



THE UNIVERSITY OF  
**MEMPHIS**™

The Center for Research in  
Educational Policy (CREP)

## The University of Memphis Evaluations by Faculty

Provost

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 President data are reported by survey item percentages and dimension means (pg. 1-23) and then disaggregated by categories and presented side by side for easy comparison (pg. 25-39). The following are the disaggregated categories:

- Current Position: Full -Time Faculty and Adjunct Faculty
- Current Position: Full Prof, Associate Prof, Assistant Prof, Clinical Prof, Adjunct Prof.
- Faculty Status: Tenured, Tenure-Track, Non-Tenure Track
- Length of Employment at the University: Less than 2 years, 2-5 years, 6-10 years, More than 10 years
- Gender: Man, Woman, Prefer not to answer

## 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.

<b>Participation by faculty evaluation survey</b>	<b><u>Count</u></b>
President's Evaluation	181
Provost's Evaluation	139
Deans' Evaluation	253
<b>Participation by college</b>	
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 - Provost  
Summary Items**

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

**Number of Respondents for Spring 2020 = 139**

Please select your level of agreement with the following statements.	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Evidence on which to Base Opinion
<b>The Provost...</b>						
1. Articulates a clear and compelling vision for the Academic Units of the University.	28.1%	32.6%	14.1%	9.6%	6.7%	8.9%
2. Sets appropriate goals for the Academic Units.	30.4%	26.7%	13.3%	13.3%	5.9%	10.4%
3. Clearly identifies priorities for the Academic Units.	31.1%	27.4%	14.1%	10.4%	7.4%	9.6%
4. Involves faculty in planning for the future.	25.4%	23.9%	10.4%	14.9%	13.4%	11.9%
5. Acts decisively on important issues.	31.8%	25.0%	15.9%	8.3%	6.8%	12.1%
6. Organizes and administers in a manner which inspires confidence.	32.6%	20.7%	14.8%	12.6%	10.4%	8.9%
7. Works with Deans and Chairs to create, manage, and support a cohesive, effective leadership team.	31.9%	20.0%	10.4%	6.7%	9.6%	21.5%
8. Makes thoughtful, high quality decisions based on available data.	30.4%	28.1%	10.4%	5.9%	10.4%	14.8%
9. Is accessible to faculty.	28.9%	25.2%	12.6%	7.4%	14.8%	11.1%
10. Listens and responds to ideas from faculty.	31.3%	20.9%	11.2%	13.4%	11.2%	11.9%
11. Listens and responds to faculty concerns and needs.	30.4%	25.2%	10.4%	10.4%	14.8%	8.9%
12. Is an effective speaker.	32.6%	40.0%	10.4%	3.7%	6.7%	6.7%
13. Maintains ongoing and clear dialogue with faculty.	28.1%	22.2%	14.1%	9.6%	13.3%	12.6%
14. Fosters effective University/community	27.6%	24.6%	11.9%	6.7%	6.0%	23.1%

<b>Please select your level of agreement with the following statements.</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Evidence on which to Base Opinion</b>
<b>The Provost...</b>						
partnerships.						
15. Is transparent.	28.9%	25.2%	16.3%	11.1%	11.1%	7.4%
16. Is an effective manager of fiscal resources.	26.1%	28.4%	9.7%	4.5%	7.5%	23.9%
17. Is an effective manager of human resources.	24.4%	24.4%	14.1%	5.9%	10.4%	20.7%
18. Makes management decisions based on the greater good of the academic community.	28.6%	30.1%	10.5%	8.3%	9.0%	13.5%
19. Delegates responsibility and authority appropriately.	24.6%	23.9%	14.2%	4.5%	8.2%	24.6%
20. Generates a spirit of cooperation and teamwork in the institution.	29.1%	24.6%	11.9%	9.0%	13.4%	11.9%
21. Ensures that policies and procedures are administered equitably.	31.9%	23.0%	13.3%	7.4%	9.6%	14.8%
22. Inspires confidence that tenure and promotion decisions are based on policy.	36.3%	26.7%	11.1%	4.4%	6.7%	14.8%
23. Is committed to a diverse academic community in which individual differences are respected.	41.5%	23.7%	9.6%	4.4%	8.9%	11.9%
24. Exhibits integrity.	41.8%	25.4%	15.7%	1.5%	8.2%	7.5%
25. Follows through on commitments.	39.6%	20.1%	14.2%	5.2%	6.7%	14.2%
26. Creates an atmosphere of trust among University faculty.	33.3%	24.4%	10.4%	10.4%	12.6%	8.9%

**Spring 2020 Faculty Evaluation for the Provost**

**Overall Dimension Summary**

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

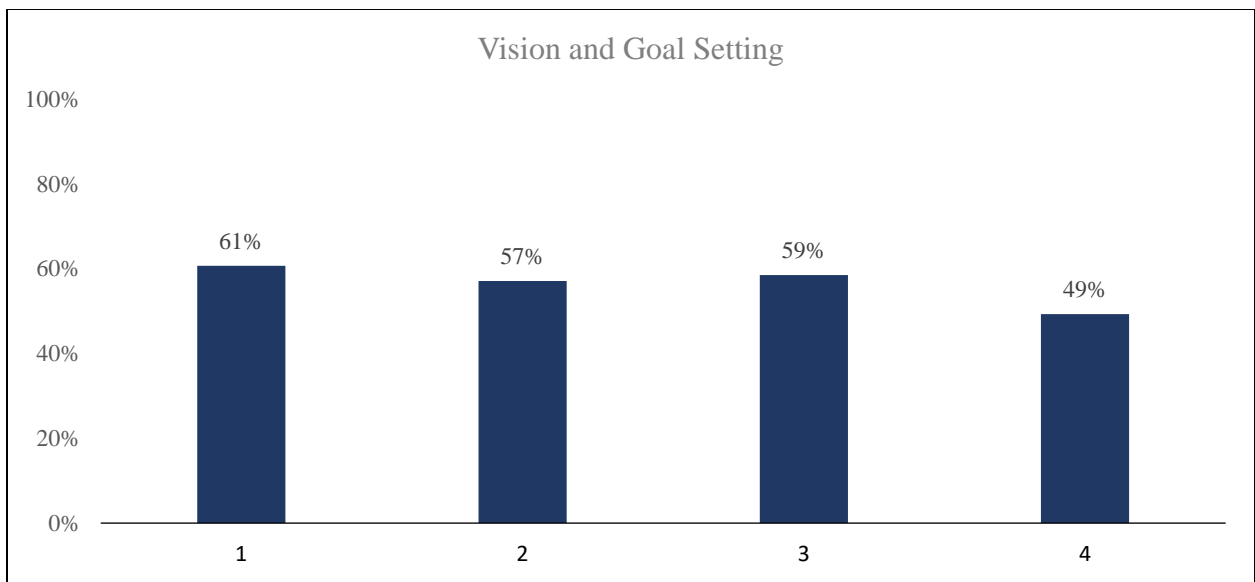
#	Dimension	Spring 2020
1	Vision and Goal Setting	3.3
2	Leadership	3.2
3	Responsiveness	3.1
4	Communication	3.2
5	Management	2.9
6	Equity	3.4
7	Trustworthiness	3.5
	<b>OVERALL</b>	<b>3.2</b>

