Teacher/Scholar Faculty Survey

Prepared by the Teacher/Scholar Task Force, April 2005
Survey Results

- **Faculty Information**
- We think the following information will help us in formulating recommendations. Task Force members will be the only ones reading the surveys; filling in the blanks is voluntary.
- 1. Years at Pacific:
  - 1 1-6 7-12 13-20 >20
  - 37% 20% 24% 17%
Faculty Survey: MVP Statement

- Pacific does a good job in fulfilling its mission statement.

- Strongly agree 1 2 3 4 5 Strongly disagree
  » 93 24
Faculty Survey: MVP Statement

- Our current mission statement is very good and should not be changed.

- Strongly agree 1 2 3 4 5 Strongly disagree

  » 85 32
Faculty Survey: MVP Statement

• Close student-faculty interaction is a central and rewarding part of a faculty career at Pacific, and any changes in the Mission Vision & Priorities statements should continue to emphasize the importance of a “student-centered learning experience”.

• Strongly agree  1  2  3  4  5  Strongly disagree
  »  127  8
Faculty Survey: MVP Statement

• The demands of teaching at Pacific are excessive and some lessening of the importance of providing a “student-centered” learning environment would be acceptable to me.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 29 93
Faculty Survey: Teaching

• At the present time Pacific does an excellent job of evaluating teaching for retention, tenure, promotion and salary decisions.

• Strongly agree  1  2  3  4  5  Strongly disagree
  » 41  68
Faculty Survey: Teaching

- Does your Department/School include the following when evaluating teaching:
  - Student course evaluations: Yes 99%
  - Interviews with current students: Yes 65%
  - Interviews with past students: Yes 30%
  - Peer review of recent student exam questions: Yes 20%
  - Peer review of class written or oral assignments: Y 30%
  - Peer review of course syllabi: Yes 60%
  - Peer classroom visits: Yes 30%
  - Self-assessment statement: Yes 75%
Faculty Survey: Teaching

• It would be a good idea for Pacific to include these methods for the evaluation of teaching, especially when making important tenure/promotion decisions.

• Student Course Evaluations

  • Strongly agree 1 2 3 4 5  Strongly disagree
    » 122 12
Faculty Survey: Teaching

• It would be a good idea for Pacific to include these methods for the evaluation of teaching, especially when making important tenure/promotion decisions.

• Interviews with current students?

• Strongly agree 1 2 3 4 5 Strongly disagree

  » 117 10
Faculty Survey: Teaching

- It would be a good idea for Pacific to include these methods for the evaluation of teaching, especially when making important tenure/promotion decisions.

- Interviews with past students?

- Strongly agree 1  2  3  4  5  Strongly disagree
  
  » 115  8
Faculty Survey: Teaching

- It would be a good idea for Pacific to include these methods for the evaluation of teaching, especially when making important tenure/promotion decisions.

- Peer review of recent exam questions?

- Strongly agree 1 2 3 4 5 Strongly disagree
  87 25
Faculty Survey: Teaching

• It would be a good idea for Pacific to include these methods for the evaluation of teaching, especially when making important tenure/promotion decisions.

• Peer review of course syllabi

  • Strongly agree  1  2  3  4  5  Strongly disagree
    »  119  15
Faculty Survey: Teaching

• It would be a good idea for Pacific to include these methods for the evaluation of teaching, especially when making important tenure/promotion decisions.

• Peer classroom visits?
  • Strongly agree 1 2 3 4 5 Strongly disagree
  » 121 9
Faculty Survey: Teaching

• It would be a good idea for Pacific to include these methods for the evaluation of teaching, especially when making important tenure/promotion decisions.

• Self-assessment statement

  • Strongly agree 1 2 3 4 5 Strongly disagree

  » 115 10
Faculty Survey: Teaching

• It would be a good idea to have student course evaluations done electronically (similar to Pharmacy/Health Sciences)

• Strongly agree 1 2 3 4 5 Strongly disagree
  - 80 33 29
Faculty Survey: Teaching

• Student Course evaluations should have 5 or 6 standard university-wide questions and then any number of course/department/school specific questions.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 77 35 34
Faculty Survey: Teaching

• Student course evaluations should only have course/department/school specific questions.

• Strongly agree  1  2  3  4  5  Strongly disagree

  » 49  38  59
Faculty Survey: Teaching

• The faculty should develop all teaching evaluation instruments.

  • Strongly agree 1 2 3 4 5 Strongly disagree
    » 87 29 31
Faculty Survey: Teaching

• It would be a good idea if Pacific faculty (not the Administration) set up a voluntary program wherein junior faculty could seek and receive advice from established, successful senior faculty in a casual non-structured environment.

