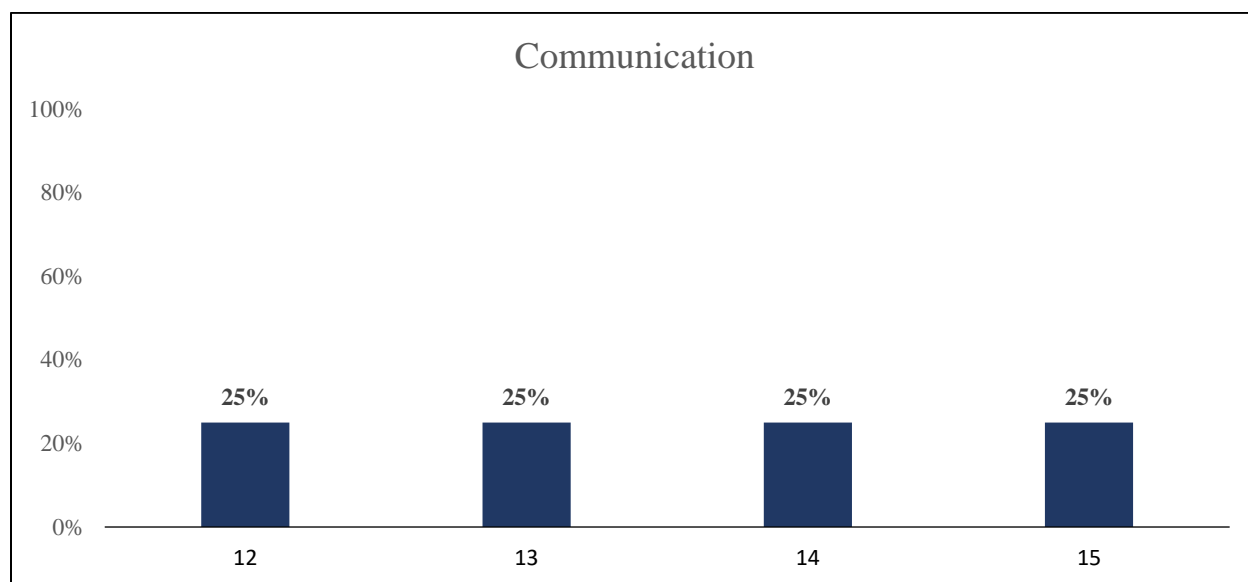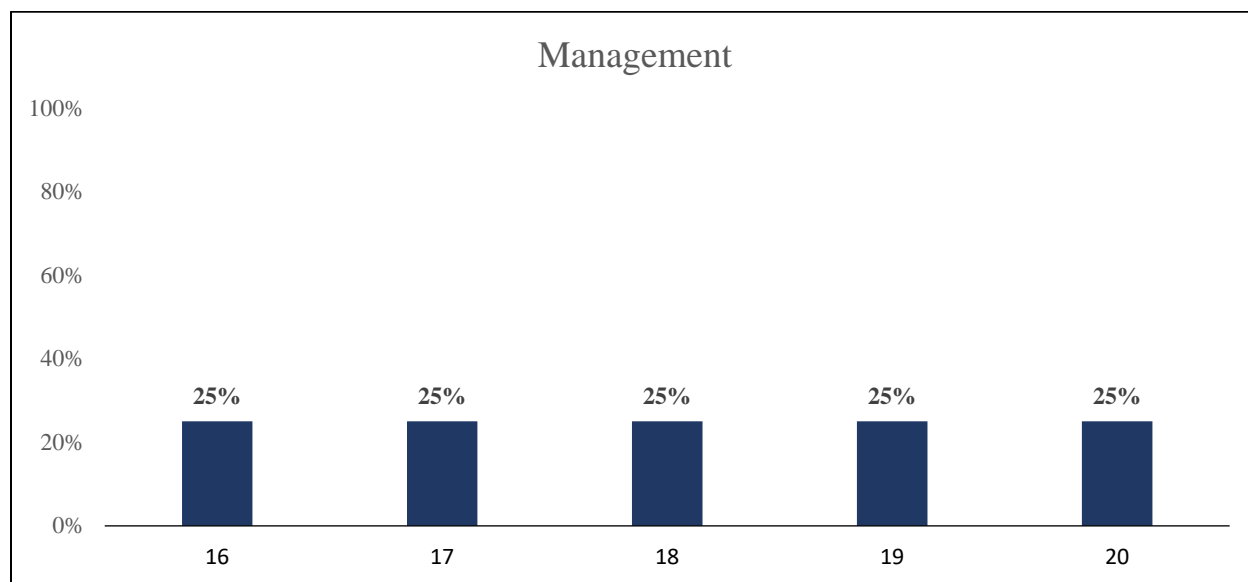| #	Communication Items	Strongly Agree + Agree	Number of Responses
12	Is an effective speaker.	25%	4
13	Maintains ongoing and clear dialogue with faculty.	25%	4
14	Fosters effective College/community partnerships.	25%	4
15	Is transparent.	25%	4
	Overall Dimension Mean	**2.5**	