## Spring 2020 Faculty Evaluation for the Provost

### 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 Academic Units of the University.	61%	135
2	Sets appropriate goals for the Academic Units.	57%	135
3	Clearly identifies priorities for the Academic Units.	59%	135
4	Involves faculty in planning for the future.	49%	134
	<b>Overall Dimension Mean</b>	<b>3.3</b>	



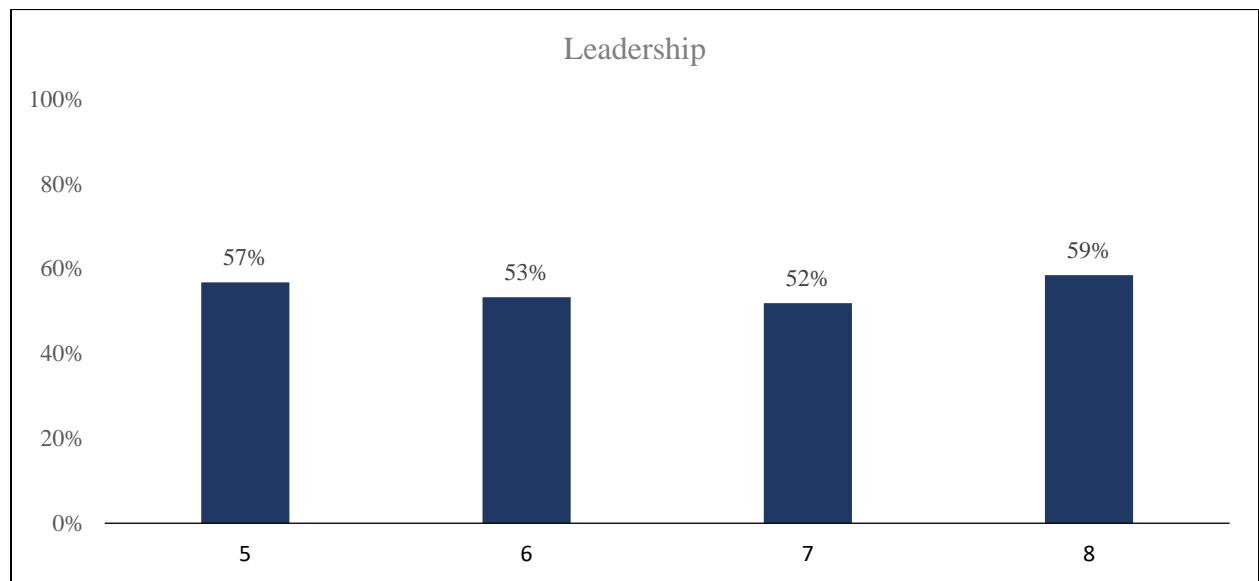


## Spring 2020 Faculty Evaluation for the Provost

### 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.	57%	132
6	Organizes and administers in a manner which inspires confidence.	53%	135
7	Works with Deans and Chairs to create, manage, and support a cohesive, effective leadership team.	52%	135
8	Makes thoughtful, high quality decisions based on available data.	59%	135
	<b>Overall Dimension Mean</b>	<b>3.2</b>	

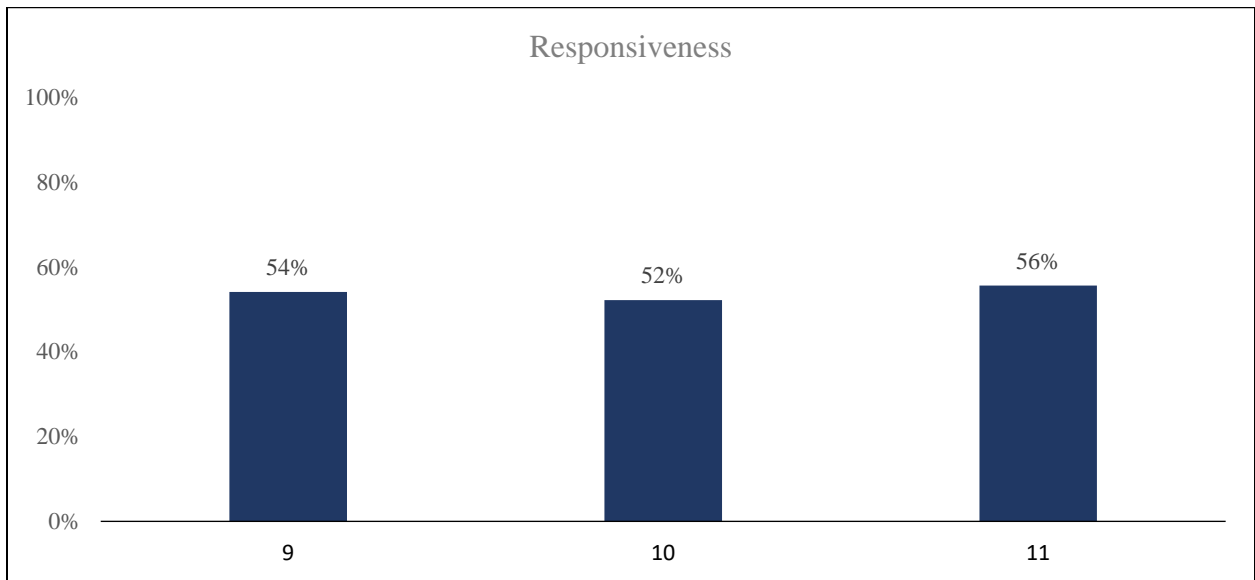


## Spring 2020 Faculty Evaluation for the Provost

### 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.	54%	135
10	Listens and responds to ideas from faculty.	52%	134
11	Listens and responds to faculty concerns and needs.	56%	135
	<b>Overall Dimension Mean</b>	<b>3.1</b>	

