

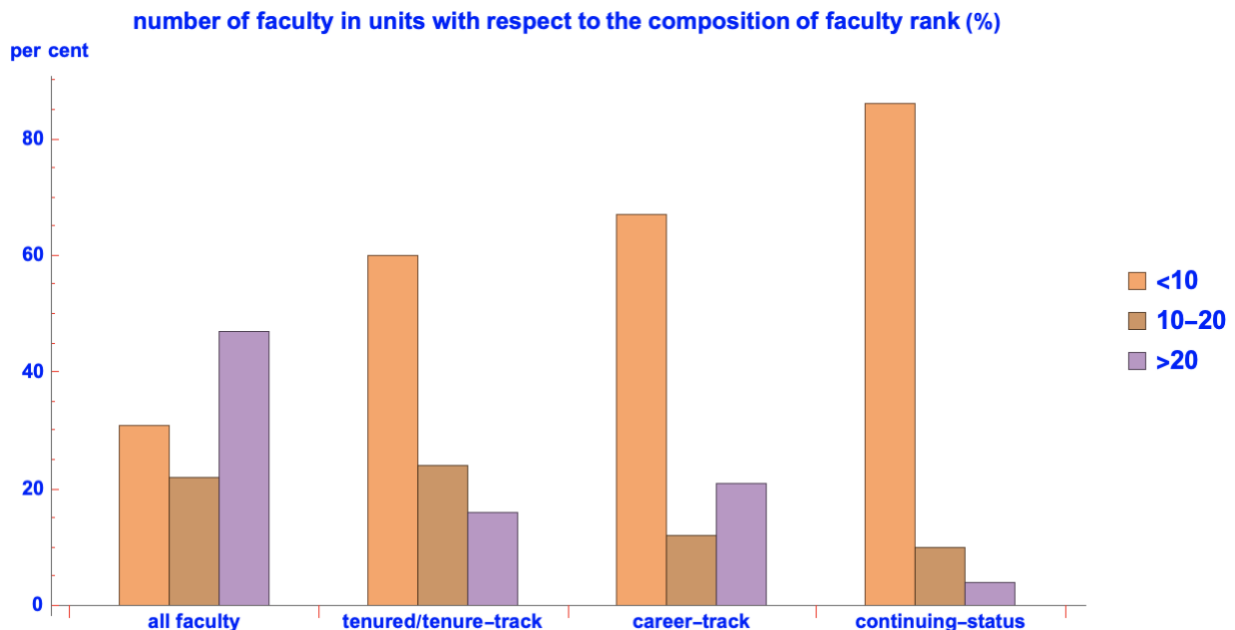
UA Vitae Faculty Fellows Final Report: Summary of UA Vitae Survey of Heads and Directors & Final Recommendations

May 23, 2022

In April and May 2022, the UA Vitae Faculty Fellows solicited input through a Qualtrics Survey consisting of 13 questions across campus from Heads and Directors with a response rate of 29% (58 out of approximately 200). The summary of those quantitative and qualitative responses follows below, including a brief summary of open-ended criticism and suggestions. In the final section, we also provide our own final recommendations about UA Vitae for the administration to consider.

