

Defining Measures of Quality for Faculty Activity:
Extending the Research on Productivity

Michael F. Middaugh
University of Delaware

Heather Kelly Isaacs
University of Delaware

Summer 2002

The Delaware Study is perhaps the most widely known tool for examining faculty teaching loads, instructional costs, and externally funded faculty scholarship.

- Begun in 1992, the Delaware Study has grown from an initial participant pool of 86 institutions to well over 300 colleges and universities.
- The growth of the Delaware Study during the 1990's was underwritten by successive grants from TIAA/CREF and FIPSE.
- The Delaware Study collects data at the academic discipline level of analysis.

The Delaware Study collects...

- Detailed data on teaching loads (i.e., student credit hours and organized class sections taught), by faculty category: tenured/tenure track, recurring non-tenurable, supplemental/adjunct, graduate teaching assistants
- Direct expenditures for instruction (translating into cost/credit hour taught and cost/FTE student taught)
- Externally funded or separately budgeted expenditures for research and public service (translating into separately budgeted scholarship expenditures per FTE tenured/tenure track faculty)

The Delaware Study has emerged as an important reporting tool for a diverse group of constituents

- AAU Data Exchange
- HEDS
- Southern Universities Group Data Exchange
- Big 12 Universities
- University of North Carolina System
- Tennessee Board of Regents
- Louisiana Board of Regents
- Mississippi Board of Regents
- South Dakota Board of Regents

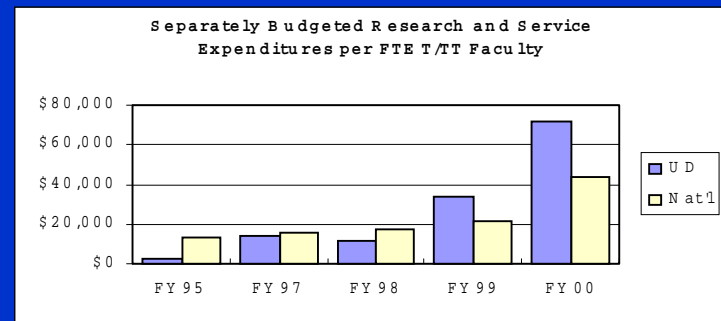
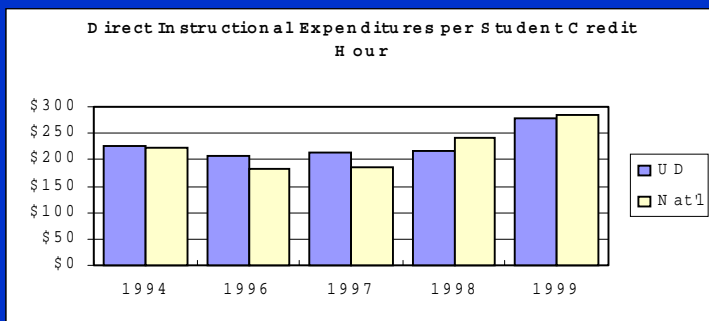
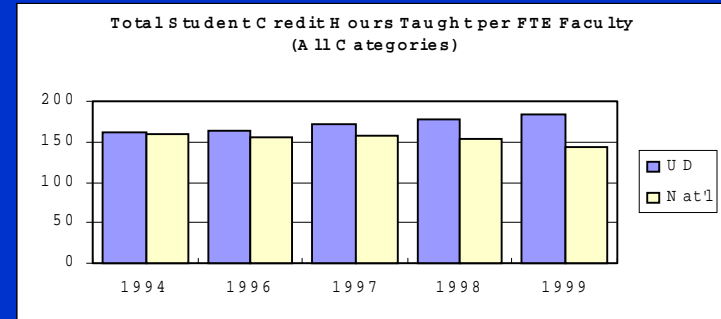
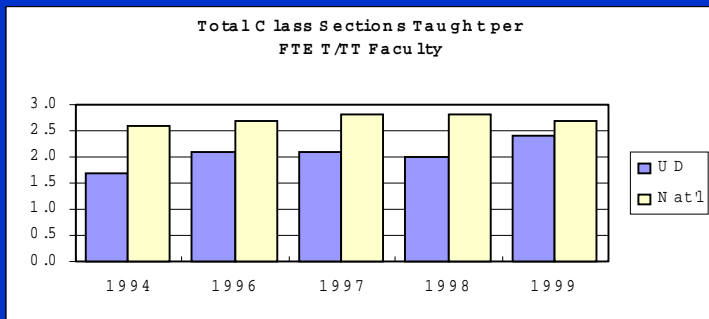
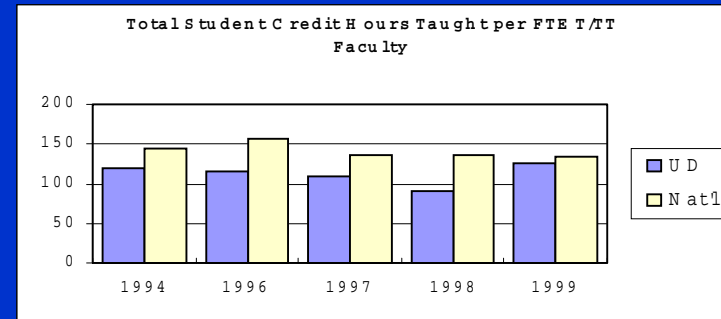
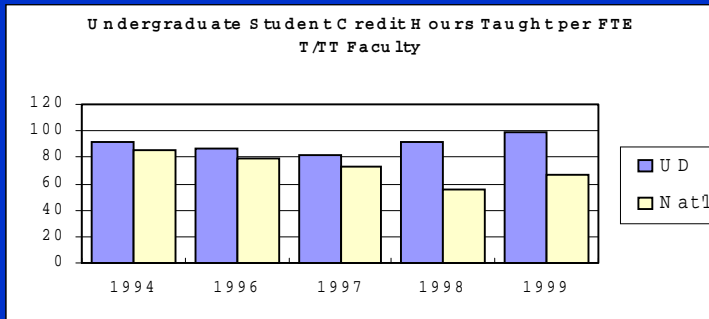
By examining a typical use of Delaware Study data, its strengths and limitations become evident. Consider the way it is used at the University of Delaware...

