





9. What percentage of the range of your contributions do these criteria capture?

4%	10
3%	20
1%	30
3%	40
11%	50
11%	60
17%	70
22%	80
18%	90
11%	100

**Some universities conduct developmental reviews where faculty receive professional development support over their career lifespan. The following questions will help us assess current developmental review practices at DU and**

13. What are the most important factors that could improve or enhance your professional development? (Check all that apply)
- 47% Expansion of available resources
  - 59% Financial support for professional activities
  - 54% Increased time to devote to what I believe I do best
  - 52% Greater feeling that I belong to a community of colleagues at DU
  - 42% Opportunity to forge deeper connections with students
  - 44% Evidence that such development would enable me to do a better job
  - 47% Tools that would help me be more efficient at my job (e.g., grading papers, implementing publications)
  - 23% Being mentored
  - 8% Other

**One reason faculty members might be evaluated is to identify unsatisfactory performance and determine whether remedial measures are necessary. The following questions pertain to evaluations related to remedial measures.**

14. I think faculty who should be re-evaluated for this purpose.
- 1% Strongly Disagree
  - 2% Disagree
  - 13% Neither Agree nor Disagree
  - 50% Agree
  - 34% Strongly Agree
15. What should be the potential consequence for unsatisfactory performance in our academic unit? (Check all that apply)
- 73% Mentoring/coaching
  - 75% Negotiated development plan
  - 64% Negotiated development timeline
  - 40%

48% Agree  
28% Strongly Agree

17. I feel a sense of belonging at DU.

2% Strongly Disagree  
14% Disagree  
16% Neither Agree nor Disagree  
52% Agree  
16% Strongly Agree

18. I feel on top of the latest developments in my field.

0% Strongly Disagree  
4% Disagree  
15% Neither Agree nor Disagree  
57% Agree  
24% Strongly Agree

19. I have the freedom of each hour.

1% Strongly Disagree  
15% Disagree  
16% Neither Agree nor Disagree  
52% Agree  
16% Strongly Agree

20. I have the freedom of conducting research about each hour.

4% Strongly Disagree  
8% Disagree  
24% Neither Agree nor Disagree  
40% Agree  
24% Strongly Agree

21. I am able to control how I spend my non-teaching time in my job.

5% Strongly Disagree  
15% Disagree  
14% Neither Agree nor Disagree  
49% Agree  
17% Strongly Agree

22. The amount of service I am asked to do is fair.

4% Strongly Disagree  
3% Disagree  
19% Neither Agree nor Disagree  
63% Agree  
11% Strongly Agree



