
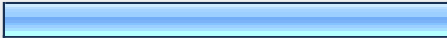
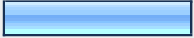










# Faculty Development Survey

1. Are you?			Response Percent	Response Count
Female			51.1%	24
Male			48.9%	23
			<i>answered question</i>	<b>47</b>
			<i>skipped question</i>	<b>2</b>

2. Are you in a minority group under affirmative action guidelines (optional)?			Response Percent	Response Count
Yes			20.5%	8
No			79.5%	31
			<i>answered question</i>	<b>39</b>
			<i>skipped question</i>	<b>10</b>

3. What is your college?			Response Percent	Response Count
CLA			45.8%	22
CM			10.4%	5
CNHS			2.1%	1
CSM			20.8%	10
CPCS			2.1%	1
GCE			18.8%	9
MSPP			0.0%	0
			<i>answered question</i>	<b>48</b>
			<i>skipped question</i>	<b>1</b>

4. What is your department (optional)?		
		Response Count
		21
	<i>answered question</i>	<b>21</b>
	<i>skipped question</i>	<b>28</b>

5. Please select the category that fits you most closely:			
		Response Percent	Response Count
first year tenure-track faculty		0.0%	0
<b>tenure track faculty</b>		<b>100.0%</b>	<b>49</b>
recently tenured		0.0%	0
tenured over 7 years		0.0%	0
nearing retirement		0.0%	0
non-tenure track full-time		0.0%	0
non-tenure track part-time		0.0%	0
	<i>answered question</i>		<b>49</b>
	<i>skipped question</i>		<b>0</b>

6. Please indicate your current rank:			
		Response Percent	Response Count
Assistant Professor		91.7%	44
Associate Professor		8.3%	4
Full Professor		0.0%	0
Instructor		0.0%	0
Lecturer		0.0%	0
Lecturer I		0.0%	0
Lecturer II		0.0%	0
Senior Lecturer		0.0%	0
<b>answered question</b>			<b>48</b>
<b>skipped question</b>			<b>1</b>


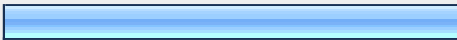
7. How satisfied are you with the following at UMB:							
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	Rating Average	Response Count
The ways in which your teaching is valued and evaluated?	0.0% (0)	25.0% (11)	18.2% (8)	<b>45.5% (20)</b>	11.4% (5)	3.43	44
The resources you've received related to teaching?	4.5% (2)	18.2% (8)	29.5% (13)	<b>43.2% (19)</b>	4.5% (2)	3.25	44
The courses you have been invited to offer?	2.3% (1)	6.8% (3)	13.6% (6)	<b>40.9% (18)</b>	36.4% (16)	4.02	44
Opportunities for input into course planning and scheduling?	4.5% (2)	6.8% (3)	6.8% (3)	<b>47.7% (21)</b>	34.1% (15)	4.00	44
The guidance and support you've received for teaching from your department?	9.1% (4)	11.4% (5)	<b>34.1% (15)</b>	29.5% (13)	15.9% (7)	3.32	44
From your college/dean?	11.4% (5)	11.4% (5)	<b>34.1% (15)</b>	27.3% (12)	15.9% (7)	3.25	44
From the university?	9.1% (4)	6.8% (3)	<b>40.9% (18)</b>	34.1% (15)	9.1% (4)	3.27	44
Comment?							16

	<i>answered question</i>	<b>44</b>
	<i>skipped question</i>	<b>5</b>

**8. The UMB strategic plan seeks "to promote best teaching practices for our diverse population" and "to promote academic engagement" for all students at all levels through such practices as active and collaborative learning, reflective thinking, and community based learning:**

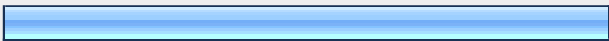

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	Rating Average	Response Count
How satisfied are you with the support you have received for such teaching at UMB?	4.5% (2)	18.2% (8)	34.1% (15)	<b>38.6% (17)</b>	4.5% (2)	3.20	44
Comment? Suggestions for further support?							16
	<i>answered question</i>						<b>44</b>
	<i>skipped question</i>						<b>5</b>

