



THE UNIVERSITY OF
MEMPHIS[™]

The Center for Research in
Educational Policy (CREP)

The University of Memphis Evaluations by Faculty

Dean of Colleges, Schools, and Academic Units

All Colleges Combined

April 2020

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Introduction

Three parallel instruments were developed, modified and approved by the Faculty Senate to collect current faculty perceptions of the President, Provost, and Deans. Each survey consists of 26 items that are scored using Likert-type ratings [strong disagreement (1) to strong agreement (5) to no evidence on which to base an opinion]. Each dimension combines three to four survey items about Vision and Goal Setting, Leadership, Responsiveness, Communication, Management, Equity, or Trustworthiness and are ranked using a mean. Mean scores range from 1 to 5 with higher scores being more positive.

Following the 26 survey items additional items solicit demographic information including current position (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 also provided for additional comments.

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

Reporting

For the Faculty Senate Report the aggregate Dean data are reported by survey item percentages and dimension means (pg. 1-23) and then disaggregated by Full -Time Faculty and Adjunct Faculty and presented side by side for easy comparison (pg. 25-39).

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	<u>Count</u>
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
UofM Lambuth	1
University Libraries	4

**Spring 2020 Faculty Evaluation – Deans: All Colleges Combined
Summary Items**

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

Number of Respondents for Spring 2020: N = 253

Please indicate your College, School, or Unit. This is the Dean for whom you will be providing feedback.	
Cecil C. Humphreys School of Law	5%
College of Arts and Sciences	18%
College of Communication and Fine Arts	15%
College of Education	10%
Fogelman College of Business and Economics	5%
Graduate School	0%
Herff College of Engineering	10%
Kemmons Wilson School of Hospitality & Resort Management	3%
Loewenberg College of Nursing	12%
School of Communication Sciences and Disorders	2%
School of Health Sciences	16%
School of Public Health	2%
UofM Global & Academic Innovation, College of Professional & Liberal Studies (CPLS)	1%
UofM Lambuth	0%
University Libraries	2%

Please select your level of agreement with the following statements.	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Evidence on which to Base Opinion
The Dean...						
1. Articulates a clear and compelling vision for the College.	38.6%	23.7%	13.3%	14.1%	8.4%	2.0%
2. Sets appropriate goals for the College.	35.1%	26.6%	11.7%	12.9%	11.3%	2.4%
3. Clearly identifies College priorities.	37.9%	24.2%	10.9%	14.9%	9.7%	2.4%
4. Involves faculty in planning for the future.	33.3%	20.5%	10.4%	14.9%	19.3%	1.6%
5. Acts decisively on important issues.	38.9%	19.8%	12.6%	10.9%	13.4%	4.5%
6. Organizes and administers in a manner which inspires confidence.	36.1%	16.5%	10.8%	9.6%	24.9%	2.0%
7. Works with Chairs to create, manage, and support a cohesive, effective leadership team.	33.7%	14.9%	13.3%	10.8%	14.5%	12.9%
8. Makes thoughtful, high quality decisions based on available data.	36.5%	21.3%	9.2%	14.1%	15.3%	3.6%
9. Is accessible to faculty.	38.2%	27.3%	10.0%	9.2%	13.3%	2.0%
10. Listens and responds to ideas from faculty.	37.1%	21.0%	11.3%	11.7%	16.5%	2.4%
11. Listens and responds to faculty concerns and needs.	37.3%	19.3%	10.0%	14.1%	17.3%	2.0%
12. Is an effective speaker.	41.4%	18.9%	18.1%	10.8%	8.0%	2.8%
13. Maintains ongoing and clear dialogue with faculty.	36.9%	17.7%	11.6%	14.1%	18.1%	1.6%
14. Fosters effective College/community partnerships.	41.0%	17.7%	14.9%	6.0%	10.4%	10.0%
15. Is transparent.	37.3%	16.5%	10.8%	12.0%	20.1%	3.2%
16. Is an effective manager of fiscal resources.	37.8%	14.1%	16.9%	8.8%	13.3%	9.2%