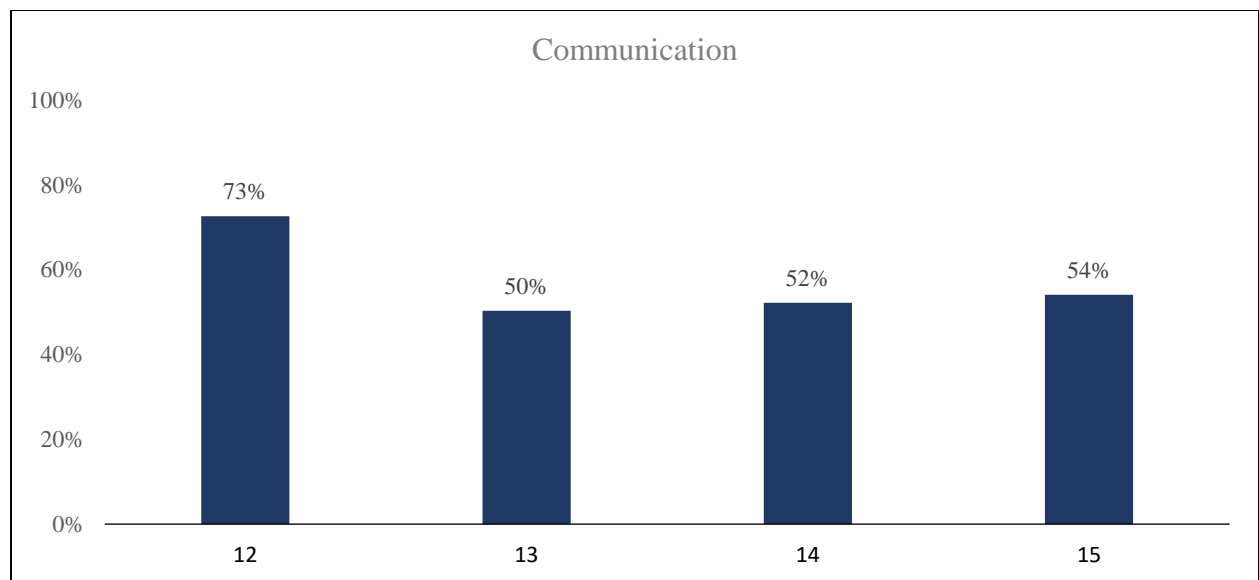


## Spring 2020 Faculty Evaluation for the Provost

### 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.	73%	135
13	Maintains ongoing and clear dialogue with faculty.	50%	135
14	Fosters effective University/community partnerships.	52%	134
15	Is transparent.	54%	135
	<b>Overall Dimension Mean</b>	<b>3.2</b>	

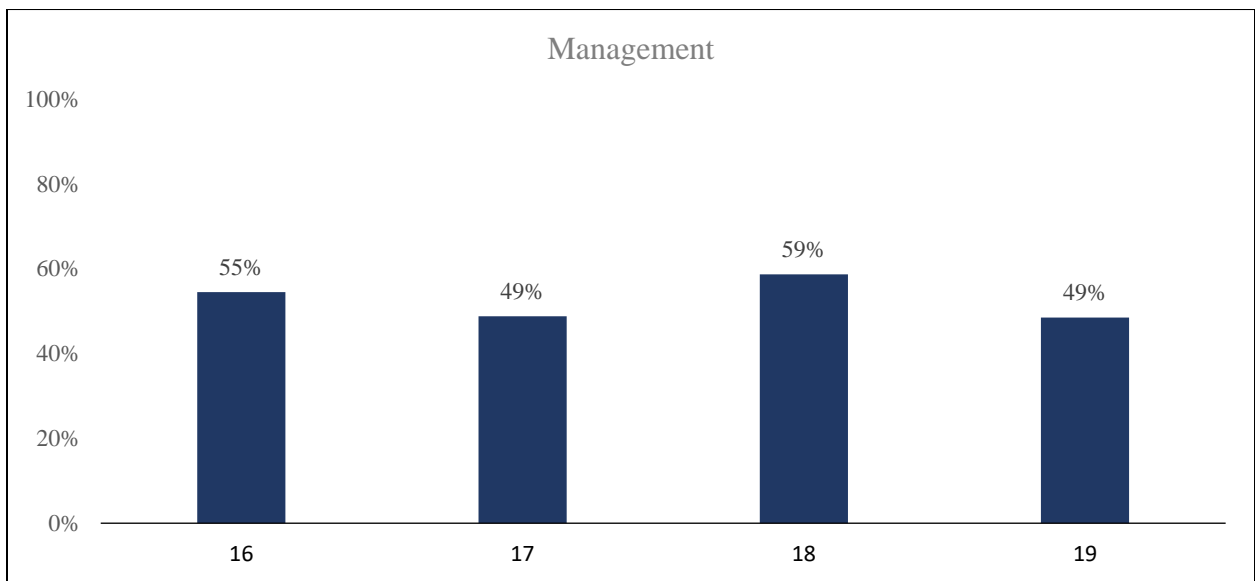


## Spring 2020 Faculty Evaluation for the Provost

### 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.	55%	134
17	Is an effective manager of human resources.	49%	135
18	Makes management decisions based on the greater good of the academic community.	59%	133
19	Delegates responsibility and authority appropriately.	49%	134
	<b>Overall Dimension Mean</b>	<b>2.9</b>	

