



KPI Executive Summary

W&M university strategy: *to ensure the most personal learning experience of any public university in the nation.*
W&M Key Performance Indicators (KPIs) allow us to track and analyze business performance towards this strategy.

Committee Name: Academic Affairs

Date: September 2023

KPI Title: Faculty Teaching

SUMMARY: Faculty teaching contributions as part of their workload significantly impact student learning, both in the classroom and through guided research experiences.

DATA: Credit-hour generation is one means of measuring teaching impact. Teaching effectiveness scores by students – though a limited and flawed measure when considered in isolation – may partially reflect student satisfaction with their classroom experience when combined with other measures. Spring A&S undergraduate student evaluations that rated overall teaching effectiveness averaged out to 4.25/5.0. Student course success (as indicated by grades and prerequisites) is yet another measure of teaching effectiveness. Smaller class sizes reflect the quality of personal learning experiences for students, as they often translate to smaller student-to-faculty ratios with more opportunity for personal learning experiences.

CYCLE: BOV and ELT track overall faculty teaching workload and impact on an annual basis. Deans track these measures annually during the course of rendering merit evaluations.

S.M.A.R.T. GOALS: **1)** Move the student-to-faculty ratio to 12:1 to align W&M with prominent peer universities. Currently, 46% of W&M classes include less than 20 students. **YELLOW status:** W&M’s faculty-to-student ratio is currently 13:1. **2)** Now by senior year, **80% of undergraduate students** at W&M have participated in mentored research activities with faculty. W&M should increase this by 10% in 2026. **YELLOW status:** participation in mentored research is currently 80%.

DECISION-MAKING: Analysis of faculty output occurs during faculty tenure and promotion processes, and informs BOV personnel approvals (September, February, April). Faculty contribution analysis by the Provost’s Office occurs throughout the year, with deans and chairs conducting annual merit evaluations.

SAMPLE DATA

