Spring 2006: Peer Evaluations of Faculty

Overview
Faculty at Bluegrass Community and Technical College were given the opportunity to provide input on their fellow workers' performance. Surveys were designed for: faculty members in each academic area; academic program coordinators; assistant deans; and deans. Each survey listed the person for whom input was desired, as well as questions relevant to that person’s position. Surveys were distributed by the Academic Affairs office, and used to assist in Performance Reviews.

Method
The Academic Affairs office provided Institutional Research (I.R.) with a list of faculty members and their department or area. I.R. created surveys individualized for each faculty member and sent them to Academic Affairs for distribution and collection. Completed surveys were returned to I.R. for scanning, scoring, and analyses. Statistical reports were returned to Academic Affairs (A.A.), along with the original surveys for typing of comments. Original surveys were filed in the A.A. office for approximately two months (until faculty members had received performance reviews, and all appeals were completed), after which they were shredded.

Sample
A total of 2,276 completed surveys were received from the various levels of faculty, ranging from 5 surveys for the Learning Resource Center Director to 1,575 surveys for Division Colleagues. One hundred seventy six (176) faculty members were included in this process, along with 2 Academic Deans, 13 Assistant Deans, 4 Librarians, 61 Program Coordinators, and 1 Learning Resource Center Director.

Results
Because these surveys were used in annual performance reviews, survey results are confidential.