

Faculty Grading System Survey

START HERE:

	Spring 2005	Fall 2006
Sample n	115	109

1. Are you planning to record in Banner plus/minus grades for any of your classes?

	Spring 2005	Fall 2006
Yes	48.6%	51.4%
No (Skip to 5)	51.4%	48.6%

2. (If Yes to 1) How many classes are using Plus/Minus grading in this semester?

_____ undergraduate classes out of the _____
undergraduate classes I am teaching this semester

Percentage of Undergrad Classes in Which Professor is Using PMG	Spring 2005	Fall 2006
None	54.7	50.0
17 percent	0.7	0.0
25 percent	0.0	0.9
33 percent	0.7	0.0
40 percent	0.0	0.9
50 percent	.7	2.8
75 percent	.7	1.9
100 percent	42.3	42.5
Total	100.0	100.0

_____ graduate classes out of the _____ graduate
classes I am teaching this semester

Percentage of Graduate Classes in Which Professor is Using PMG (if teaching a grad course)

	Spring 2005	Fall 2006
20 percent	3.2	0.0
50 percent	3.2	6.3
67 percent	3.2	0.0
75 percent	6.5	3.1
100 percent	83.9	90.6
Total	100.0	100.0

3. (If Yes to 1) What are the costs to you of implementing Plus/Minus grading in your classes?

Spring 2005

Allows increased distinction among students	0.7
Including guidelines in the syllabus	0.7
Trying to find a consistent grading system with colleagues	0.7
Time	2.1
None	94.5
Don't Know	1.4

Fall 2006

Possible lower GPA for Students	0.9
Hurts students transferring to main campus	0.9
Dealing with unhappy/angry students who receive minuses	2.7
Time	6.3
Benefits outweigh costs	3.6
None	83.7
Don't Know	0.9

4. (If Yes to 1) Does using Plus/Minus grading increase your time spent grading?

	Spring 2005	Fall 2006
Yes (Skip to 6)	9.9%	21.4%
No (Skip to 6)	90.1%	78.6%

5. (If No to 1) Are there any barriers to you implementing Plus/Minus grading in your classes?

Spring 2005

Dept. grading scale already higher.	1.4
Want program wide decision to adopt	1.4
Accomplishes nothing	4.2
Doesn't count	0.7
Not appropriate for grading system	0.7
Quibbling about grades with students	2.8
Should move to 5pt. rather than 4pt. system	1.4
Didn't put it on syllabus	2.1
Didn't hear about the pilot study	2.1
Faculty have no previous experience	0.7
Students have no previous experience / do not want	1.4
Want more guidance on cutpoints	3.5
All faculty not using it / school not implementing it	2.1
Final grades should be more definitive	0.7
Not teaching at WKU in fall	0.7
Told they couldn't use it / Dept. not using	1.4
A+ should be higher value than A	0.7

No D+ or D-	0.7
Time	1.4
None	70.0
Fall 2006	
Agreement among program faculty	0.9
Currently teaching pass/fail grad courses	0.9
Defining cutpoints / calculating quality points	1.8
Department historical nonuse of PMG	0.9
Doesn't want to assign grades differently from colleagues	1.8
Time	1.8
Don't use PMG / Do not want to change	2.7
Not official university grading system / Doesn't count on transcripts	6.3
Do not like giving minus grades	3.6
Student dislike of PMG / end of semester whining	4.5
PMG waste of time and energy	0.9
Doesn't mean much	0.9
Lowered class grades / concern about fairness	2.7
Implies precision that may not match actual evaluation	0.9
No D+ or D-	0.9
Administration's obstruction of implementation	0.9
None	66.6

6. In your view, are changes in Plus/Minus Grading necessary?

	Spring 2005	Fall 2006
I would not change a thing. (Skip to 8)	60.3%	61.9%
Plus/Minus grading needs some minor adjustments (Skip to 8)	18.4%	19.6%
Plus/Minus grading needs major revision	3.7%	3.1%
Plus/Minus grading has major flaws that make it difficult to implement.	17.6%	15.5%

7. If you marked that PMG needs revision or has major flaws, what needs to be changed?

Spring 2005

Concern about penalizing A students	0.7
A+ doesn't equal 4.33	1.4
Concern about cutpoint standards	2.8
Scoring essay questions via +/- grading	0.7
Parttime faculty need training	0.7
No D+ and D-	3.5
Fairness	0.7