Please select your level of agreement with the following statements.	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Evidence on which to Base Opinion
The Dean...						
17. Is an effective manager of human resources.	31.7%	16.5%	14.9%	11.2%	18.5%	7.2%
18. Makes effective programmatic decisions.	35.9%	17.7%	14.5%	13.7%	15.3%	2.8%
19. Delegates responsibility and authority appropriately.	31.7%	20.5%	16.1%	10.8%	12.9%	8.0%
20. Generates a spirit of cooperation and teamwork in the College.	35.7%	14.9%	10.4%	13.7%	21.3%	4.0%
21. Ensures that policies and procedures are administered equitably.	34.9%	20.1%	14.5%	8.8%	16.1%	5.6%
22. Inspires confidence that tenure and promotion decisions are based on policy.	39.8%	17.7%	10.0%	6.4%	13.3%	12.9%
23. Is committed to a diverse academic community in which individual differences are respected.	45.4%	23.3%	11.6%	4.0%	10.4%	5.2%
24. Exhibits integrity.	45.2%	19.4%	13.7%	6.0%	12.9%	2.8%
25. Follows through on commitments.	40.7%	17.3%	15.7%	10.1%	8.9%	7.3%
26. Creates an atmosphere of trust among College faculty.	38.2%	12.9%	8.8%	13.3%	23.7%	3.2%

Spring 2020 Faculty Evaluations of the Deans - All Colleges Combined

Overall Dimension Summary

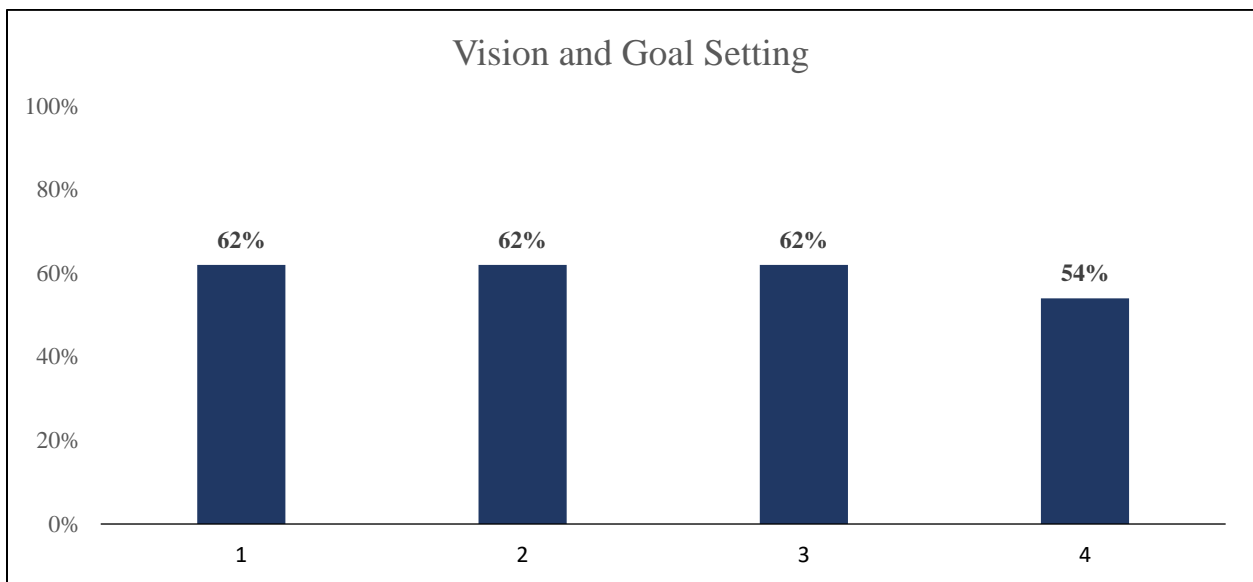
<i>Overall Report for this Project: University of Memphis Evaluations by Faculty</i>		
#	Dimension	Spring 2020
1	Vision and Goal Setting	3.5
2	Leadership	3.3
3	Responsiveness	3.5
4	Communication	3.5
5	Management	3.2
6	Equity	3.4
7	Trustworthiness	3.5
	OVERALL	3.4

Spring 2020 Faculty Evaluations of the Deans - All Colleges Combined

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.	62%	249
2	Sets appropriate goals for the College.	62%	248
3	Clearly identifies College priorities.	62%	248
4	Involves faculty in planning for the future.	54%	249
	Overall Dimension Mean	3.5	