My Provost chooses to focus on tenured/tenure track faculty when examining data from the *Delaware Study*

- Direct instructional costs are 85% to 90% on average driven by faculty salaries.
- Tenured and tenure track faculty are “fixed costs.” They are essentially with us until retirement.
- Tenured and tenure track faculty are the most visible of faculty categories.
- What is the return on investment?

- We provide the Provost with data from multiple years of the *Delaware Study*, looking at the University indicators as a percentage of the national benchmark for research universities.
- The Provost receives a single sheet for each academic department, with graphs reflecting the following indicators: Undergraduate Fall SCRH/FTE Faculty, Total Fall SCRH/FTE Faculty; Total AY SCRH/FTE Faculty (All); Fall Class Sections/FTE Faculty; Direct Cost/SCRH; External Funds/FTE faculty

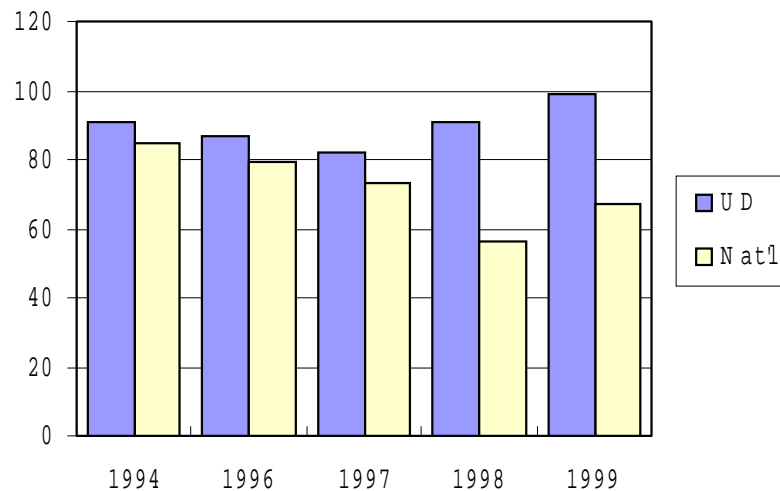
University of Delaware Academic Benchmarking Education



