

# Lecturer Questionnaire

## ***Background Information***

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*These questions are about you, your education and the time you have spent in teaching. In responding to the questions, please mark the appropriate box.*

**1. What is your gender?**

Female      Male  
1              2

**2. How old are you?**

Under 25      25-29      30-39      40-49      50-59      60+  
1              2              3              4              5              6

**3. What is your employment status as a lecturer?**

- 1 Full-time
- 2 Part-time (50-90% of full-time hours)
- 3 Part-time (less than 50% of full-time hours)

**4. Do you work as a lecturer at another university as well as this university?**

- 1 Yes
- 2 No **Please go to question 6.**

**5. If 'Yes' in the previous question, please indicate in how many other universities you work as a lecturer.**

*Please write in a number.*

Universitys

**6. What is your employment status as a lecturer at this university?**

*Please do not consider the probationary period of a contract as a separate contract.*

- 1 Permanent employment (an on-going contract with no fixed end-point before the age of retirement)
- 2 Fixed term contract for a period of more than 1 university-year
- 3 Fixed-term contract for a period of 1 university-year or less
- 4 \_\_\_\_\_

**7. In a typical university week, estimate the number of (60-minute) hours you spend on the following for this university.**

*This question concerns your work for this university only. Please do not include the work you do for other universities.*

*Please write a number in each row and round to the nearest hour in your responses.*

*Write 0 (zero) if none.*

- a)   Teaching of students in university (either whole class, in groups or individually) **international valid range: 5-30**
- b)   Planning or preparation of lessons either in university or out of university (including marking of student work) **international valid range: 0-20**
- c)   Administrative duties either in university or out of university (including university administrative duties, paperwork and other clerical duties you undertake in your job as a lecturer) **international valid range: 0-10**
- d)   Other (please specify): **valid range: 0-10**
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**9. How long have you been working as a lecturer?**

*Where possible exclude extended periods of absence (e.g. career breaks).*

This is my first year	1-2 years	3-5 years	6-10 years	11-15 years	16-20 years	More than 20 years
1	2	3	4	5	6	7

**10. How long have you been working as a lecturer at this university?**

*Where possible exclude extended periods of absence (e.g. career breaks).*

This is my first year	1-2 years	3-5 years	6-10 years	11-15 years	16-20 years	More than 20 years
1	2	3	4	5	6	7

# Professional Development

In this survey, **professional development** is defined as activities that develop an individual's skills, knowledge, expertise and other characteristics as a lecturer.

Please only consider professional development you have taken **after** your initial lecturer training/education.

**11. During the last 18 months, did you participate in any of the following kinds of professional development activities, and what was the impact of these activities on your development as a lecturer?**

For each question below, please mark one choice in part (A). If you answer 'Yes' in part (A) then please mark one choice in part (B) to indicate how much impact it had upon your development as a lecturer.

	(A) Participation		(B) Impact			
	Yes	No	A small		A moderate	A large
			No impact	impact	impact	impact
a) Courses/workshops (e.g. on subject matter or methods and/or other education-related topics) .....	1	2	1	2	3	4
b) Education conferences or seminars (where lecturers and/or researchers present their research results and discuss educational problems) .....	1	2	1	2	3	4
c) Qualification programme (e.g. a degree programme) .....	1	2	1	2	3	4
d) Observation visits to other universities ...	1	2	1	2	3	4
e) Participation in a network of lecturers formed specifically for the professional development of lecturers .....	1	2	1	2	3	4
f) Individual or collaborative research on a topic of interest to you professionally .....	1	2	1	2	3	4
g) Mentoring and/or peer observation and coaching, as part of a formal university arrangement .....	1	2	1	2	3	4

12. In all, how many days of professional development did you attend during the last 18 months? international valid range: 1-60

Please round to whole days. Write 0 (zero) if none.

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 Days

**If you answered '0' (zero) Please go to question 17.**

13. Of these, how many days were compulsory for you to attend as part of your job as a lecturer? international valid range: 0-25

Please round to whole days. Write 0 (zero) if none.

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 Days

14. For the professional development in which you participated in the last 18 months, how much did you personally have to pay for?

Please mark one choice.

None	Some	All
1	2	3

15. For the professional development in which you participated in the last 18 months, did you receive scheduled time for undertaking the professional development that took place during regular work hours?

Please mark one choice.

- 1 Yes
- 2 No
- 3 Did not take place during regular work hours

16. For the professional development in which you participated in the last 18 months, did you receive a salary supplement for undertaking the professional development activities that took place outside regular work hours?

Please mark one choice.