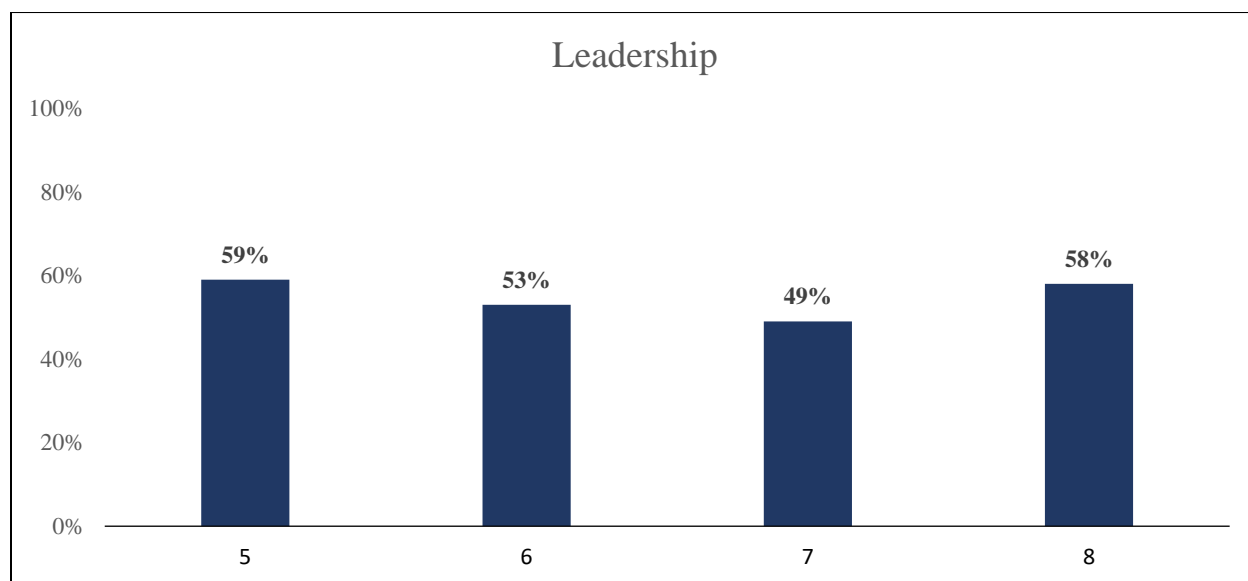


Spring 2020 Faculty Evaluations of the Deans - All Colleges Combined

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.	59%	247
6	Organizes and administers in a manner which inspires confidence.	53%	249
7	Works with Chairs to create, manage, and support a cohesive, effective leadership team.	49%	249
8	Makes thoughtful, high quality decisions based on available data.	58%	249
	Overall Dimension Mean	3.3	

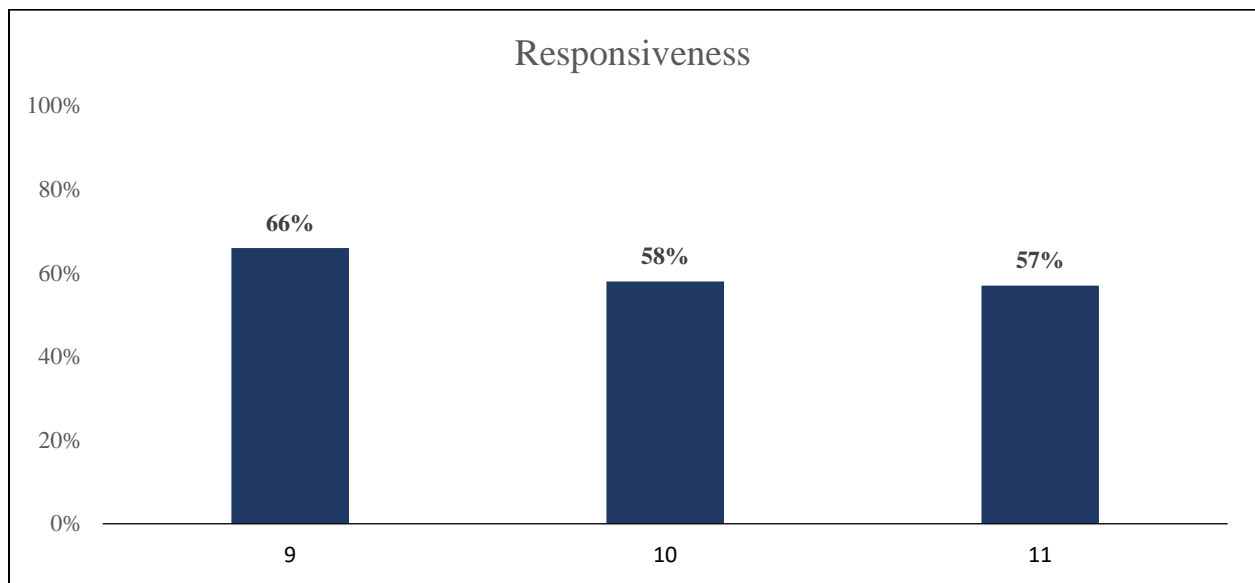


Spring 2020 Faculty Evaluations of the Deans - All Colleges Combined

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.	66%	249
10	Listens and responds to ideas from faculty.	58%	248
11	Listens and responds to faculty concerns and needs.	57%	249
	Overall Dimension Mean	3.5	