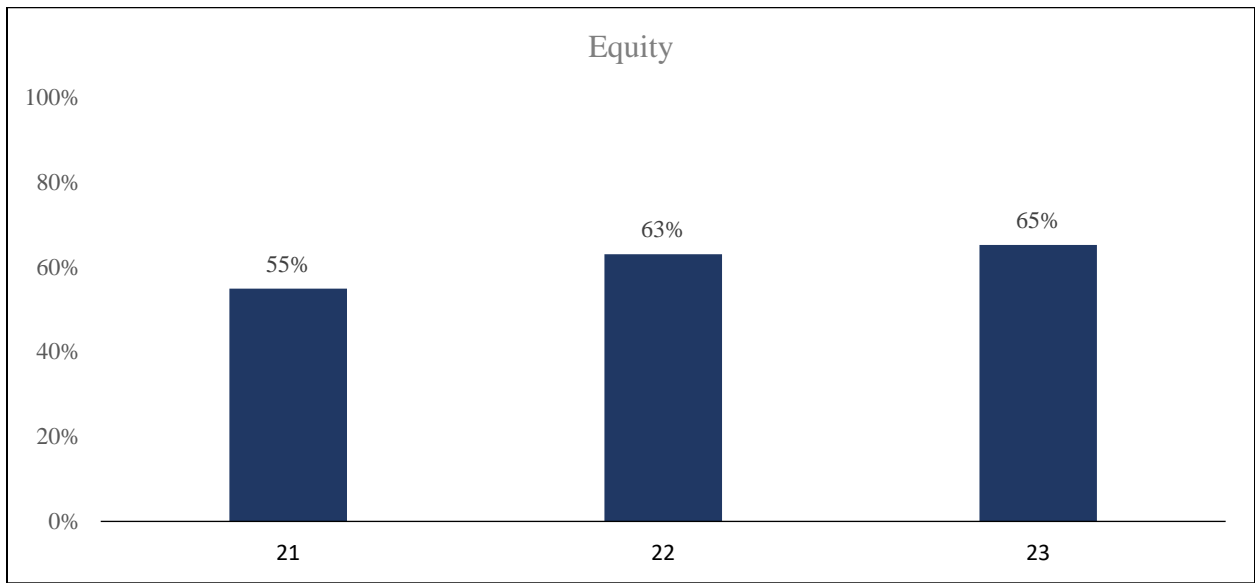


Spring 2020 Faculty Evaluation for the Provost

Equity Dimension

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

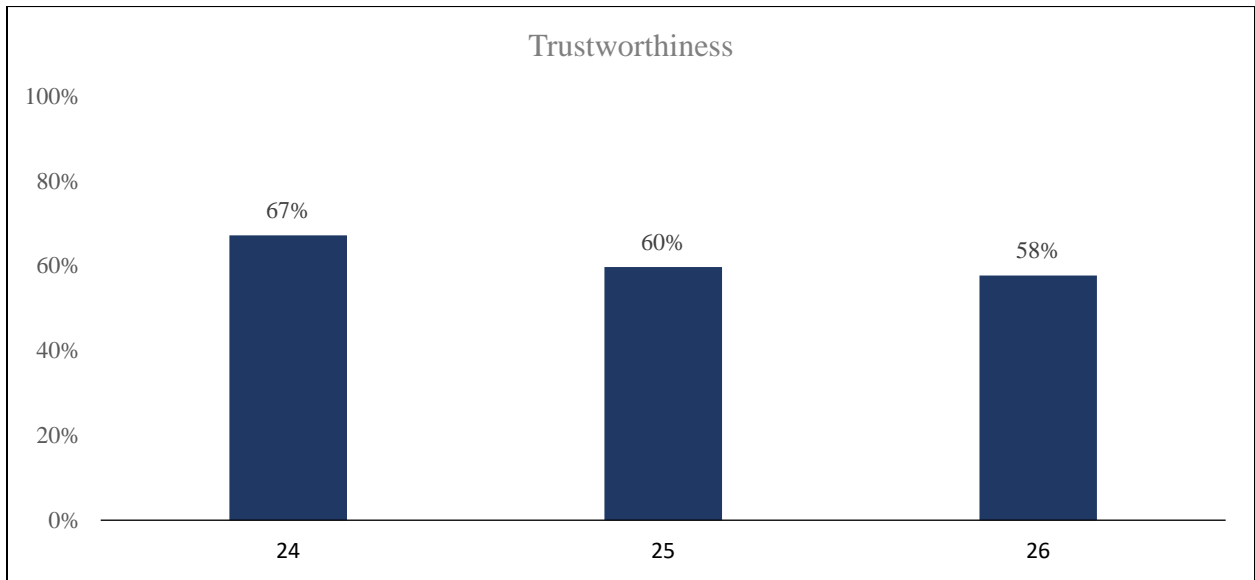
#	Equity Items	Strongly Agree + Agree	Number of Responses
21	Ensures that policies and procedures are administered equitably.	55%	135
22	Inspires confidence that tenure and promotion decisions are based on policy.	63%	135
23	Is committed to a diverse academic community in which individual differences are respected.	65%	135
<b>Overall Dimension Mean</b>		<b>3.4</b>	



Spring 2020 Faculty Evaluation for the Provost

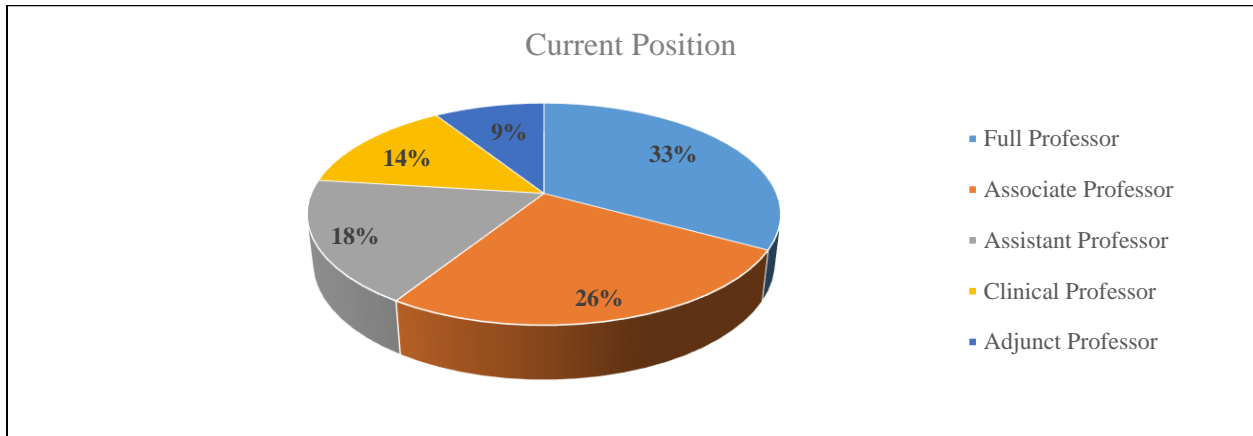
Trustworthiness Dimension

<i>Overall Report for this Project: University of Memphis Evaluations by Faculty</i>			
#	Trustworthiness Items	Strongly Agree + Agree	Number of Responses
24	Exhibits integrity.	67%	134
25	Follows through on commitments.	60%	134
26	Creates an atmosphere of trust among University faculty.	58%	135
<b>Overall Dimension Mean</b>		<b>3.5</b>	

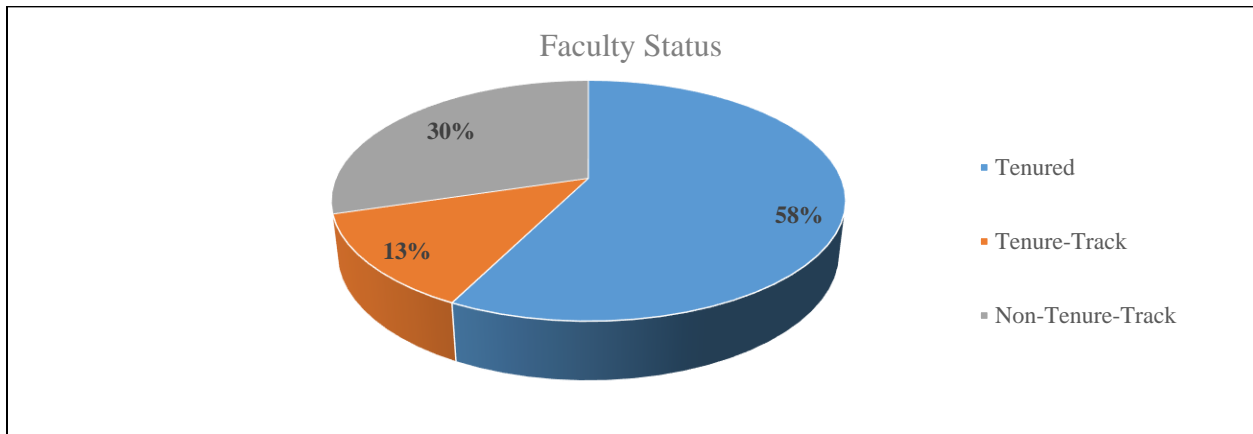


**Optional Demographics**

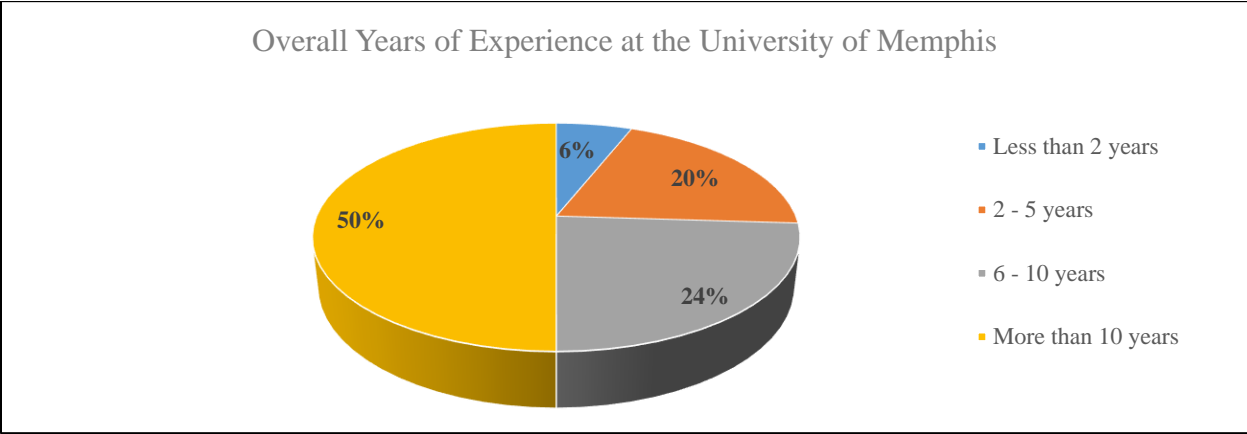
<b>Please indicate your CURRENT position:</b>	
Full Professor	33%
Associate Professor	26%
Assistant Professor	18%
Clinical Professor	14%
Adjunct Professor	9%
<b>Number of Responses</b>	<b>120</b>