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Management Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

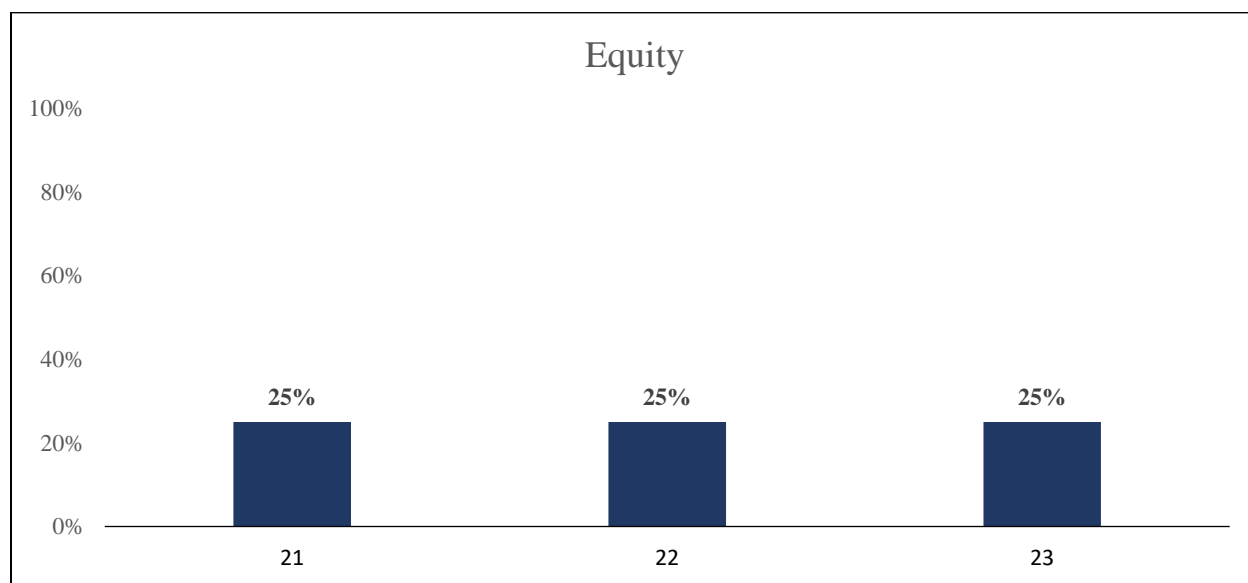| #	Management Items	Strongly Agree + Agree	Number of Responses
16	Is an effective manager of fiscal resources.	25%	4
17	Is an effective manager of human resources.	25%	4
18	Makes effective programmatic decisions.	25%	4
19	Delegates responsibility and authority appropriately.	25%	4
20	Generates a spirit of cooperation and teamwork in the College.	25%	4
	Overall Dimension Mean	**2.2**	

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Equity Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Equity Items	Strongly Agree + Agree	Number of Responses
21	Ensures that policies and procedures are administered equitably.	25%	4
22	Inspires confidence that tenure and promotion decisions are based on policy.	25%	4
23	Is committed to a diverse academic community in which individual differences are respected.	25%	4
	Overall Dimension Mean	**2.6**	

Equity

Spring 2020 Faculty Evaluation – University Libraries

Trustworthiness Dimension

	Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Trustworthiness Items	Strongly Agree + Agree	Number of Responses
24	Exhibits integrity.	25%	4
25	Follows through on commitments.	25%	4
26	Creates an atmosphere of trust among College faculty.	25%	4
	Overall Dimension Mean	**2.4**	

Trustworthiness

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100%

 80%

 60%

 40%
              25%             25%             25%
 20%        ██████          ██████          ██████
            ██████          ██████          ██████
  0%        ██████          ██████          ██████
              24              25              26
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