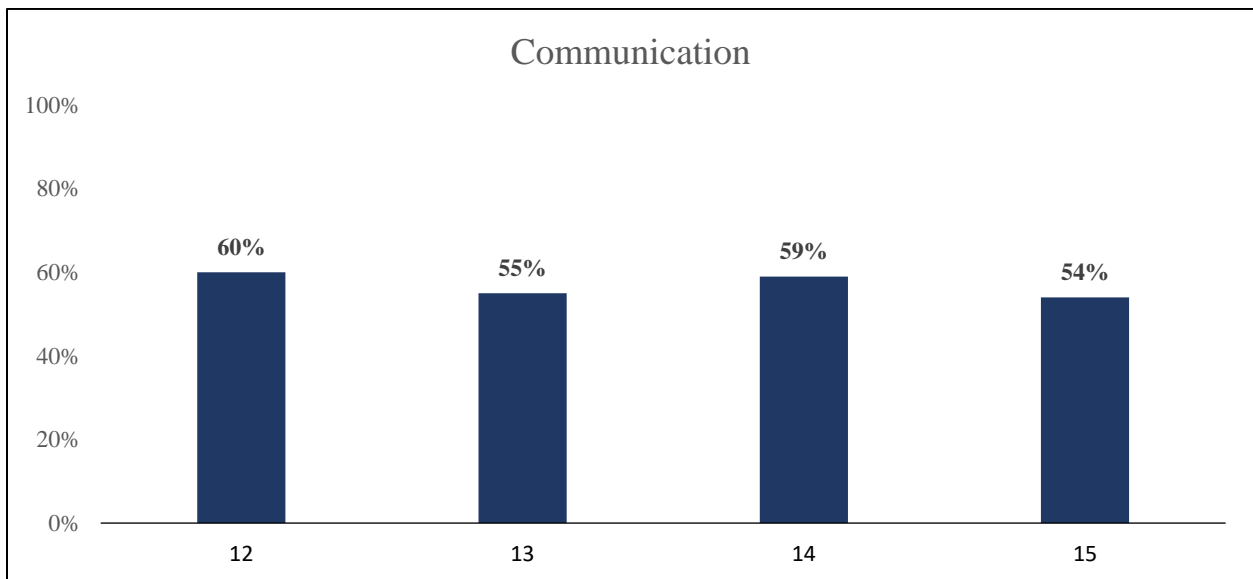


Spring 2020 Faculty Evaluations of the Deans - All Colleges Combined

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.	60%	249
13	Maintains ongoing and clear dialogue with faculty.	55%	249
14	Fosters effective College/community partnerships.	59%	249
15	Is transparent.	54%	249
	Overall Dimension Mean	3.5	