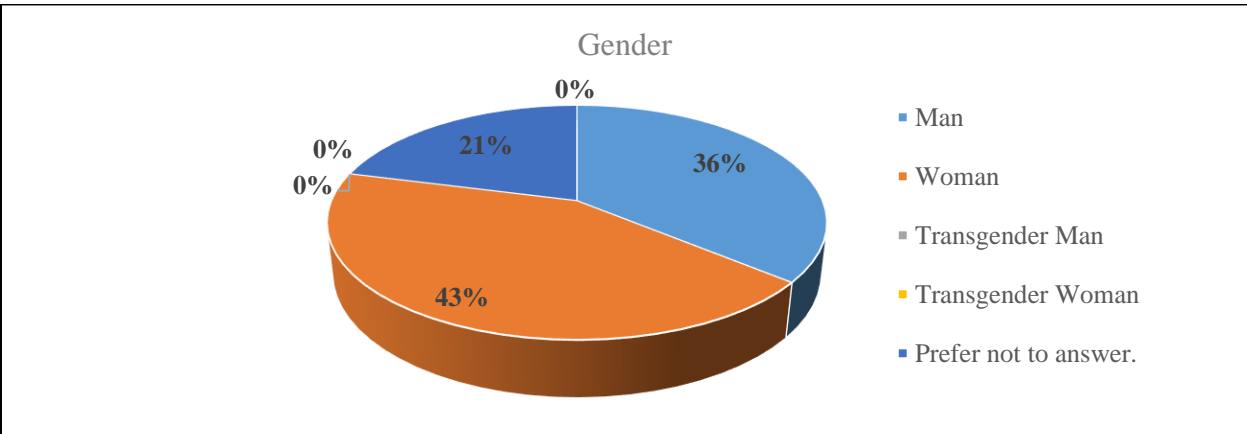
<b>Please indicate your faculty status:</b>	
Tenured	58%
Tenure-Track	13%
Non-Tenure-Track	30%
<b>Number of Responses</b>	<b>125</b>



How long have you been at the University of Memphis?	
Less than 2 years	6%
2-5 years	20%
6-10 years	24%
More than 10 years	50%
<b>Number of Responses</b>	<b>127</b>



Gender	
Man	36%
Woman	43%
Transgender Man	0%
Transgender Woman	0%
Prefer not to answer	21%
None of the above. Please specify.	0%
<b>Number of Responses</b>	<b>125</b>





## Provost Disaggregated Reports

In the following tables (pg. 22-36), Faculty Senate Reports are disaggregated by response to a demographic question and results are presented side by side for easy comparison.

1<sup>st</sup> comparison: Full -Time Faculty and Adjunct Faculty

2<sup>nd</sup> comparison: Current Position

3<sup>rd</sup> comparison: Faculty Status

4<sup>th</sup> comparison: Length of Employment at the University

5<sup>th</sup> comparison: Gender

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

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

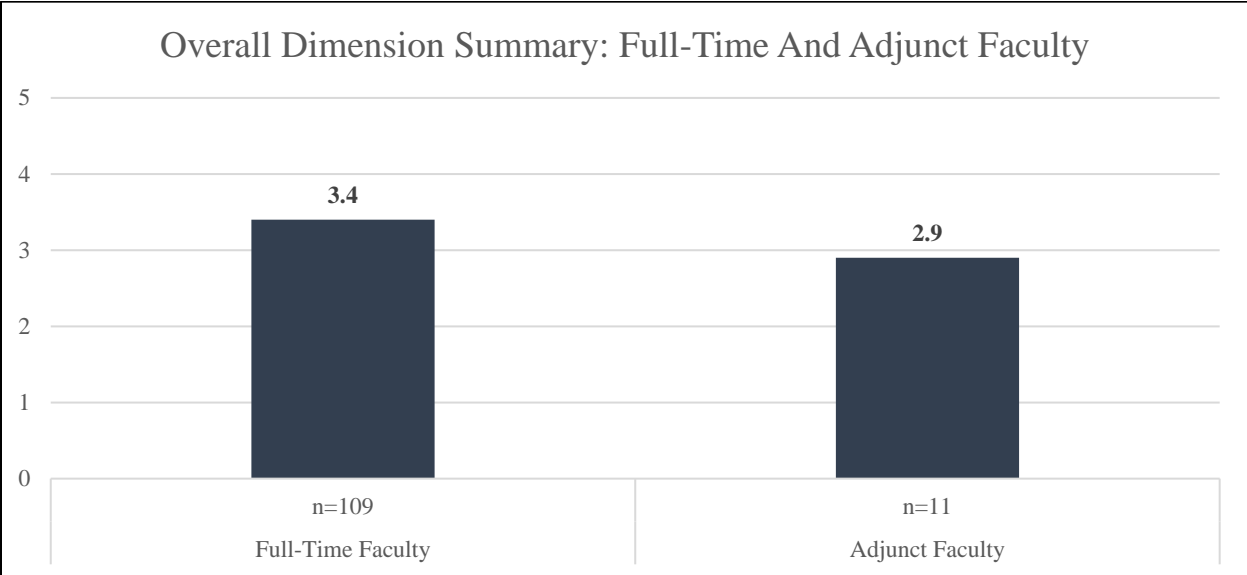
**Number of Respondents for Spring 2020 = 139\***

Please select your level of agreement with the following statements.	Strongly Agree + Agree	
	Full-Time Faculty n=109	Adjunct Faculty n=11
<b>The Provost...</b>		
1. Articulates a clear and compelling vision for the Academic Units of the University.	66%	46%
2. Sets appropriate goals for the Academic Units.	61%	55%
3. Clearly identifies priorities for the Academic Units.	62%	55%
4. Involves faculty in planning for the future.	52%	46%
5. Acts decisively on important issues.	61%	46%
6. Organizes and administers in a manner which inspires confidence.	56%	55%
7. Works with Deans and Chairs to create, manage, and support a cohesive, effective leadership team.	54%	55%
8. Makes thoughtful, high quality decisions based on available data.	62%	64%
9. Is accessible to faculty.	56%	64%
10. Listens and responds to ideas from faculty.	56%	55%
11. Listens and responds to faculty concerns and needs.	61%	46%
12. Is an effective speaker.	76%	64%
13. Maintains ongoing and clear dialogue with faculty.	52%	46%
14. Fosters effective University/community partnerships.	57%	36%
15. Is transparent.	55%	64%
16. Is an effective manager of fiscal resources.	57%	55%
17. Is an effective manager of human resources.	53%	46%
18. Makes management decisions based on the greater good of the academic community.	62%	64%

