Faculty Dashboard

Much research on higher education organizations shows that faculty organizational commitment, satisfaction, and sense of procedural and distributive justice are increased by organizational transparency (Blackburn & Lawrence, 1995; Daly & Dee, 2006; Houston, Meyer & Paewai, 2006; Lawrence, Celis & Ott, 2014; Paewai, Meyer & Houston, 2007; Till & Karren, 2011). When faculty have clear information about their salary level relative to others, and the average faculty workload in their college they can use this information to benchmark and contextualize their own performance and experiences. Likewise, such information can be used by administration in making clear and accountable hiring, salary, and workload decisions.

The University of Maryland ADVANCE Program developed a Data Dashboard to make information regarding faculty diversity, time to advancement, salary ranges, and campus service activity more easily accessible to tenured and tenure-track faculty. ADVANCE provides this information with the hope of increasing transparency and assisting individual faculty in assessing their career progress relative to peers.

The Dashboard initiative was introduced in two phases; the first included information regarding faculty demographics and time to advancement within department. This Dashboard was made available to tenured and tenure-track faculty in 2011 using institutional data from the Office of Institutional Research, Planning and Analysis (IRPA), University Human Resources (UHR), and the Office of Faculty Affairs.

Phase Two followed up with the creation of the Service Dashboard in 2013. The Service Dashboard is a mentoring tool created from faculty activity report data analyzed by ADVANCE Co-Directors KerryAnn O’Meara and Betsy Beise, ADVANCE Fellow Sandy Gordon-Salant, and ADVANCE Research Assistant Alexandra Kuvaeva. The Service Dashboard provides benchmark data for faculty to assess whether their amount of service activity (i.e., committee service and other administrative tasks) at university, college, and department levels is below, at, or above median activity for faculty in their college at each rank. It is the aim of ADVANCE to make such information transparent and available for mentoring conversations and career planning.

The Dashboard is accessible from the ADVANCE website at www.advance.umd.edu/dashboard-main and requires faculty to log in with their UMD login and password. Information is updated annually.

Our salary, demographic and campus service dashboards have been widely used and appreciated, as shown by the following comments.

“It is very important to have data that is available for everyone to see and use to shape policy... thanks!”

“To get a snapshot perspective, a contextual point of view was insightful. And to know this information is being tracked and publicly shared and archived seems important.”

“The Dashboard provides transparency. This provides everyone with knowledge. Knowledge is power...I can rationally negotiate salary because this information is available.”