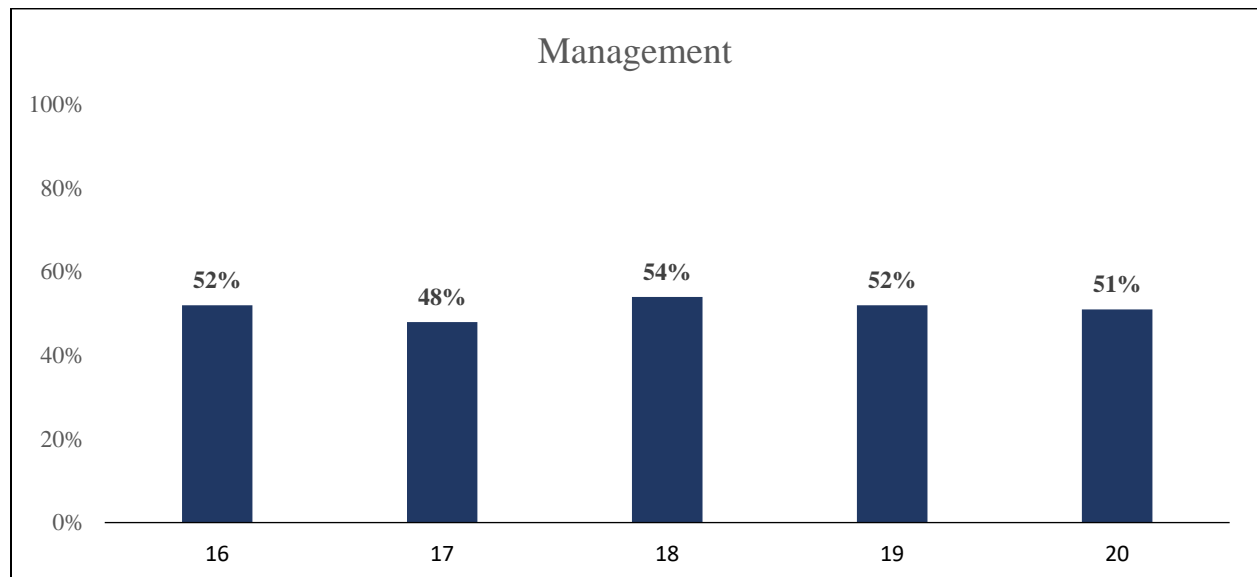


Spring 2020 Faculty Evaluations of the Deans - All Colleges Combined

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.	52%	249
17	Is an effective manager of human resources.	48%	249
18	Makes effective programmatic decisions.	54%	248
19	Delegates responsibility and authority appropriately.	52%	249
20	Generates a spirit of cooperation and teamwork in the College.	51%	249
	Overall Dimension Mean	3.2	

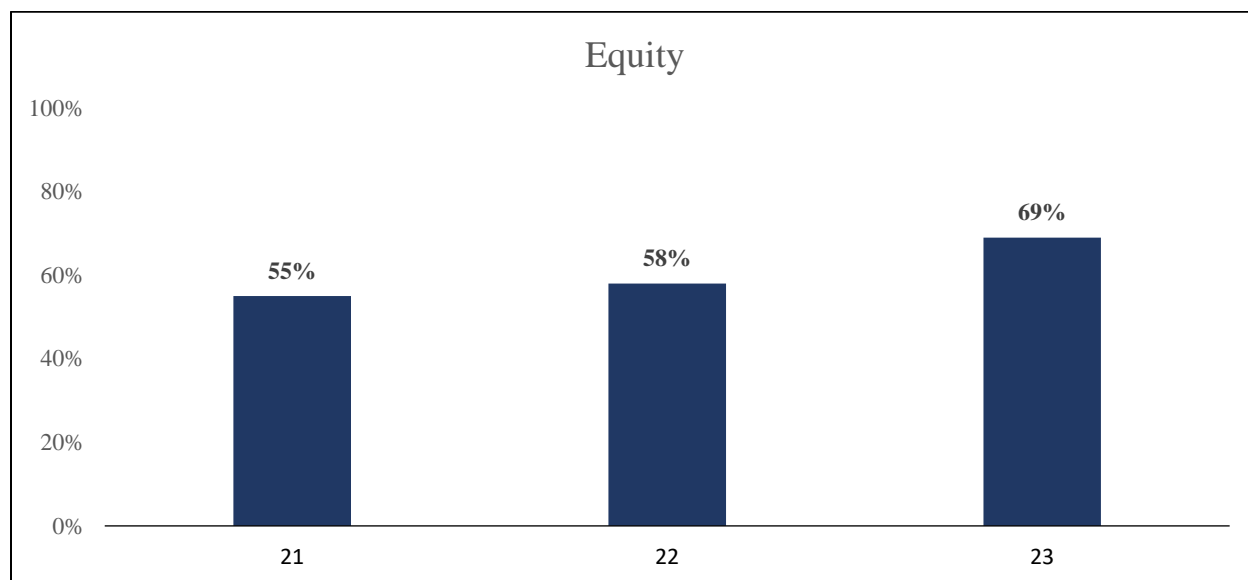


Spring 2020 Faculty Evaluations of the Deans - All Colleges Combined

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.	55%	249
22	Inspires confidence that tenure and promotion decisions are based on policy.	58%	249
23	Is committed to a diverse academic community in which individual differences are respected.	69%	249
	Overall Dimension Mean	3.4	