• Strongly agree  1  2  3  4  5  Strongly disagree
  »  123  13  13
Faculty Survey: Teaching

• It would be a good idea for Pacific faculty to set up a mentoring system that requires first year faculty to participate.

  • Strongly agree  1  2  3  4  5  Strongly disagree
    »  89  24  36
Faculty Survey: Teaching

• If such a mentoring system were established the senior faculty should come from the junior faculty members’ department/unit.

• Strongly agree 1  2  3  4  5  Strongly disagree
  »  88  45  15
Facility Survey: Teaching

- If such a mentoring system were established the senior faculty should come from outside the junior faculty’s department/unit but have similar teaching styles.

- Strongly agree 1 2 3 4 5 Strongly disagree
  » 24 63 61
Faculty Survey: Center for Teaching Excellence

- Pacific will soon establish a Center for Teaching Excellence. Nationally such teaching/learning centers perform a variety of services in the support and development of teaching. The Pacific Center for Teaching Excellence should:
Faculty Survey: Center for Teaching Excellence

• support in-house seminars or workshops on theories of learning or innovations in teaching

  • Strongly agree 1 2 3 4 5 Strongly disagree

  » 115 17 15
Faculty Survey: Center for Teaching Excellence

bring in nationally well-known people for seminars about different aspects of the teaching profession;

- Strongly agree  1  2  3  4  5   Strongly disagree

  » 94  31  22
Faculty Survey: Center for Teaching Excellence

• provide individual consultations about lectures or classroom activities with suggestions for improvement;

• Strongly agree 1 2 3 4 5 Strongly disagree
   » 110 23 13
Faculty Survey: Center for Teaching Excellence

• develop and administer a small library of materials devoted to the improvement of teaching.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 102 29 16
Faculty Survey: Center for Teaching Excellence

• It would be a good idea for Pacific to increase the budget of CAPD to $32,000/year to be on a par with Scholarship support?

  • Strongly agree  1  2  3  4  5  Strongly disagree
  » 104  27  14
Faculty Survey: Scholarship

• It would be a good idea for Pacific to institute a program for junior faculty to apply for a leave to finish scholarly work and to prepare publications/performances before obtaining tenure.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 96  23  30
Faculty Survey: Scholarship

• It would be a good idea for Pacific to give beginning faculty lighter teaching loads in their first years.

• Strongly agree 1 2 3 4 5 Strongly disagree » 98 25 26
Faculty Survey: Scholarship

• A mentoring program for junior faculty could include advice/help with scholarship.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 127 11 10
Faculty Survey: Scholarship

• It would be a good idea for Pacific to have a voluntary mentoring program to aid junior faculty in initiating a scholarship program at Pacific.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 121 12 15
Faculty Survey: Scholarship

• It would be a good idea for Pacific to have a required mentoring program for first-year faculty.

  • Strongly agree 1 2 3 4 5 Strongly disagree
       » 64 38 47
Faculty Survey: Scholarship

• The senior faculty for a mentoring program should come from the junior faculty member’s own department/unit.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 89 41 15
Faculty Survey: Scholarship

• The senior faculty member for a mentoring program should come from outside the junior faculty member’s department/unit but should have similar research methodologies.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 104 27 14
Faculty Survey: Flexibility

• Pacific should actively seek contributions to accumulate endowment in this or the next Capitol Campaign to aid and enhance teaching and scholarship.

  • Strongly agree  1  2  3  4  5  Strongly disagree
    »  133  6  8
Faculty Survey: Flexibility

• It would be a good idea for Pacific to actively encourage flexibility in meeting teaching requirements, provided there is a clear written understanding between the department/unit and the Administration that the arrangement was for a limited time and for a specific purpose.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 90 27 26
Faculty Survey: Flexibility

• It would be a good idea for Pacific to encourage flexibility in the timing of new hires as a means of accumulating funds to attract new faculty or enhance scholarship. There would have to be a clear written understanding between the department/school and the administration that such arrangements were temporary and the funds would be used for a specific purpose.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 65 36 43
Faculty Survey: Flexibility

• It would be a good idea for Pacific to encourage flexible approaches to meeting teaching requirements as a means of providing funds to attract new faculty or enhance scholarship.

• Strongly agree 1 2 3 4 5 Strongly disagree
  » 88 32 18
Faculty Survey: Service

• It would be a good idea to require some minimum level of university or school service for all who apply for tenure.

  • Strongly agree 1 2 3 4 5 Strongly disagree
    » 114 11 24
Faculty Survey: Service

• It would be a good idea to require at least two separate acts of university or school service for consideration of promotion from Associate to Full Professor.

• Strongly agree 1 2 3 4 5 Strongly disagree  
  » 101 19 27