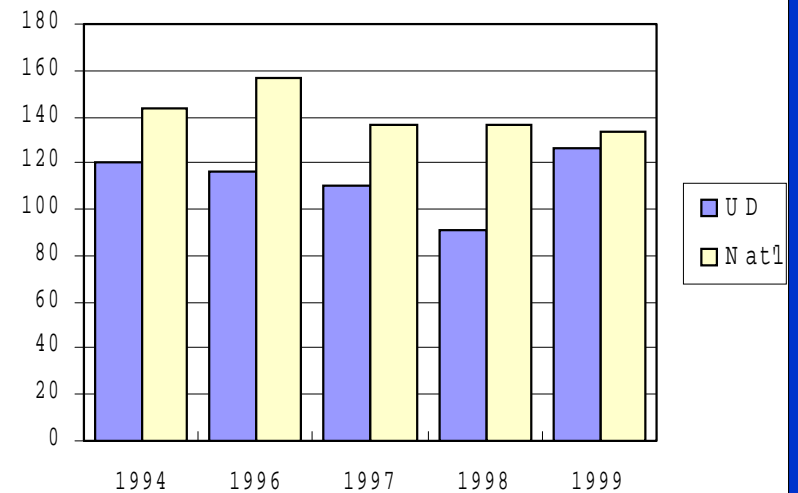
Looking more closely.....

Teaching Load Information...

Undergraduate Student Credit Hours
Taught per FTE T/TT Faculty

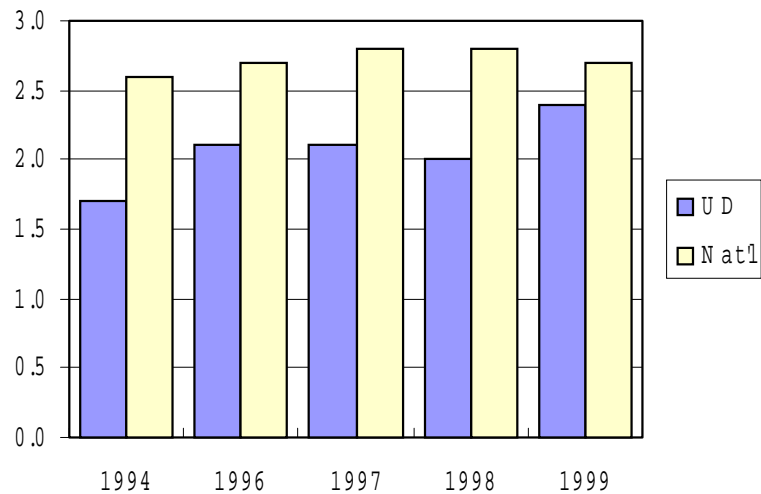


Total Student Credit Hours Taught per
FTE T/TT Faculty

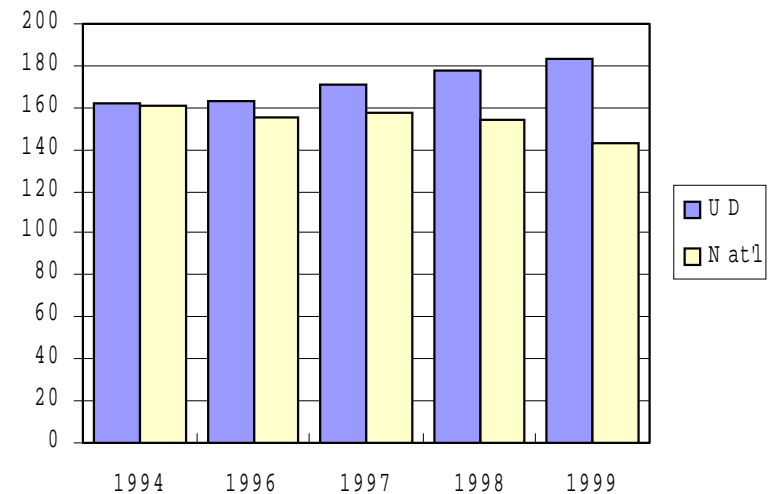


More Teaching Load Information...