Demographics

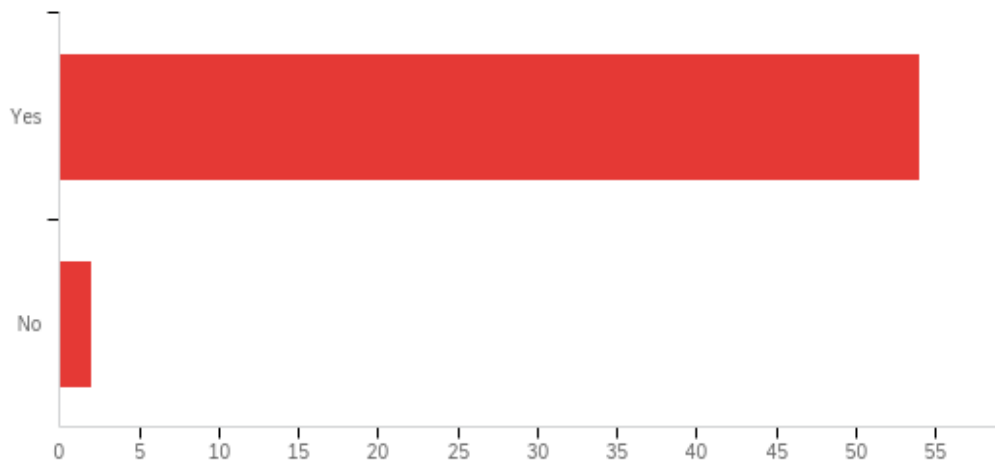
Questions 1-4: The graph below shows the relevant demographics, i.e., the number of faculty in units with respect to the composition of the faculty according to rank and track. As shown in the graph, 100% (58) of the respondents reported the number of faculty in their unit with respect to the composition of the faculty rank. 31% (18) of the units have less than 10 faculty members, 22% (13) have 10-20 faculty, and 47% (27) have more than 20 faculty. However, 60% (35) indicated less than 10 tenured/tenure-track faculty who report to them, 24% (14) indicated they had between 10 and 20 tenured/tenure-track faculty who report to them, and 16% (9) indicated they have more than 20 tenured/tenure-track faculty who report to them. With respect to career-track faculty: 67% (39) indicated less than 10 reported to them, 12% (7) indicated between 10-20 reported to them, and 21% (12) indicated more than 20 reported to them. Finally, with respect to continuing-status faculty, 86% (50) indicated less than 10 faculty who reported to them, 10% (6) between 10 and 20 reported to them, and 4% (2) indicated that more than 20 reported to them.



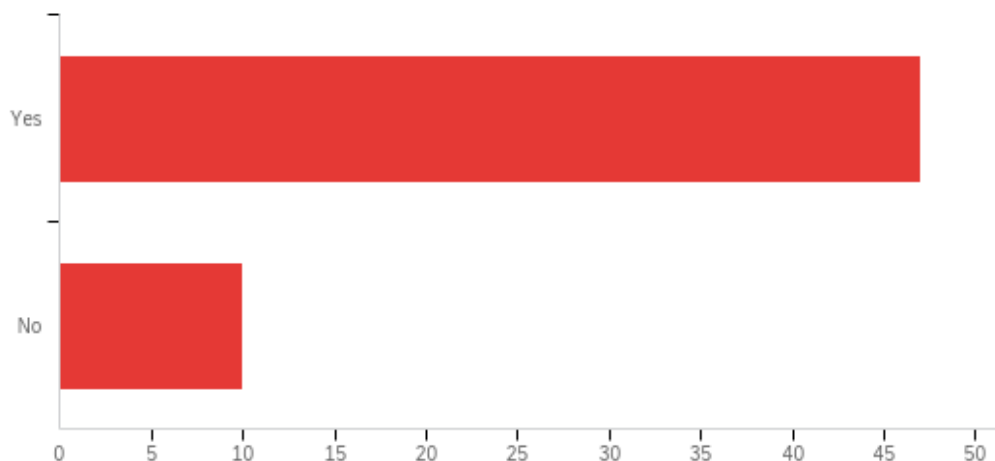
Departmental Use of UA Vitae

Questions 5-6: 96% (54) of respondents use UA Vitae and 4% (2) of respondents don't use UA Vitae in their departments. 82% (47) of respondents make UA Vitae mandatory and 18% (10) of respondents don't make UA Vitae mandatory in their departments. The next two graphs summarize these findings.