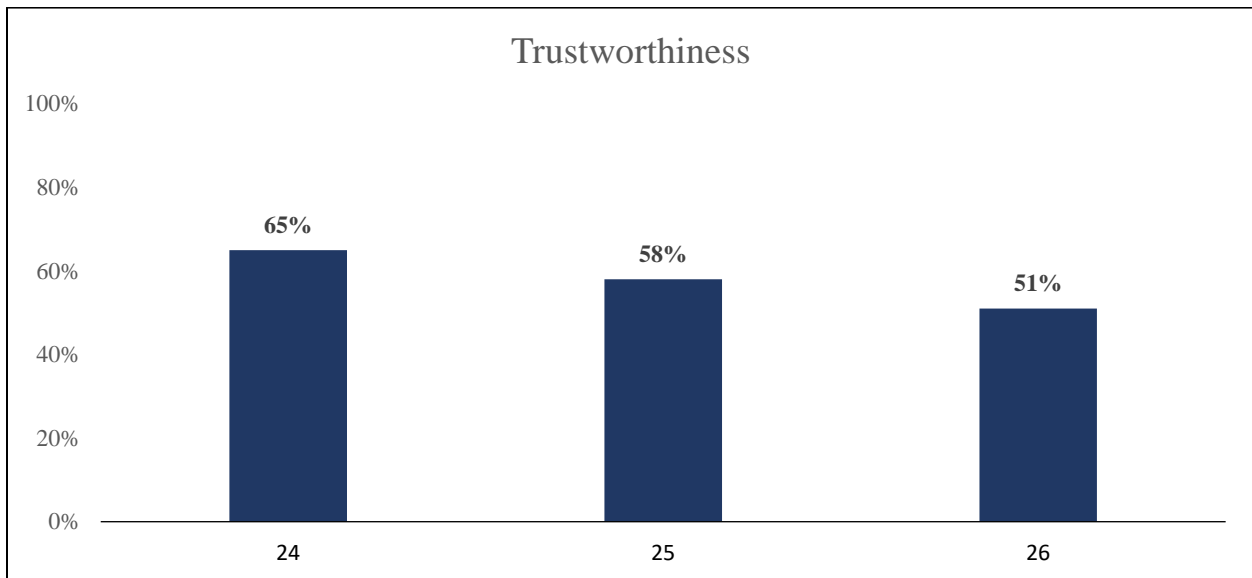


Spring 2020 Faculty Evaluations of the Deans - All Colleges Combined

Trustworthiness Dimension

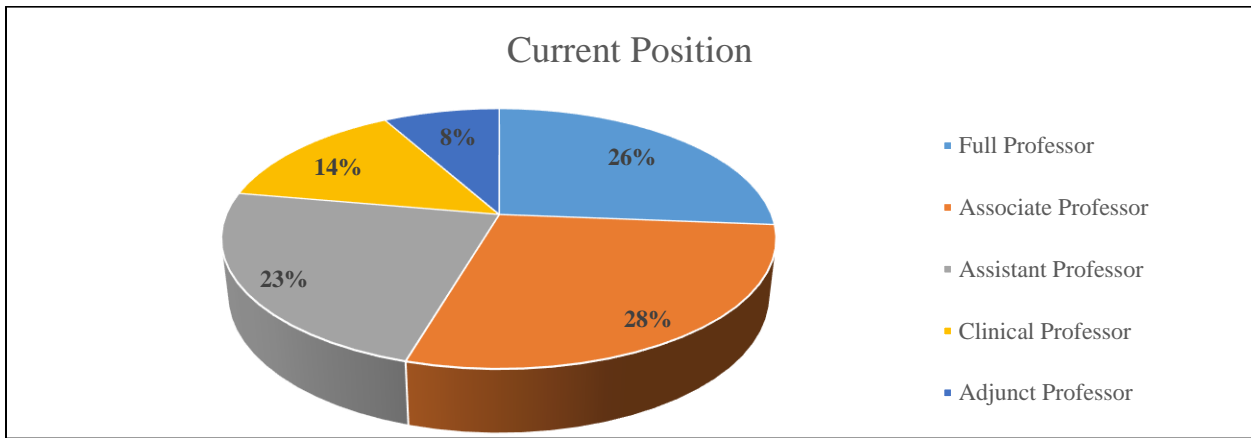
Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Trustworthiness Items	Strongly Agree + Agree	Number of Responses
24	Exhibits integrity.	65%	248
25	Follows through on commitments.	58%	248
26	Creates an atmosphere of trust among College faculty.	51%	249
	Overall Dimension Mean	3.5	