Please select your level of agreement with the following statements.	Strongly Agree + Agree	
	Full-Time Faculty n=109	Adjunct Faculty n=11
<b>The Provost...</b>		
19. Delegates responsibility and authority appropriately.	53%	36%
20. Generates a spirit of cooperation and teamwork in the institution.	57%	55%
21. Ensures that policies and procedures are administered equitably.	60%	46%
22. Inspires confidence that tenure and promotion decisions are based on policy.	70%	36%
23. Is committed to a diverse academic community in which individual differences are respected.	68%	73%
24. Exhibits integrity.	70%	64%
25. Follows through on commitments.	63%	55%
26. Creates an atmosphere of trust among University faculty.	62%	55%

*\*19 participants didn't identify their current position; therefore, that data was not able to be included in this analysis.*

#	Dimension	Full-Time Faculty n=109	Adjunct Faculty n=11
1	Vision and Goal Setting	3.4	2.9
2	Leadership	3.3	2.9
3	Responsiveness	3.3	2.8
4	Communication	3.4	2.8
5	Management	3.1	2.9
6	Equity	3.5	2.6
7	Trustworthiness	3.6	3.0
	<b>OVERALL</b>	<b>3.4</b>	<b>2.9</b>



**Faculty Evaluation - Report by Current Position  
Summary Items**

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

**Number of Respondents for Spring 2020 = 139\***

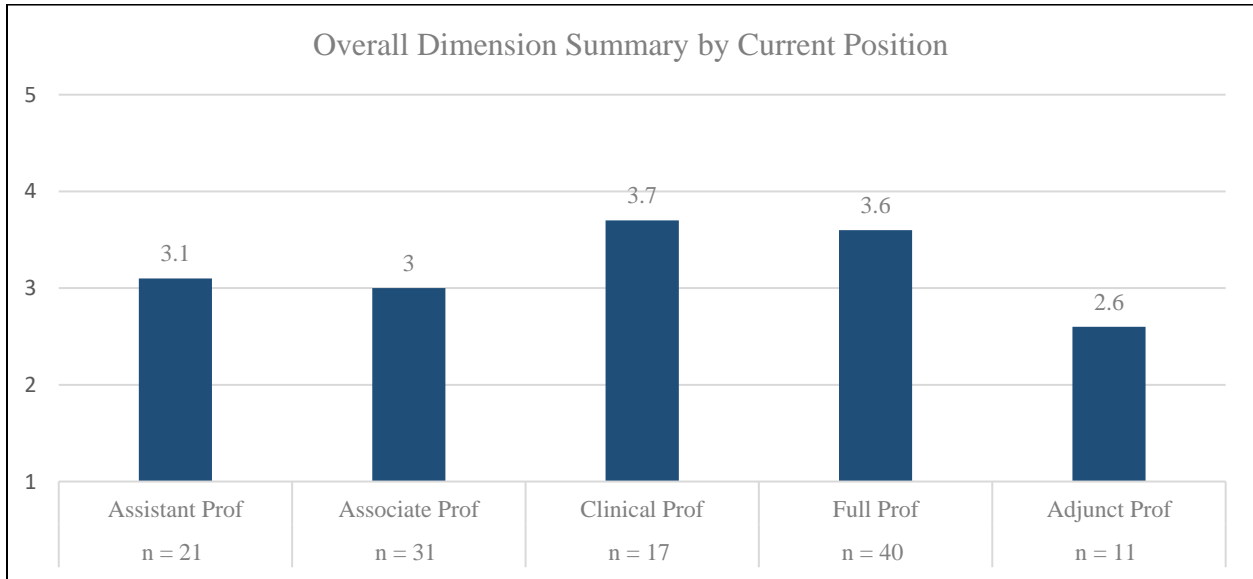
Please select your level of agreement with the following statements.	Strongly Agree + Agree				
	Assistant Prof n=21	Associate Prof n=31	Clinical Prof n=17	Full Prof n=40	Adjunct Prof n=11
<b>The Provost...</b>					
1. Articulates a clear and compelling vision for the Academic Units of the University.	63%	55%	80%	71%	33%
2. Sets appropriate goals for the Academic Units.	58%	45%	80%	66%	44%
3. Clearly identifies priorities for the Academic Units.	58%	48%	80%	68%	44%
4. Involves faculty in planning for the future.	56%	41%	67%	53%	33%
5. Acts decisively on important issues.	56%	50%	71%	66%	33%
6. Organizes and administers in a manner which inspires confidence.	58%	45%	67%	58%	44%
7. Works with Deans and Chairs to create, manage, and support a cohesive, effective leadership team.	32%	38%	87%	63%	44%
8. Makes thoughtful, high quality decisions based on available data.	53%	48%	80%	71%	56%
9. Is accessible to faculty.	37%	55%	73%	58%	56%
10. Listens and responds to ideas from faculty.	44%	52%	67%	61%	44%
11. Listens and responds to faculty concerns and needs.	53%	55%	67%	66%	33%
12. Is an effective speaker.	79%	76%	80%	71%	56%
13. Maintains ongoing and clear dialogue with faculty.	37%	48%	67%	55%	33%
14. Fosters effective University/community	56%	41%	87%	55%	22%

Please select your level of agreement with the following statements.	Strongly Agree + Agree				
	Assistant Prof n=21	Associate Prof n=31	Clinical Prof n=17	Full Prof n=40	Adjunct Prof n=11
<b>The Provost...</b>					
partnerships.					
15. Is transparent.	37%	48%	67%	66%	56%
16. Is an effective manager of fiscal resources.	42%	48%	67%	68%	44%
17. Is an effective manager of human resources.	47%	38%	67%	61%	33%
18. Makes management decisions based on the greater good of the academic community.	53%	54%	73%	68%	56%
19. Delegates responsibility and authority appropriately.	56%	48%	73%	45%	33%
20. Generates a spirit of cooperation and teamwork in the institution.	37%	52%	73%	65%	44%
21. Ensures that policies and procedures are administered equitably.	42%	48%	60%	76%	33%
22. Inspires confidence that tenure and promotion decisions are based on policy.	53%	76%	60%	76%	22%
23. Is committed to a diverse academic community in which individual differences are respected.	47%	66%	73%	76%	67%
24. Exhibits integrity.	61%	69%	73%	74%	56%
25. Follows through on commitments.	42%	55%	73%	73%	44%
26. Creates an atmosphere of trust among University faculty.	53%	48%	73%	68%	44%

*\*19 participants didn't identify their current position therefore, that data was not able to be included in this analysis.*

**Spring 2020 Faculty Evaluation - Report by Current Position**  
**Overall Dimension Summary**

#	Dimension	Assistant Prof n=21	Associate Prof n=31	Clinical Prof n=17	Full Prof n=40	Adjunct Prof n=11
1	Vision and Goal Setting	3.3	3.0	3.8	3.6	2.7
2	Leadership	3.0	2.9	3.8	3.5	2.6
3	Responsiveness	2.9	3.2	3.6	3.5	2.5
4	Communication	3.2	3.0	3.8	3.6	2.4
5	Management	2.9	2.5	3.6	3.4	2.6
6	Equity	3.0	3.5	3.6	3.9	2.3
7	Trustworthiness	3.3	3.4	3.8	3.9	2.7
	<b>OVERALL</b>	<b>3.1</b>	<b>3.0</b>	<b>3.7</b>	<b>3.6</b>	<b>2.6</b>