Number of Departments Using UA Vitae



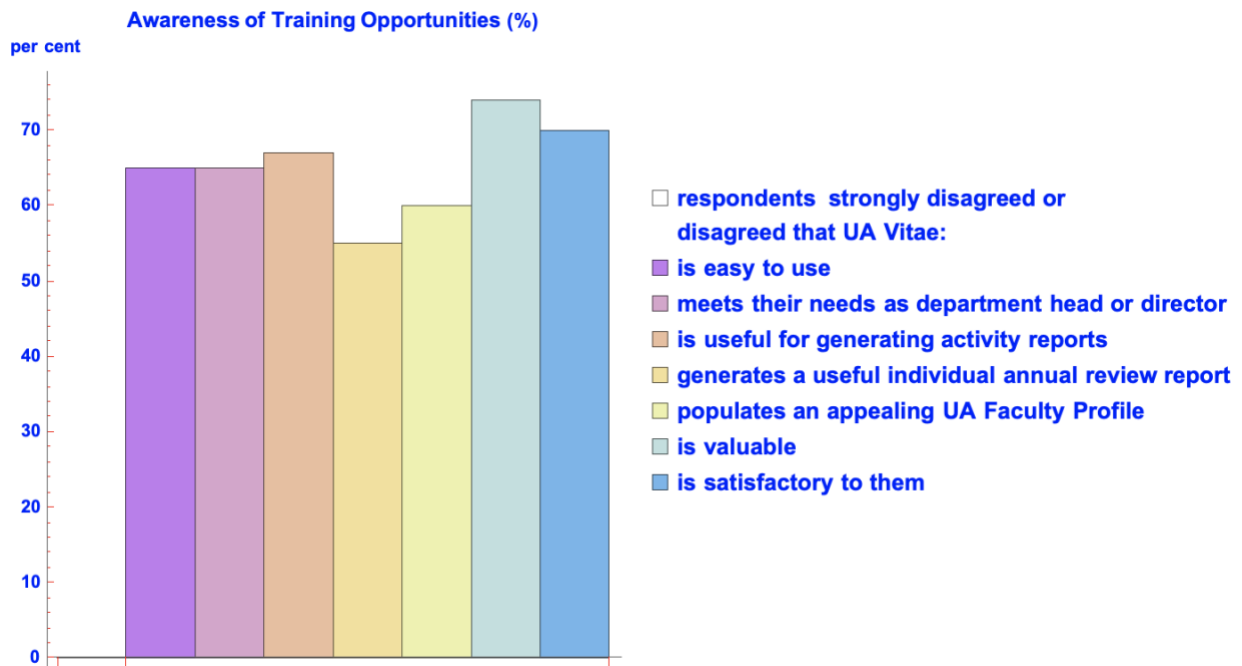
Number of Departments requiring UA Vitae for Annual Review Process



UA Vitae Usefulness

Question 7: Between 55 and 74% of respondents strongly disagreed or disagreed with UA Vitae's usefulness or efficacy. The graph below shows the percentage of those that **strongly**

disagreed or disagreed with various aspects of UA Vitae’s usefulness or efficacy. As shown in the graph, 65% (36) of respondents strongly disagreed or disagreed that UA Vitae is easy to use. 65% (36) of respondents strongly disagreed or disagreed that UA Vitae meets their needs as department head or director. 67% (37) of respondents strongly disagreed or disagreed that UA Vitae is useful for generating activity reports for departmental purposes such as academic program reviews or accreditations (e.g., publication reporting, grant information, SCS-student course surveys). 55% (30) of respondents strongly disagreed or disagreed with the statement that UA Vitae generates a useful individual annual review report for evaluation by the performance review committees and department heads or directors. 60% (33) of respondents strongly disagreed or disagreed with the statement that UA Vitae populates an appealing UA Faculty Profile. 74% (41) of respondents strongly disagreed or disagreed with the statement that their departmental colleagues find UA Vitae valuable. 70% (39) of respondents strongly disagreed or disagreed with the statement that they were satisfied with UA Vitae.