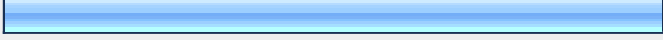

**9. Have you participated in a semester-long CIT seminar?**

		Response Percent	Response Count
Yes		50.0%	22
No		50.0%	22
If so, approximately when? If not, please tell us why not			27
	<i>answered question</i>		<b>44</b>
	<i>skipped question</i>		<b>5</b>

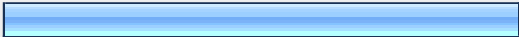

**10. If you have participated in such a seminar,**

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
How satisfied have you been with that experience?	10.3% (3)	3.4% (1)	20.7% (6)	20.7% (6)	<b>24.1% (7)</b>	20.7% (6)	3.57	22
Comment?								
	<i>answered question</i>							<b>22</b>
	<i>skipped question</i>							<b>2</b>

11. Have you participated in CIT forums or conferences?				
			Response Percent	Response Count
Yes			66.7%	28
No			33.3%	14
Are there specific topics you would like to see addressed in forums?				4
<i>answered question</i>				<b>42</b>
<i>skipped question</i>				<b>7</b>

12. Do you use technology such as Blackboard in support of your teaching?				
			Response Percent	Response Count
Yes			72.7%	32
No			27.3%	12
<i>answered question</i>				<b>44</b>
<i>skipped question</i>				<b>5</b>



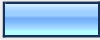
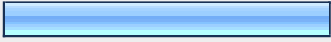
13. If so, how satisfied have you been with								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
the technological support the university has provided for your teaching?	2.6% (1)	5.3% (2)	23.7% (9)	<b>42.1% (16)</b>	18.4% (7)	7.9% (3)	3.74	38
Comment? Suggestions for other support?								11
<i>answered question</i>								<b>38</b>
<i>skipped question</i>								<b>11</b>

14. Have you participated in workshops or conferences at UMB on using technology in teaching?				
			Response Percent	Response Count
Yes			56.8%	25
No			43.2%	19
<b>answered question</b>				<b>44</b>
<b>skipped question</b>				<b>5</b>


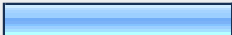
15. If so, how satisfied have you been with								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
what the workshops or conferences have offered you?	6.7% (2)	0.0% (0)	30.0% (9)	<b>33.3% (10)</b>	13.3% (4)	16.7% (5)	3.56	3
Comment? Suggestions?								
<b>answered question</b>								<b>3</b>
<b>skipped question</b>								<b>1</b>

16. What has contributed most to your teaching effectiveness at UMB?	
	Response Count
	35
<b>answered question</b>	<b>35</b>
<b>skipped question</b>	<b>14</b>

17. What would you most like to see offered in further support of teaching at UMB?	
	Response Count
	26
<b>answered question</b>	<b>26</b>
<b>skipped question</b>	<b>23</b>

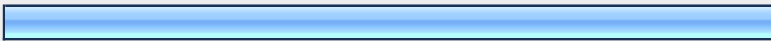

18. Which of these terms might you typically use to describe your scholarship (you may choose more than one).			
		Response Percent	Response Count
basic research		61.5%	24
applied research		46.2%	18
creative activity		10.3%	4
public scholarship (engaged research, action research, community-based research)		35.9%	14
Other terms you would use to describe your scholarship?			3
<b>answered question</b>			<b>39</b>
<b>skipped question</b>			<b>10</b>

19. How satisfied are you with								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
The way in which your scholarship is valued and evaluated at UMB?	7.3% (3)	9.8% (4)	26.8% (11)	<b>51.2% (21)</b>	4.9% (2)	0.0% (0)	3.37	41
The monetary support you've received for your scholarship (for labs, other research support, travel to conferences, etc.)?	9.8% (4)	<b>39.0% (16)</b>	26.8% (11)	7.3% (3)	17.1% (7)	0.0% (0)	2.83	41
The guidance you've received for seeking internal and external grant funding?	17.5% (7)	15.0% (6)	<b>42.5% (17)</b>	15.0% (6)	10.0% (4)	0.0% (0)	2.85	40
The release time provided by your college or the university in support of your scholarly agenda?	17.5% (7)	<b>30.0% (12)</b>	22.5% (9)	15.0% (6)	12.5% (5)	2.5% (1)	2.74	40
The creative ways offered by the college or university to help you increase or pool monetary or release time support?	12.2% (5)	19.5% (8)	<b>41.5% (17)</b>	17.1% (7)	4.9% (2)	4.9% (2)	2.82	41
Comment:								12
<b>answered question</b>								<b>41</b>
<b>skipped question</b>								<b>8</b>