**Faculty Evaluation - Report by Faculty Status  
Summary Items**

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

**Number of Respondents for Spring 2020 = 139\***

Please select your level of agreement with the following statements.	Strongly Agree + Agree		
	Non-Tenure Track n=37	Tenure Track n=16	Tenured n=72
<b>The Provost...</b>			
1. Articulates a clear and compelling vision for the Academic Units of the University.	60%	57%	64%
2. Sets appropriate goals for the Academic Units.	63%	50%	59%
3. Clearly identifies priorities for the Academic Units.	60%	50%	60%
4. Involves faculty in planning for the future.	57%	46%	47%
5. Acts decisively on important issues.	52%	50%	61%
6. Organizes and administers in a manner which inspires confidence.	60%	57%	51%
7. Works with Deans and Chairs to create, manage, and support a cohesive, effective leadership team.	60%	36%	53%
8. Makes thoughtful, high quality decisions based on available data.	66%	57%	59%
9. Is accessible to faculty.	60%	29%	57%
10. Listens and responds to ideas from faculty.	59%	36%	56%
11. Listens and responds to faculty concerns and needs.	57%	43%	61%
12. Is an effective speaker.	71%	71%	73%
13. Maintains ongoing and clear dialogue with faculty.	54%	29%	53%
14. Fosters effective University/community partnerships.	54%	64%	51%



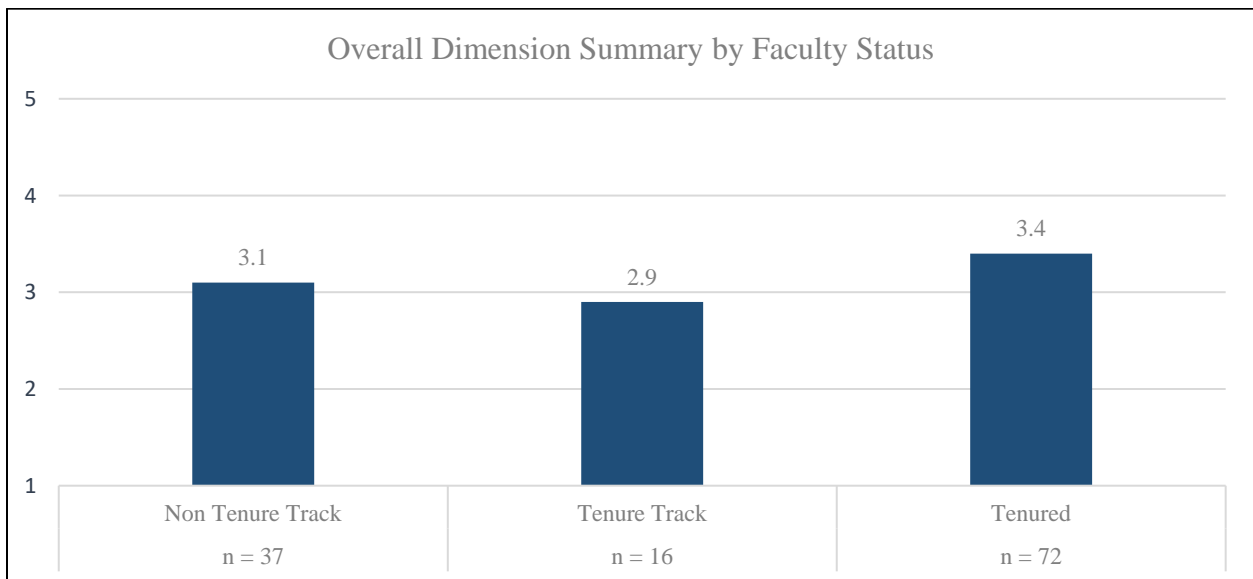
Please select your level of agreement with the following statements.  The Provost...	Strongly Agree + Agree		
	Non-Tenure Track n=37	Tenure Track n=16	Tenured n=72
15. Is transparent.	49%	50%	56%
16. Is an effective manager of fiscal resources.	57%	36%	58%
17. Is an effective manager of human resources.	49%	43%	51%
18. Makes management decisions based on the greater good of the academic community.	57%	50%	65%
19. Delegates responsibility and authority appropriately.	50%	64%	47%
20. Generates a spirit of cooperation and teamwork in the institution.	57%	36%	58%
21. Ensures that policies and procedures are administered equitably.	43%	43%	66%
22. Inspires confidence that tenure and promotion decisions are based on policy.	40%	64%	74%
23. Is committed to a diverse academic community in which individual differences are respected.	60%	50%	73%
24. Exhibits integrity.	66%	62%	71%
25. Follows through on commitments.	54%	50%	67%
26. Creates an atmosphere of trust among University faculty.	63%	50%	60%

*\*14 participants didn't identify their faculty status therefore, that data was not able to be included in this analysis.*

## Spring 2020 Faculty Evaluation - Report by Faculty Status

### Overall Dimension Summary

#	Dimension	Non-Tenure Track n=37	Tenure Track n=16	Tenured n=72
1	Vision and Goal Setting	3.2	3.0	3.4
2	Leadership	3.2	2.9	3.3
3	Responsiveness	3.1	2.7	3.4
4	Communication	3.1	3.2	3.3
5	Management	2.9	2.6	3.1
6	Equity	2.8	3.0	3.7
7	Trustworthiness	3.2	3.2	3.7
	<b>OVERALL</b>	<b>3.1</b>	<b>2.9</b>	<b>3.4</b>



**Faculty Evaluation - Report by Length of Employment at the University  
Summary Items**

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

**Number of Respondents for Spring 2020 = 139\***

Please select your level of agreement with the following statements.	Strongly Agree + Agree			
	Less than 2 years n=8	2-5 years n=25	6-10 years n=31	More than 10 years n=63
<b>The Provost...</b>				
1. Articulates a clear and compelling vision for the Academic Units of the University.	67%	61%	59%	67%
2. Sets appropriate goals for the Academic Units.	67%	61%	55%	62%
3. Clearly identifies priorities for the Academic Units.	67%	57%	55%	66%
4. Involves faculty in planning for the future.	67%	55%	48%	52%
5. Acts decisively on important issues.	60%	55%	55%	62%
6. Organizes and administers in a manner which inspires confidence.	83%	61%	55%	52%
7. Works with Deans and Chairs to create, manage, and support a cohesive, effective leadership team.	67%	48%	48%	59%
8. Makes thoughtful, high quality decisions based on available data.	67%	61%	59%	66%
9. Is accessible to faculty.	33%	57%	48%	62%
10. Listens and responds to ideas from faculty.	40%	52%	52%	64%
11. Listens and responds to faculty concerns and needs.	50%	52%	55%	67%
12. Is an effective speaker.	83%	70%	59%	79%
13. Maintains ongoing and clear dialogue with faculty.	67%	52%	38%	59%
14. Fosters effective University/community	83%	48%	52%	57%