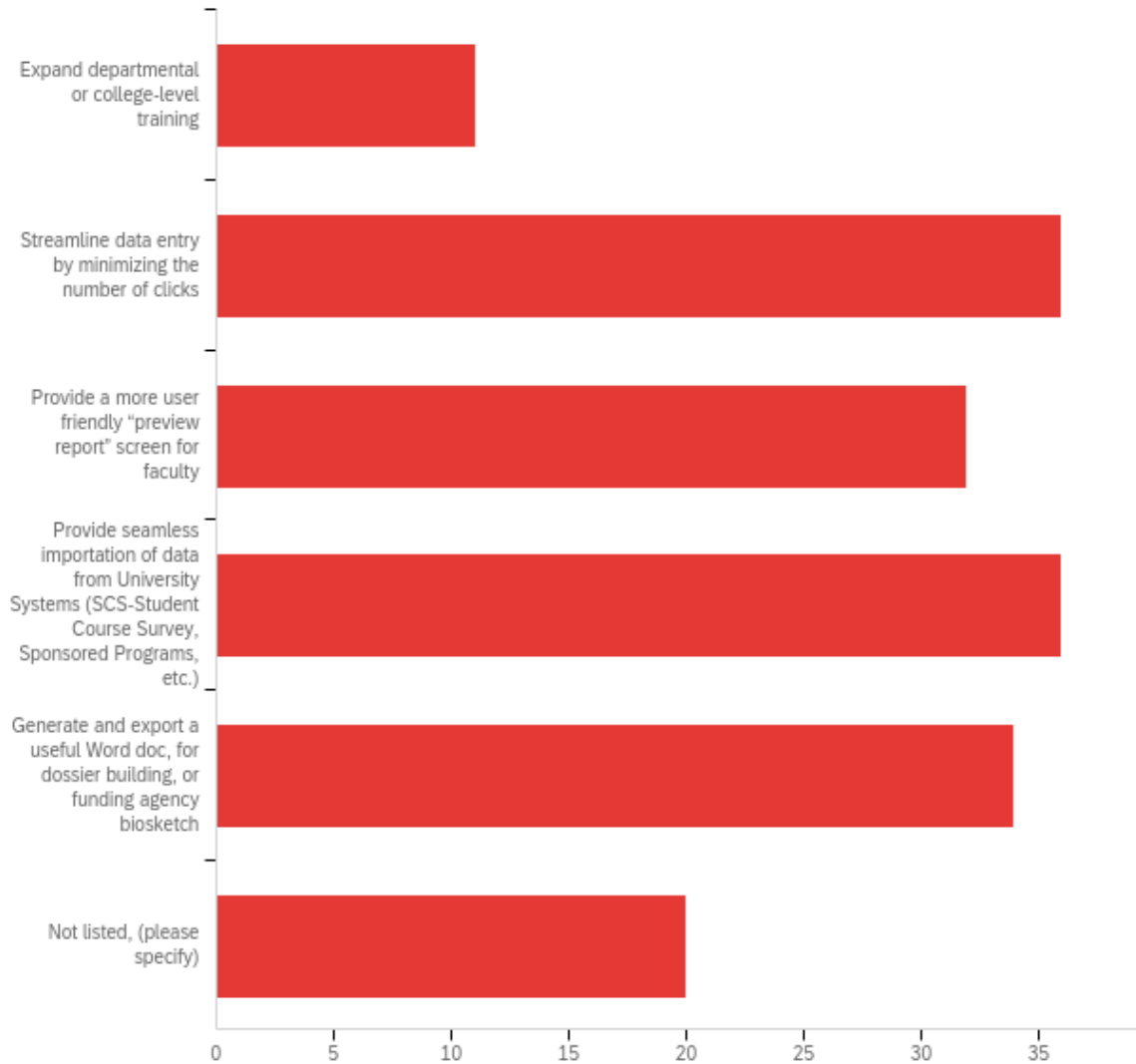


Motivating Factors to use UA Vitae

Question 8: Only between 6 and 21% of respondents believe the following factors could motivate faculty to use UA Vitae more consistently: 6% (11) of respondents believe expanding departmental or college-level training would motivate faculty to use UA Vitae more consistently. 21% (36) of respondents believe streamlining data entry by minimizing the number of clicks would motivate faculty to use UA Vitae more consistently. 19% (32) of respondents believe providing a more user friendly “preview report” screen for faculty would motivate faculty to use UA Vitae more consistently. 21% (36) of respondents believe providing seamless import of data from University Systems (SCS-Student Course Survey, Sponsored Programs, etc.) would motivate faculty to use UA Vitae more consistently. 20% (34) of respondents believe the ability to generate and export a useful Word doc for dossier building or funding agency bio-sketch would motivate faculty to use UA Vitae more consistently. **12% (20)**

of respondents had other open-ended thoughts, which can generally be summarized as either expressing need for additional training or stating that UA Vitae is “ill-designed,” “hopeless,” and “a disaster.”