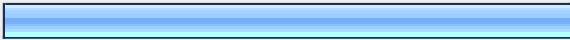

20. Have you sought grant support for your scholarship, creative activity or other professional activity through the Office of Research and Sponsored Projects?			Response Percent	Response Count
Yes			75.0%	30
No			25.0%	10
			<b>answered question</b>	<b>40</b>
			<b>skipped question</b>	<b>9</b>

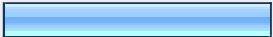
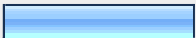
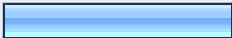
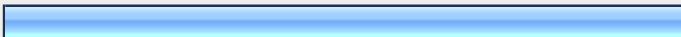
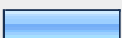
21. If you have sought ORSP support, how satisfied have you been with								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
information about grant sources provided by ORSP?	2.9% (1)	<b>26.5% (9)</b>	<b>26.5% (9)</b>	<b>26.5% (9)</b>	2.9% (1)	14.7% (5)	3.00	3
information about proposal preparation provided by ORSP?	5.9% (2)	<b>29.4% (10)</b>	<b>29.4% (10)</b>	20.6% (7)	0.0% (0)	14.7% (5)	2.76	3
information about grant administration provided by ORSP?	8.8% (3)	23.5% (8)	<b>35.3% (12)</b>	11.8% (4)	0.0% (0)	20.6% (7)	2.63	3
workshops for faculty offered by ORSP?	0.0% (0)	<b>27.3% (9)</b>	<b>27.3% (9)</b>	15.2% (5)	3.0% (1)	<b>27.3% (9)</b>	2.92	3
targeted outreach from ORSP to faculty in your field?	14.7% (5)	<b>29.4% (10)</b>	26.5% (9)	11.8% (4)	0.0% (0)	17.6% (6)	2.43	3
Comment								1
<b>answered question</b>								<b>3</b>
<b>skipped question</b>								<b>1</b>



22. Have you presented your scholarship at on-campus forums (library-sponsored research presentations, college or university-sponsored presentations, departmental or interdisciplinary brown-bag lunches or seminars), or attended such forums?			Response Percent	Response Count
Yes			85.0%	34
No			15.0%	6
			Comment?	2
			<b>answered question</b>	<b>40</b>
			<b>skipped question</b>	<b>9</b>

23. How satisfied have you been with								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	Rating Average	Response Count	
opportunities to share your scholarship and receive intellectual support from your peers at UMB?	12.5% (5)	17.5% (7)	<b>30.0% (12)</b>	27.5% (11)	12.5% (5)	3.10	40	
							<b>answered question</b>	<b>40</b>
							<b>skipped question</b>	<b>9</b>

24. Have you had an opportunity to engage in interdisciplinary collaborations in research/scholarship at UMB?			Response Percent	Response Count
Yes			62.5%	25
No			37.5%	15
			Comment?	6
			<b>answered question</b>	<b>40</b>
			<b>skipped question</b>	<b>9</b>

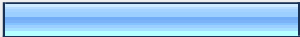
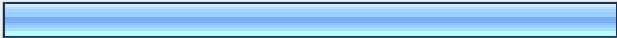
25. If so, did your collaboration come about through			Response Percent	Response Count
involvement with a center/institute			29.2%	7
participation in a CIT or research seminar?			20.8%	5
involvement in a teaching endeavor that crossed disciplines			25.0%	6
<b>an informal personal connection</b>			<b>75.0%</b>	<b>18</b>
other			12.5%	3
		Comment?		2
		<b>answered question</b>		<b>24</b>
		<b>skipped question</b>		<b>25</b>

