

Report on Survey Exploring Part-time Faculty Evaluations
Personnel Planning and Review Committee (PP&R)
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Executive Summary

In response to requests from faculty, current policies related to the observation and review of part-time instructors, was explored. Department chairs and program directors were sent an email on Monday February 4, 2013, inviting them to participate in a survey on how the current policy on reviewing part-time faculty was working for their respective department/program. A reminder email was sent out on Thursday, February 14, 2013. As of Tuesday, February 20, 2013, there were 47 surveys completed out of 59 possible, resulting in a response rate of 79.66%. Highlights are reported here and a full report with graphs is available on the PP & R website.

Of respondents reporting, 61.7% reviewed between 1 and 10 part-time faculty annually in their departments/programs. The majority of reviews were conducted by the department chair (89.4%), the department personnel committee (53.20%), or other tenured faculty (36.2%). Overlapping percentages result from non-discrete categories indicating that some departments may use a variety of people who conduct the reviews. Respondents indicated that their review of PT faculty ‘always’ involved: 95.7% class observations; 78.7% review of course materials; and 70.5% student evaluations.

The majority of respondents (63.8%) indicated that the review of each part-time faculty took well over 2 hours to complete. There were comments provided by only one respondent indicating that each review of PT faculty took from 6 to 8 hours to complete.

The majority of respondents (59.6%) believe that the current policy is working for their department/program. In contrast, 40.4% felt that the current policy was no longer a viable solution for their department/program. However, among that group only 42% believed that the review part-time instructors was too frequent while 31% believed it was not frequent enough (other comments did not indicate frequency issues).

Noting that a department can always make more frequent peer class visits than stipulated in the policy, we conclude that a large majority of departments/programs are satisfied with the current policy. Thus, the PP& R committee is not recommending any changes to Section 706.3 – University-wide Procedures for Evaluating Teaching Effectiveness at this time.

For the committee,
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