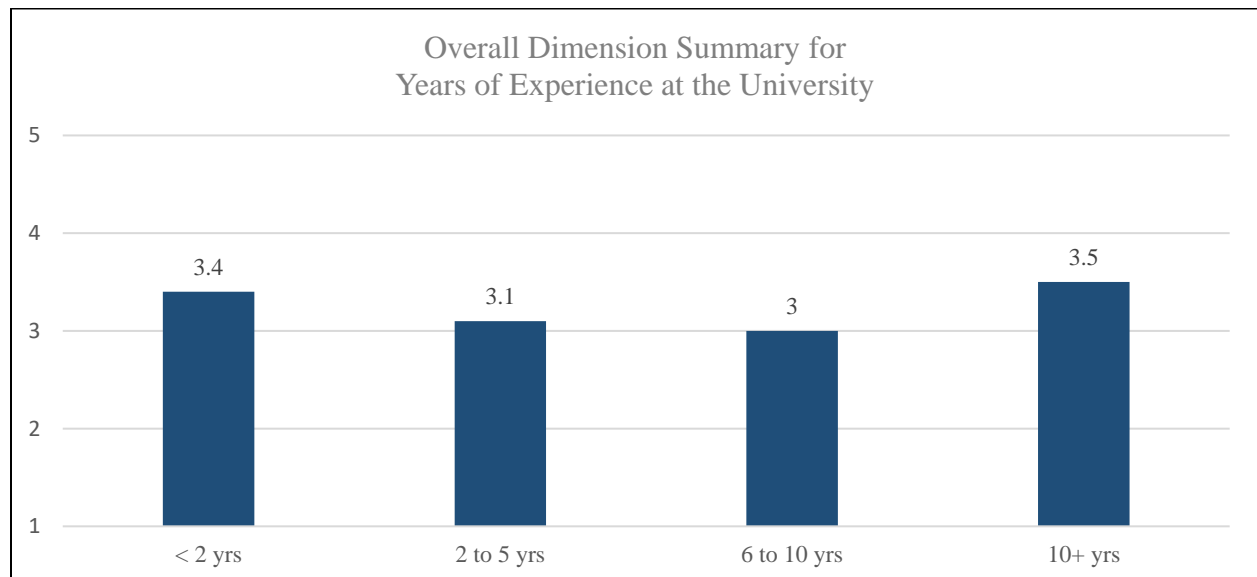
Please select your level of agreement with the following statements.	Strongly Agree + Agree			
	Less than 2 years n=8	2-5 years n=25	6-10 years n=31	More than 10 years n=63
<b>The Provost...</b>				
partnerships.				
15. Is transparent.	67%	52%	41%	62%
16. Is an effective manager of fiscal resources.	50%	55%	45%	64%
17. Is an effective manager of human resources.	50%	43%	45%	57%
18. Makes management decisions based on the greater good of the academic community.	67%	52%	55%	69%
19. Delegates responsibility and authority appropriately.	83%	48%	46%	51%
20. Generates a spirit of cooperation and teamwork in the institution.	67%	48%	48%	65%
21. Ensures that policies and procedures are administered equitably.	67%	43%	52%	66%
22. Inspires confidence that tenure and promotion decisions are based on policy.	83%	43%	59%	72%
23. Is committed to a diverse academic community in which individual differences are respected.	67%	52%	55%	80%
24. Exhibits integrity.	67%	64%	62%	75%
25. Follows through on commitments.	50%	52%	55%	70%
26. Creates an atmosphere of trust among University faculty.	67%	57%	55%	64%

*\*12 participants didn't identify their length of employment at the university; therefore, that data was not able to be included in this analysis.*

## Spring 2020 Faculty Evaluation - Report by Length of Employment at the University

### Overall Dimension Summary

#	Dimension	Less than 2 years n=8	2-5 years n=25	6-10 years n=31	More than 10 years n=63
1	Vision and Goal Setting	3.3	3.3	3.1	3.5
2	Leadership	3.5	3.1	3.1	3.5
3	Responsiveness	2.7	3.1	3.0	3.6
4	Communication	3.7	3.1	3.0	3.5
5	Management	3.2	2.7	2.7	3.3
6	Equity	3.6	2.8	3.1	3.8
7	Trustworthiness	3.4	3.2	3.2	3.8
	<b>OVERALL</b>	<b>3.4</b>	<b>3.1</b>	<b>3.0</b>	<b>3.5</b>



**Faculty Evaluation - Report by Gender  
Summary Items**

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

**Number of Respondents for Spring 2020 = 139\***

Please select your level of agreement with the following statements.	Strongly Agree + Agree		
	Man n=45	Woman n=54	Prefer not to answer n=26
<b>The Provost...</b>			
1. Articulates a clear and compelling vision for the Academic Units of the University.	72%	60%	50%
2. Sets appropriate goals for the Academic Units.	72%	58%	38%
3. Clearly identifies priorities for the Academic Units.	72%	56%	46%
4. Involves faculty in planning for the future.	58%	48%	39%
5. Acts decisively on important issues.	67%	51%	46%
6. Organizes and administers in a manner which inspires confidence.	65%	54%	38%
7. Works with Deans and Chairs to create, manage, and support a cohesive, effective leadership team.	63%	52%	38%
8. Makes thoughtful, high quality decisions based on available data.	77%	54%	42%
9. Is accessible to faculty.	65%	50%	50%
10. Listens and responds to ideas from faculty.	65%	47%	46%
11. Listens and responds to faculty concerns and needs.	67%	54%	50%
12. Is an effective speaker.	77%	75%	62%
13. Maintains ongoing and clear dialogue with faculty.	53%	54%	38%
14. Fosters effective University/community partnerships.	47%	62%	43%

Please select your level of agreement with the following statements.  The Provost...	Strongly Agree + Agree		
	Man n=45	Woman n=54	Prefer not to answer n=26
15. Is transparent.	70%	46%	38%
16. Is an effective manager of fiscal resources.	63%	54%	39%
17. Is an effective manager of human resources.	53%	52%	38%
18. Makes management decisions based on the greater good of the academic community.	69%	58%	48%
19. Delegates responsibility and authority appropriately.	53%	51%	38%
20. Generates a spirit of cooperation and teamwork in the institution.	64%	52%	42%
21. Ensures that policies and procedures are administered equitably.	67%	52%	42%
22. Inspires confidence that tenure and promotion decisions are based on policy.	65%	65%	54%
23. Is committed to a diverse academic community in which individual differences are respected.	79%	60%	54%
24. Exhibits integrity.	76%	67%	54%
25. Follows through on commitments.	67%	63%	42%
26. Creates an atmosphere of trust among University faculty.	67%	62%	38%

*\*14 participants didn't identify their gender; therefore, that data was not able to be included in this analysis.*

*\*\*No one identified as Transgender Man, Transgender Woman, or None of the Above in the survey; therefore, columns were not included in the above table.*

## Spring 2020 Faculty Evaluation - Report by Gender

### Overall Dimension Summary

#	Dimension	Man n=45	Woman n=54	Prefer not to answer n=26
1	Vision and Goal Setting	3.6	3.1	3.0
2	Leadership	3.5	3.0	2.9
3	Responsiveness	3.6	3.0	2.9
4	Communication	3.4	3.2	3.0
5	Management	3.2	2.9	2.6
6	Equity	3.7	3.2	2.9
7	Trustworthiness	3.7	3.5	3.1
	<b>OVERALL</b>	<b>3.5</b>	<b>3.1</b>	<b>2.9</b>