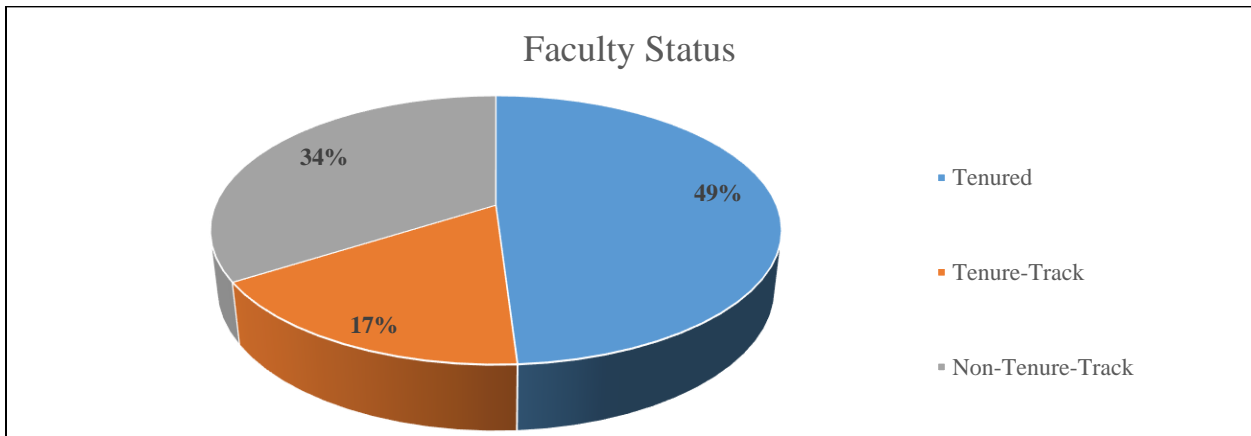


Optional Demographics

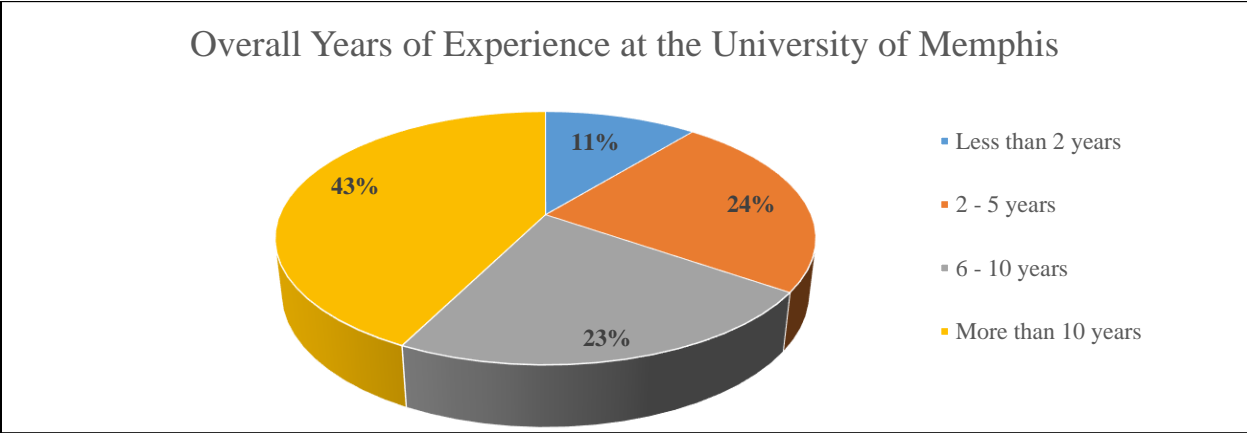
Please indicate your CURRENT position:	
Full Professor	26%
Associate Professor	28%
Assistant Professor	23%
Clinical Professor	14%
Adjunct Professor	8%
Number of Responses	201