Total Class Sections Taught per
FTE T/TT Faculty

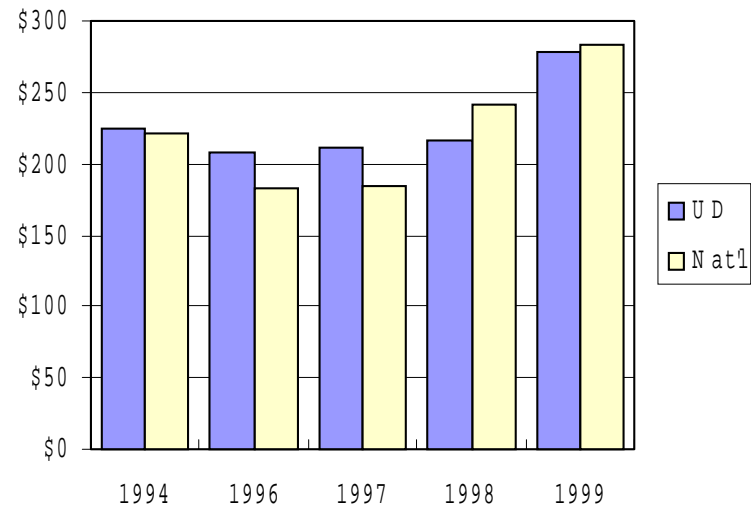


Total Student Credit Hours Taught per
FTE Faculty (All Categories)

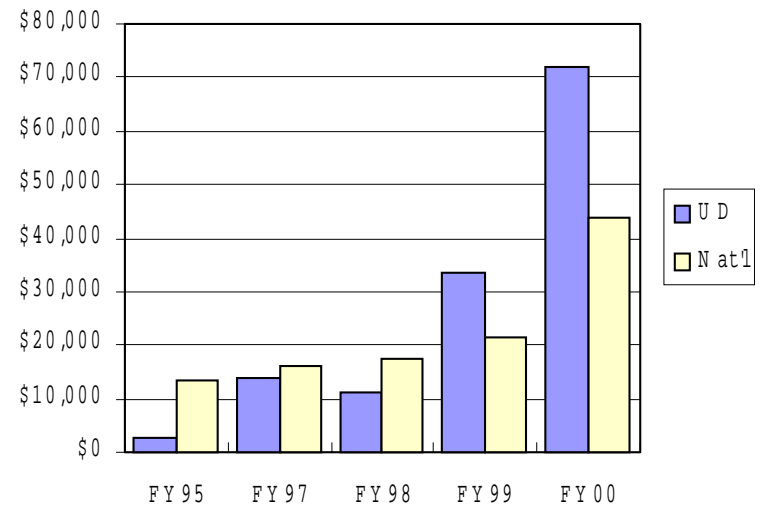


Financial Information...

Direct Instructional Expenditures per Student Credit Hour



Separately Budgeted Research and Service Expenditures per FTE T/T Faculty



As useful and comprehensive as quantitative instructional ratios and benchmarks are.....

- They do not address the non-classroom dimensions of faculty activity in an institution and its academic programs.
- It is possible that quantitative productivity and cost indicators for a given program/discipline may differ significantly from other institutional, peer, and national benchmarks for wholly justifiable reasons of quality that can be reflected in what faculty do outside of the classroom.
- However, this cannot be determined unless measurable indicators of quality are collected.

Looking ahead....

- In Fall of 2001, the University of Delaware was awarded a second three-year FIPSE grant.
- This grant underwrites the cost of developing data collection instruments and protocols for assessing out-of-classroom facets of faculty activity.
- My colleague, Heather Isaacs, who is assuming the central analytical role for the new grant, will describe where we are and where we are headed.