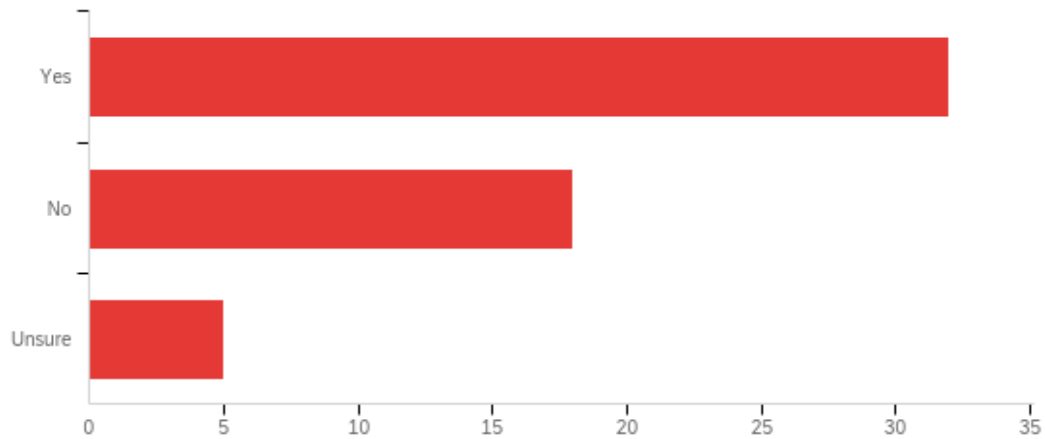
Motivating Factors to use UA Vitae



Prior UA Vitae Training

Question 9: As seen below in the next graph, 68% (32) of respondents indicated they participated in UA Vitae training, 33% (18) indicated they had not, while 9% (5) indicated they were unsure if they had participated in any formalized training.

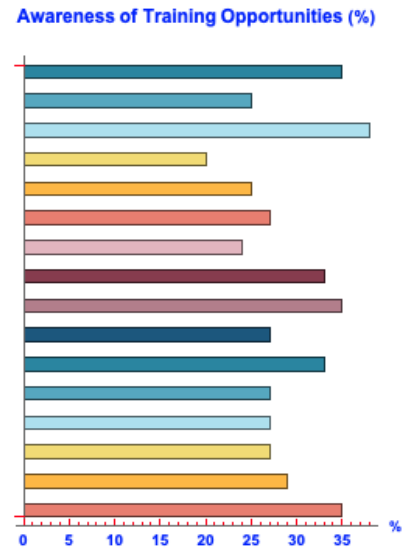
Number of Participants who have had UA Vitae Training



Awareness of Training Opportunities

Question 10: The graph below shows the percentage of those that were aware of training and/or participation in training opportunities. 35% (19) of respondents were aware of training opportunities whereas 25% (14) of respondents were not aware of training. 38% (21) of respondents believe their departmental faculty had not participated in any UA Vitae training whereas 20% (11) of respondents believe their departmental faculty have participated in training. 25% (14) of respondents believe their department uses the information and the resources from the UA Vitae website whereas 27% (15) of respondents have no opinion on this. 24% (13) of respondents do not believe their faculty will attend UA Vitae training sessions whereas 33% (18) of respondents have no opinion on whether or not their faculty would attend. 35% (19) of respondents do not believe training at the department or college level is effective whereas 27% (15) of respondents have no opinion. 33% (18) of respondents do not believe training at the university level is effective whereas 27% (15) of respondents have no opinion. 27% (15) of respondents believe better support and training is needed from the department and college however the same percentage (27% (15)) of respondents have no opinion. 29% (16) of respondents believe better support and training is needed from the university however 35% (19) of respondents have no opinion on this.