26. What at UMB has most contributed to your effectiveness as a scholar or researcher or in your creative endeavors?			Response Count
			24
		<b>answered question</b>	<b>24</b>
		<b>skipped question</b>	<b>25</b>

27. What would you most like to see in further support of research, scholarship, and creative activity at UMB?			Response Count
			31
		<b>answered question</b>	<b>31</b>
		<b>skipped question</b>	<b>18</b>

28. How satisfied are you with the following at UMB:							
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	Rating Average	Response Count
The ways in which your service is valued and evaluated?	12.5% (5)	7.5% (3)	27.5% (11)	<b>50.0% (20)</b>	2.5% (1)	3.23	40
The release time you may have received for particularly demanding service commitments?	15.4% (6)	23.1% (9)	<b>46.2% (18)</b>	15.4% (6)	0.0% (0)	2.62	39
The extent to which you have been able to plan and manage your service in relationship to your other faculty work?	15.0% (6)	15.0% (6)	<b>32.5% (13)</b>	<b>32.5% (13)</b>	5.0% (2)	2.98	40
Comments:							7
<b>answered question</b>							<b>40</b>
<b>skipped question</b>							<b>9</b>

29. How satisfied are you with the guidance and overall support you've received at UMB for your service								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
at the university?	12.5% (5)	20.0% (8)	17.5% (7)	<b>35.0% (14)</b>	15.0% (6)	0.0% (0)	3.20	4
in the community?	5.0% (2)	17.5% (7)	20.0% (8)	20.0% (8)	12.5% (5)	<b>25.0% (10)</b>	3.23	4
in your professional world?	10.0% (4)	12.5% (5)	<b>22.5% (9)</b>	<b>22.5% (9)</b>	20.0% (8)	12.5% (5)	3.34	4
Comment?								
<b>answered question</b>								<b>4</b>
<b>skipped question</b>								

30. Have you participated in UMB activities that helped you to shape your service agenda or that supported your service?			Response Percent	Response Count
Yes			32.4%	12
No			67.6%	25
		If so, what?		7
		<i>answered question</i>		37
		<i>skipped question</i>		12

31. What has contributed most to your effectiveness in service at UMB?			Response Count
			15
		<i>answered question</i>	15
		<i>skipped question</i>	34

32. What would you most like to see in further support of service at UMB?			Response Count
			15
		<i>answered question</i>	15
		<i>skipped question</i>	34

33. How satisfied are you with								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
The possibilities for managing and/or integrating your teaching, scholarship, and service at UMB?	12.8% (5)	15.4% (6)	28.2% (11)	<b>35.9% (14)</b>	7.7% (3)	0.0% (0)	3.10	39
The possibility of having a rewarding and productive career at UMB?	2.6% (1)	15.4% (6)	25.6% (10)	<b>38.5% (15)</b>	17.9% (7)	0.0% (0)	3.54	39
The overall campus culture with regard to the social and intellectual development of faculty in your career stage/role?	5.1% (2)	20.5% (8)	<b>35.9% (14)</b>	28.2% (11)	10.3% (4)	0.0% (0)	3.18	39
The ways in which your work is recognized and evaluated through current review processes?	5.1% (2)	20.5% (8)	28.2% (11)	<b>30.8% (12)</b>	12.8% (5)	2.6% (1)	3.26	39
Comment?								11
<b>answered question</b>								<b>39</b>
<b>skipped question</b>								<b>10</b>

34. How satisfied have you been with the following with regard to personnel processes:								
	very dissatisfied	somewhat dissatisfied	dissatisfied	satisfied	very satisfied	N/A	Rating Average	Response Count
The lines of communication between you and your chair?	12.8% (5)	7.7% (3)	0.0% (0)	33.3% (13)	<b>43.6% (17)</b>	2.6% (1)	3.89	
The lines of communication between you and your dean?	7.7% (3)	5.1% (2)	2.6% (1)	<b>35.9% (14)</b>	<b>35.9% (14)</b>	12.8% (5)	4.00	
The clarity of expectations for your faculty work and how it will be evaluated?	7.7% (3)	28.2% (11)	7.7% (3)	<b>41.0% (16)</b>	15.4% (6)	0.0% (0)	3.28	
The usefulness of the information you receive from the annual faculty review process?	7.7% (3)	12.8% (5)	15.4% (6)	<b>48.7% (19)</b>	12.8% (5)	2.6% (1)	3.47	
The usefulness of the comments you receive on your AFR?	7.7% (3)	15.4% (6)	17.9% (7)	<b>46.2% (18)</b>	10.3% (4)	2.6% (1)	3.37	
Explanations you've received about expectations for your next major review (4th year, tenure, promotion, PMYR)?	12.8% (5)	7.7% (3)	23.1% (9)	<b>41.0% (16)</b>	15.4% (6)	0.0% (0)	3.38	
								Comment?
								<b>answered question</b>
								<b>skipped question</b>