- 1 Yes
- 2 No
- 3 Did not take place outside of regular work hours

**17. Thinking about less formal professional development, during the last 18 months, did you participate in any of the following activities, and what was the impact of these activities on your development as a lecturer?**

*For each question below, please mark one choice in part (A). If you answer 'Yes' in part (A) then please mark one choice in part (B) to indicate how much impact it had upon your development as a lecturer.*

	(A) Participation		(B) Impact			
	Yes	No	No impact	A small impact	A moderate impact	A large impact
a) Reading professional literature (e.g. journals, evidence-based papers, thesis papers).....	1	2	1	2	3	4
b) Engaging in informal dialogue with your colleagues on how to improve your teaching .....	1	2	1	2	3	4

**18. Thinking of your own professional development needs, please indicate the extent to which you have such needs in each of the areas listed.**

*Please mark one choice in each row.*

	No need at all	Low level of need	Moderate level of need	High level of need
a) Content and performance standards in my main subject field(s).....	1	2	3	4
b) Student assessment practices .....	1	2	3	4
c) Classroom management .....	1	2	3	4
d) Knowledge and understanding of my main subject field(s).....	1	2	3	4
e) Knowledge and understanding of instructional practices (knowledge mediation) in my main subject field(s).....	1	2	3	4
f) Skills for teaching.....	1	2	3	4
g) Teaching students with special learning needs.....	1	2	3	4
h) Student discipline and behaviour problems .....	1	2	3	4
i) University management and administration...	1	2	3	4
j) Teaching in a multicultural setting .....	1	2	3	4
k) Student counselling.....	1	2	3	4

**19. In the last 18 months, did you want to participate in more professional development than you did?**

1 Yes

2 No

**20. If 'Yes' in the previous question, which of the following reasons best explain what prevented you from participating in more professional development than you did? Please mark as many choices as appropriate.**

1 I did not have the pre-requisites (e.g. qualifications, experience, seniority).

1 Professional development was too expensive/I could not afford it.

1 There was a lack of employer support

1 Professional development conflicted with my work schedule.

1 I didn't have time because of family responsibilities.

1 There was no suitable professional development offered.

1 Other (please specify):

2 Please specify

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# Lecturer Appraisal and Feedback

We would like to ask you about the appraisal (defined below) of your work as a lecturer and the feedback (defined below) you receive about your work in this university.

In this survey, **Appraisal** is defined as when a lecturer's work is reviewed by the principal, an external inspector or by his or her colleagues. This appraisal can be conducted in a range of ways from a more formal, objective approach (e.g. as part of a formal performance management system, involving set procedures and criteria) to the more informal, more subjective approach (e.g. through informal discussions with the lecturer).

In this survey, **Feedback** is defined as the reporting of the results of a review of your work (however formal or informal that review has been) back to the lecturer, often with the purpose of noting good performance or identifying areas for development. Again, the feedback may be provided formally (e.g. through a written report) or informally (e.g. through discussions with the lecturer).

**21. From the following people, how often have you received appraisal and/or feedback about your work as a lecturer in this university?**

Please mark one choice in each row.

	Never	Less than once every two years	Once every two years	Once per year	Twice per year	3 or more times per year	Monthly	More than once per month
a) Principal.....	1	2	3	4	5	6	7	8
b) Other lecturers or members of the university management team .....	1	2	3	4	5	6	7	8
c) External individual or body (e.g. external inspector).....	1	2	3	4	5	6	7	8

**22. In your opinion, how important were the following aspects considered to be when you received this appraisal and/or feedback?**

*Please mark one choice in each row.*

	I do not know if it was considered	Not considered at all	Considered with low importance	Considered with moderate importance	Considered with high importance
a) Student test scores.....	1	2	3	4	5
b) Retention and pass rates of students .....	1	2	3	4	5
c) Other student learning outcomes .....	1	2	3	4	5
d) Student feedback on my teaching .....	1	2	3	4	5
e) Feedback from parents .....	1	2	3	4	5
f) How well I work with the principal and my colleagues .....	1	2	3	4	5
g) Direct appraisal of my classroom teaching.....	1	2	3	4	5
h) Innovative teaching practices .....	1	2	3	4	5
i) Relations with students .....	1	2	3	4	5
j) Professional development I have undertaken .....	1	2	3	4	5
k) Classroom management .....	1	2	3	4	5
l) Knowledge and understanding of my main subject field(s) .....	1	2	3	4	5
m) Knowledge and understanding of instructional practices (knowledge mediation) in my main subject field(s) .....	1	2	3	4	5
n) Teaching students with special learning needs.....	1	2	3	4	5
o) Student discipline and behaviour .....	1	2	3	4	5
p) Teaching in a multicultural setting .....	1	2	3	4	5
q) Extra-curricular activities with students (e.g. university plays and performances, sporting activities) .....	1	2	3	4	5
r) Other (please specify below). Please specify .....	1	2	3	4	5



**23. Concerning the appraisal and/or feedback you have received at this university, to what extent have they directly led to any of the following?**

*Please mark one choice in each row.*

	No change	A small change	A moderate change	A large change
a) A change in salary.....	1	2	3	4
b) A financial bonus or another kind of monetary reward .....	1	2	3	4
c) Opportunities for professional development activities.....	1	2	3	4
d) A change in the likelihood of career advancement .....	1	2	3	4
e) Public recognition from the principal and/or your colleagues .....	1	2	3	4
f) Changes in your work responsibilities that make the job more attractive .....	1	2	3	4
g) Role in university development initiatives (e.g. curriculum development group, development of university objectives).....	1	2	3	4

**This is the end of the questionnaire.**

**Thank you very much for your cooperation!**