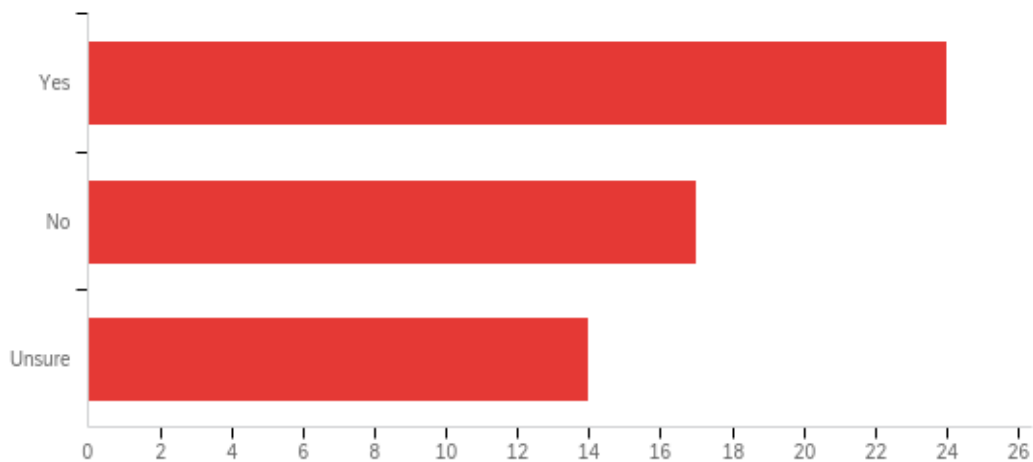
- were aware of training opportunities
- were not aware of training
- believe their departmental faculty had not participated in any UA Vitae trainings
- do believe that their departmental faculty have participated in training
- believe that their department uses the information and the resources from the UA Vitae website
- have no opinion on this
- do not believe their faculty will attend UA Vitae training sessions
- have no opinion on whether or not their faculty would attend
- do not believe training at the department or college level is effective
- have no opinion
- do not believe training at the university level is effective
- have no opinion
- believe better support and training is needed from the department and college
- have no opinion
- believe better support and training is needed from the university
- have no opinion on this



Use of RPT in the Promotion Process

Question 11: As seen below in the next graph, when asked if RPT was used in the promotion process, 44% (24) of respondents indicated it was used, 31% (17) of respondents indicated it was not used, and 25% (14) of respondents were unsure if it was used.

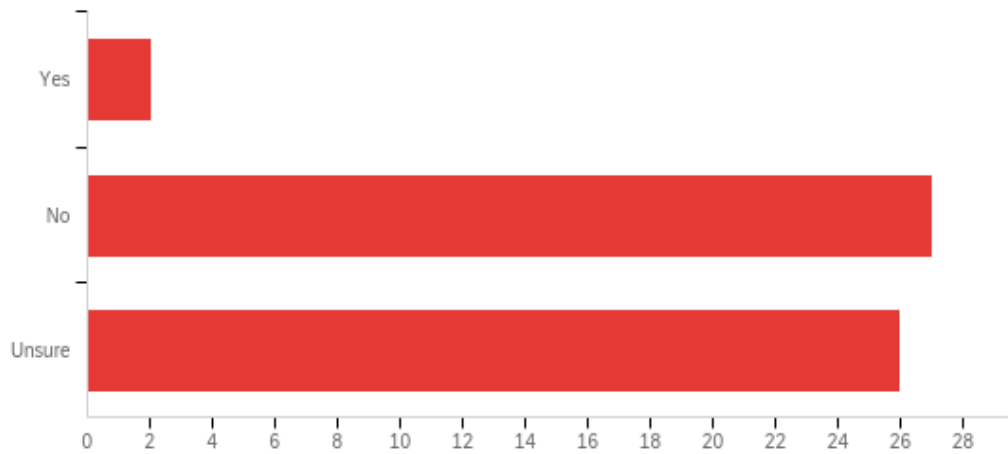
Number of Participants utilizing RPT (Review, Promotion, and Tenure) software for promotion process



Transferring Data from UA Vitae to RPT

Question 12: As seen below in the next graph, only 4% (2) of respondents indicated that data was transferred from UA Vitae to RPT for the promotion process. 49% (27) indicated they were not transferring data from UA Vitae to RPT, and 47% (26) were unsure if any data was transferred.