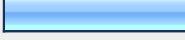
35. In your current career stage/role, have you received			
	Yes	No	Response Count
formal mentoring	38.2% (13)	<b>61.8% (21)</b>	34
informal mentoring	<b>84.2% (32)</b>	15.8% (6)	38
			Comment?
			<b>answered question</b>
			<b>skipped question</b>

36. If you have received formal mentoring								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
how satisfied have you been with the support offered to you?	0.0% (0)	13.6% (3)	22.7% (5)	<b>27.3% (6)</b>	9.1% (2)	<b>27.3% (6)</b>	3.44	2
Comment?								
	<i>answered question</i>							2
	<i>skipped question</i>							2

37. What has most contributed to your overall satisfaction at UMB thus far?		
		Response Count
		25
	<i>answered question</i>	25
	<i>skipped question</i>	24

38. What sorts of faculty development might you want to have offered as you look forward from this point in your career?		
		Response Count
		19
	<i>answered question</i>	19
	<i>skipped question</i>	30

39. How satisfied are you with								
	very dissatisfied	somewhat dissatisfied	neutral	somewhat satisfied	very satisfied	N/A	Rating Average	Response Count
The initial orientation program for new faculty members overall?	12.5% (4)	18.8% (6)	28.1% (9)	<b>34.4% (11)</b>	3.1% (1)	3.1% (1)	2.97	
The extent to which it addressed tenure track matters such as fulfilling expectations for teaching, scholarship, and service?	15.6% (5)	18.8% (6)	<b>31.3% (10)</b>	25.0% (8)	6.3% (2)	3.1% (1)	2.87	
The information and assistance from Human Resources concerning health benefits, life insurance, retirement, and so on?	6.3% (2)	18.8% (6)	<b>25.0% (8)</b>	21.9% (7)	<b>25.0% (8)</b>	3.1% (1)	3.42	
The introduction to campus facilities and services--the library, information technology services, the parking program, etc.?	12.5% (4)	15.6% (5)	<b>31.3% (10)</b>	28.1% (9)	9.4% (3)	3.1% (1)	3.06	
Comments								
<i>answered question</i>								
<i>skipped question</i>								




40. If you joined the faculty this year, how many new faculty events were you able to attend?			
		Response Percent	Response Count
None		0.0%	0
1-2		20.0%	1
<b>3-4</b>		<b>60.0%</b>	<b>3</b>
5 or more		20.0%	1
<i>answered question</i>			<b>5</b>
<i>skipped question</i>			<b>44</b>







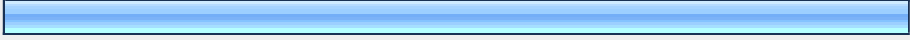
41. How satisfied were you with								
	very dissatisfied	somewhat dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
the usefulness of the new faculty events you attended?	6.3% (1)	18.8% (3)	18.8% (3)	18.8% (3)	12.5% (2)	<b>25.0% (4)</b>	3.17	1
Comment? Suggestions?								
<i>answered question</i>								<b>1</b>
<i>skipped question</i>								<b>3</b>