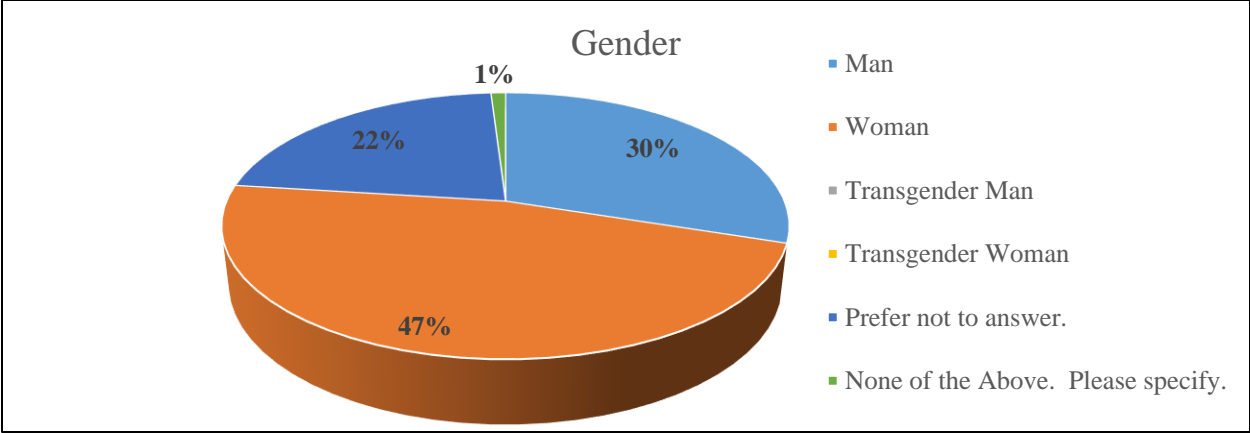
Please indicate your faculty status:	
Tenured	49%
Tenure-Track	17%
Non-Tenure-Track	34%
Number of Responses	214



How long have you been at the University of Memphis?	
Less than 2 years	11%
2-5 years	24%
6-10 years	23%
More than 10 years	43%
Number of Responses	217



Gender	
Man	30%
Woman	47%
Transgender Man	0%
Transgender Woman	0%
Prefer not to answer.	22%
None of the above.	1%
Number of Responses	219



All Deans Combined Disaggregated Report

In the following tables Faculty Senate Report is disaggregated by Full -Time Faculty and Adjunct Faculty and results are presented side by side for easy comparison.

**Faculty Evaluation - Full-Time Faculty compared to Adjunct Faculty
Summary Items**

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

Number of Respondents for Spring 2020 = 253*

Please select your level of agreement with the following statements.	Strongly Agree + Agree	
	Full-Time Faculty n=185	Adjunct Faculty n=16
The President...		
1. Articulates a clear and compelling vision for the University.	64%	75%
2. Sets appropriate goals for the University.	63%	81%
3. Clearly identifies University priorities.	61%	75%
4. Involves faculty in planning for the future.	53%	88%
5. Acts decisively on important issues.	58%	81%
6. Organizes and administers in a manner which inspires confidence.	54%	69%
7. Creates, manages, and supports a cohesive, effective leadership team.	49%	63%
8. Makes thoughtful, high quality decisions based on available data.	57%	81%
9. Is accessible to faculty.	64%	75%
10. Listens and responds to ideas from faculty.	56%	75%
11. Listens and responds to faculty concerns and needs.	54%	75%
12. Is an effective speaker.	60%	69%
13. Maintains ongoing and clear dialogue with faculty.	55%	69%
14. Fosters effective University/community partnerships.	57%	81%
15. Is transparent.	54%	75%
16. Is successful in generating financial resources.	52%	69%
17. Is an effective manager of fiscal resources.	50%	69%
18. Is an effective manager of human resources.	54%	69%
19. Delegates responsibility and authority appropriately.	53%	75%
20. Generates a spirit of cooperation and teamwork in the institution.	52%	69%

Please select your level of agreement with the following statements.	Strongly Agree + Agree	
	Full-Time Faculty n=185	Adjunct Faculty n=16
The President...		
21. Ensures that policies and procedures are administered equitably.	55%	75%
22. Inspires confidence that tenure and promotion decisions are based on policy.	58%	56%
23. Is committed to a diverse academic community in which individual differences are respected.	68%	69%
24. Exhibits integrity.	65%	81%
25. Follows through on commitments.	58%	69%
26. Creates an atmosphere of trust among University faculty.	52%	69%

** 52 participants didn't identify their current position; therefore, that data was not able to be included in this analysis.*

#	Dimension	Full-Time Faculty n=185	Adjunct Faculty n=16
1	Vision and Goal Setting	3.6	4.0
2	Leadership	3.3	3.8
3	Responsiveness	3.4	4.0
4	Communication	3.4	3.9
5	Management	3.2	3.8
6	Equity	3.5	3.7
7	Trustworthiness	3.5	4.0
	OVERALL	3.4	3.9