Number of participants transferring data from UA Vitae software to RPT software



Summary of Open-Ended Comments

Overall, open-ended comments from respondents were overwhelmingly negative. Most comments expressed frustration in using the system, believed the system was too cumbersome, not user friendly, difficult to navigate, not intuitive, and problematic. Examples of frustrations involve “too many clicks,” “disorienting pop-up windows,” “data entry not streamlined,” “inability to generate usable CV” and/or readable reports, difficulties in uploading text from other documents, system non-intuitive and “clumsy,” “far too time consuming to enter data,” and “too many generic data entry areas,” just to list a few.

We conducted a thematic analysis of constructive and negative comments and categorized them accordingly. The frequency of response (number of respondents who mentioned each theme) is indicated in parentheses.

Themes and Frequency Count

Themes	Frequency Count
General negativity	23
Not user friendly; it’s difficult to navigate	20
Data <u>export</u> issues; It’s difficult to generate and read reports; I can’t find what I’m looking for	15
Too time consuming; it requires additional work and documentation	14
Data <u>entry</u> issues; it takes too many clicks	12

Data <u>importation</u> issues (from SCS; Sponsored programs)	12
Incorrect or missing data	7
Categories/containers are not clear; it's a customization issue	7
The system defaults can be frustrating to use	7
No benefit; not useful to faculty	5
Inability to access previous reports or previous data after submitting APR evaluation	5
Mis-aligned with P+T guidelines and process; please align with RPT	5
Preference for a simple Word document or CV instead of UA Vitae report	4
It's frustrating because they believed they have to use it; it's required	4
Confusion in how presentations and publications appear or populate	3
It does not generate a readable CV	2
Pop-up windows/Distractions	1
The system times out	1
More training is needed	1
Budget cuts; decreased support staff at local unit level	1

Below are some examples — of both more positive and negative comments—we believe help to capture the overall attitudes and opinions about UA Vitae’s efficacy and utility.

NB: Many more negative comments than constructive comments were expressed, however for summary purposes below we have tried a more balanced sample of both constructive and negative comments.

Constructive Criticism:

- “Streamline data entry and provide more useful reports/downloads.”
- “It would be great if UA Vitae could generate a usable C.V.”
- “It would be nice to not have sections shown in the final report where no information is entered. It would save room. Being able to ‘uncheck’ a section so that it does not show up.”

Negative Comments:

- “The user interface is non-intuitive.”
- “It's a clumsy system.”
- “It requires far more time to produce the report than simply preparing a word document.”
- “Blow it up. Start bottom-up with articulated faculty and departmental needs and then rebuild to provide automated and streamlined data entry and aggregation with output channels that are modern and valuable.”
- “Reviewing promotion packets as a departmental PTE committee member is a chore: it is difficult to find the information we need for assessing faculty progress and the entries can be misleading.”
- “Get rid of it. Faculty hate it.”

UA Vitae Faculty Fellows Final Recommendations

After writing our interim report, we believed the 16 heavy users of UA Vitae provided us rationale for keeping and improving on the campus use of UA Vitae. However, these were mostly regular and consistent users (and champions) of UA Vitae, and as such were selected by The Office of the Vice Provost for faculty Affairs and in consultation with the UA Vitae team.

After querying the Heads and Directors on campus, with a response rate of ~30% (58), we believe the overwhelming opinion of UA Vitae is that it is ineffective and a complete overhaul of our annual performance review system is required. In sum, we believe that UA Vitae is not worth the re-investment and Heads and Directors, along with faculty in their departments, would prefer a simpler system based on a readable and condensed annual report and a readable and exportable CV. Since, in practice, and in terms of data, the only common thread across units and colleges is the promotion and tenure dossier, which follows the same format and uses the same template for all. Perhaps UA Vitae and RPT can be combined into a single framework with its purpose being solely P&T dossier preparation and mentoring junior faculty through that process.