42. How satisfied were you overall with the information you received about expectations and support for tenure track faculty through the orientation and/or other events for new faculty in the following areas:								
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count
teaching	3.6% (1)	17.9% (5)	25.0% (7)	<b>28.6% (8)</b>	14.3% (4)	10.7% (3)	3.36	2
scholarship	3.6% (1)	25.0% (7)	<b>32.1% (9)</b>	17.9% (5)	10.7% (3)	10.7% (3)	3.08	2
service	3.6% (1)	<b>35.7% (10)</b>	21.4% (6)	14.3% (4)	14.3% (4)	10.7% (3)	3.00	2
shaping a career at UMB	3.6% (1)	21.4% (6)	<b>39.3% (11)</b>	17.9% (5)	7.1% (2)	10.7% (3)	3.04	2
Comments?								
<i>answered question</i>								<b>2</b>
<i>skipped question</i>								<b>2</b>

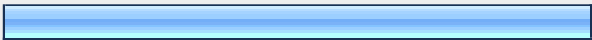

43. What suggestions can you offer for orientation, new faculty workshops, and other support for first year faculty?	
	Response Count
	10
<i>answered question</i>	<b>10</b>
<i>skipped question</i>	<b>39</b>

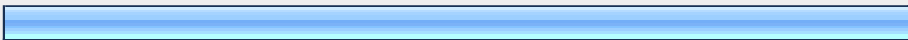
44. How long have you been teaching at UMB?			
		Response Percent	Response Count
1-3 years		41.2%	7
<b>4-8 years</b>		<b>52.9%</b>	<b>9</b>
8-12 years		5.9%	1
over 12 years		0.0%	0
		<b>answered question</b>	<b>17</b>
		<b>skipped question</b>	<b>32</b>

45. How many credit hours do you typically teach each semester?			
		Response Percent	Response Count
3-5 credits		5.9%	1
6-8 credits		29.4%	5
<b>9-11 credits or more</b>		<b>58.8%</b>	<b>10</b>
12 credits or more		5.9%	1
		<b>answered question</b>	<b>17</b>
		<b>skipped question</b>	<b>32</b>


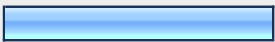
46. Is your current position considered full-time or part-time?			
		Response Percent	Response Count
<b>Full-time</b>		<b>100.0%</b>	<b>18</b>
Part-time		0.0%	0
		<b>answered question</b>	<b>18</b>
		<b>skipped question</b>	<b>31</b>



47. If you started teaching at UMB recently, did you receive any orientation to			
	Yes	No	Response Count
Campus facilities and services?	27.3% (3)	72.7% (8)	11
Human Resources issues?	90.9% (10)	9.1% (1)	11
Your role at the university?	45.5% (5)	54.5% (6)	11
Your role in your department?	45.5% (5)	54.5% (6)	11
The annual faculty review process and expectations for faculty in your position?	54.5% (6)	45.5% (5)	11
Information about departmental support of any type available to you as non-tenure track faculty?	33.3% (2)	66.7% (4)	6
		Comment?	0
	<i>answered question</i>		11
	<i>skipped question</i>		38

48. Have you received any support for your teaching (opportunity to participate in a CIT seminar, travel to a teaching conference, etc?)			
		Response Percent	Response Count
Yes		64.7%	11
No		35.3%	6
	<i>answered question</i>		17
	<i>skipped question</i>		32

49. Have you been involved in departmental, college, or university service?			Response Percent	Response Count
Yes			100.0%	17
No			0.0%	0
			<i>answered question</i>	17
			<i>skipped question</i>	32

50. If you have been involved in service,									
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average	Response Count	
how satisfied have you been with the service opportunities you have had?	5.9% (1)	5.9% (1)	29.4% (5)	<b>41.2% (7)</b>	17.6% (3)	0.0% (0)	3.59	17	
								<i>answered question</i>	17
								<i>skipped question</i>	32

51. Have you had encouragement or support from UMB for any work you have undertaken in scholarship or creative activity?			Response Percent	Response Count
Yes			70.6%	12
No			29.4%	5
			Comment?	3
			<i>answered question</i>	17
			<i>skipped question</i>	32

52. Do you feel that the work you do is appropriately recognized and evaluated through current review processes?			Response Percent	Response Count
Yes			37.5%	6
No			62.5%	10
			Comment?	4
			<i>answered question</i>	16
			<i>skipped question</i>	33

53. What suggestions do you have for ways in which UMB could support the work of its non-tenure track full and part-time faculty?			Response Count	
			4	
			<i>answered question</i>	4
			<i>skipped question</i>	45