Selected Measures of Out-of-Classroom Faculty Activity

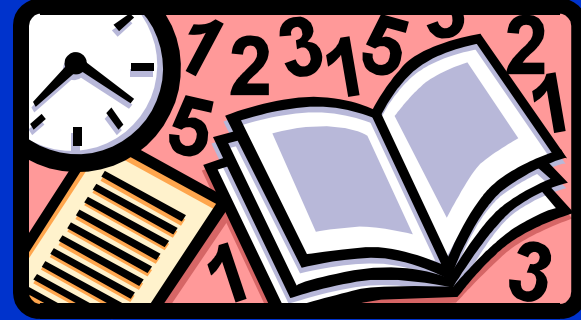
- 3 advisory committee meetings to date
- Comprised of both faculty and administrators
- Individuals represent Doctoral/Research Ext (RI/RII), Master's I, Bacc-Liberal Arts (BI), Bacc-General (BII), and Higher Ed Associations

Evolution – Take 1



- Data collection time frame
- Degree level mix
- Specify undergrad/grad students
- Relevancy to various disciplines
- Dollar amount for external grants
- Removal of graduation rate
- Faculty patents
- Visual and performing arts activity (i.e., juried exhibitions)
- Assignment of CIP codes

Evolution – Take 2



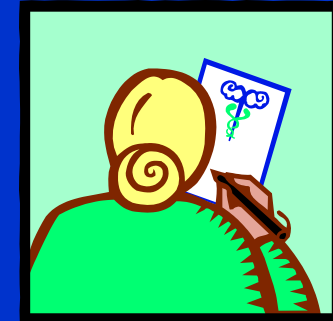
- Define 12-month reporting period
- Focus on full- and part-time tenure/tenure-track faculty
- Units of measure benchmarkable by faculty
- Develop faculty checklist
- Data definitions incorporate extensive examples

Take 2 – Issues Discussed

- Online publications
- Visual and performing arts
- Grant and contract proposals
- Academic advising
- Dissertation/thesis supervision
- Curriculum development/design
- Service to profession
- Outreach activities
- Institutional service

Data definition clean-up before conducting pilot study

Pilot Study Findings



Items for Removal

- Self-publishing
- Release time for curriculum development/design

Items to Be Included

- Include internal grant funding
- Faculty fellowships

Items to Be Included

- State and international involvement
- Invited lectures
- Creative works (i.e., poetry, short fiction, and readings)
- Copyrighted computer creative works (i.e., software design, web-based learning modules)

Pilot Study Issues Discussed

- Defining academic year
- Inclusion of sabbatical faculty
- Faculty members on editorial boards
- Continuing external grants

Evolution – Take 3



- Redefine reporting period as most recent 12-month faculty evaluation period
- Collect data from 24 disciplines

Communications

Computer and Information Sciences

Education

Engineering

Foreign Languages and Literature

English

Biological Sciences

Mathematics

Philosophy

Chemistry

Geology

Physics

Psychology

Anthropology

Economics

Geography

History

Political Science

Sociology

Visual and Performing Arts

Nursing

Business Administration

Accounting

Finance

Take 3 – Issues Discussed

- Electronic and paper option
- Develop sign-off checklist for departments to complete before submitting data
- Incorporate pilot study findings
- Further additions include
 - Graduate students involved in non-credit research
 - Graduate academic advisees
- Further clarification and examples for data definitions

General Methodology

- Review data definitions
- Review sample departmental walk-through
- Completion of faculty checklists
- Aggregate faculty information on data collection form

Result = Departmental Summary of Out-of-Classroom Faculty Activity

Introduction to Web Site and Study Instruments

- <http://www.udel.edu/IR/fipse/>
- Sample Departmental Walk-Through
- Data Definitions
- Faculty Checklist
- Data Collection Form

Analysis of Data

- Discipline must have N of 3 to be reported
- Mean scores per FTE tenured/tenure-track faculty
- Outliers defined as 2 std deviations above/below mean
- Reported by Carnegie level

*How might this data be used
by you and your institution?*

Questions & Comments

<http://www.udel.edu/IR/fipse/>