Why limit to + and -.	0.7
It's an idiotic project	0.7
No changes	1.4
Not thought about it / not sure	1.4
NA	85.3
Fall 2006	
Clear guidelines for what constitutes + and -	2.7
Evaluation methods must be able to make valid discriminations	0.9
Needs to affect GPA	1.8
Should not be an A+	0.9
Should not be an A-	2.7
Should apply to D as well	0.9
Should only use +'s	0.9
Prefer fewer levels like (A/B) and (B/C)	0.9
Needs to be congruent with nursing grading scale	0.9
None	87.3

8. To what extent do you agree or disagree with each of these statements about Plus/Minus grading?

	Year	Strongly Agree 1	Somewhat Agree 2	Somewhat Disagree 3	Strongly Disagree 4
Plus/Minus grading is a good grading system.	S05 (\bar{x} = 2.03)	41.8	31.2	9.2	17.7
	F06 (\bar{x} = 2.13)	34.9	34.0	14.2	17.0
I think this Plus/Minus grading system is unethical.	S05 (\bar{x} = 3.50)	5.8	5.0	23.0	66.2
	F06 (\bar{x} = 3.50)	4.0	6.9	24.8	64.4
Plus/Minus grading does not give all students the same chance to show that they deserve a good grade	S05 (\bar{x} = 3.37)	6.5	10.1	23.2	60.1
	F06 (\bar{x} = 3.33)	5.9	11.9	25.7	56.4
Plus/Minus grading is not as fair as most other grading systems.	S05 (\bar{x} = 3.25)	8.7	10.1	28.3	52.9
	F06 (\bar{x} = 3.23)	7.9	10.9	31.7	49.5

	Year	Strongly Agree 1	Somewhat Agree 2	Somewhat Disagree 3	Strongly Disagree 4
I would NOT be satisfied with Plus/Minus grading if I was a student.	S05 (\bar{x} = 2.83)	19.0	20.4	19.0	41.5
	F06 (\bar{x} = 2.79)	21.0	16.2	25.7	37.1
Plus/Minus grading is a balanced grading system.	S05 (\bar{x} = 1.89)	43.5	31.9	16.7	8.0
	F06 (\bar{x} = 2.02)	38.0	34.0	16.0	12.0
Plus/Minus grading does not take into consideration the basic concerns, values, and outlook of professors.	S05 (\bar{x} = 3.07)	11.6	13.8	31.2	43.5
	F06 (\bar{x} = 2.92)	10.1	20.2	37.4	32.3
Plus/Minus grading is consistent with my own personal idea of fairness.	S05 (\bar{x} = 1.86)	46.4	31.2	12.3	10.1
	F06 (\bar{x} = 2.11)	33.7	36.5	15.4	14.4
Plus/Minus grading is consistent with basic ethical standards.	S05 (\bar{x} = 1.72)	51.1	32.1	10.2	6.6
	F06 (\bar{x} = 1.79)	39.6	46.5	8.9	5.0
Plus/Minus grading is unjust.	S05 (\bar{x} = 3.45)	7.4	6.6	19.9	66.2
	F06 (\bar{x} = 3.41)	5.2	10.3	22.7	61.9
Plus/Minus grading does not treat all students fairly.	S05 (\bar{x} = 3.24)	8.8	13.2	23.5	54.4
	F06 (\bar{x} = 3.23)	7.0	13.0	30.0	50.0
When Plus/Minus grading is used, professors can be inconsistent when assigning final grades to students.	S05 (\bar{x} = 2.96)	9.0	25.4	26.9	38.8
	F06 (\bar{x} = 2.84)	12.0	27.0	26.0	35.0

	Year	Strongly Agree 1	Somewhat Agree 2	Somewhat Disagree 3	Strongly Disagree 4
WKU should not adopt Plus/Minus grading.	S05 (\bar{x} = 2.79)	26.1	10.9	21.0	42.0
	F06 (\bar{x} = 2.75)	24.5	9.8	32.4	33.3
Plus/Minus grading is not consistent with the personal ethical and moral standards of most students.	S05 (\bar{x} = 3.22)	7.1	13.4	29.9	49.6
	F06 (\bar{x} = 3.24)	6.3	10.4	36.5	46.9
Plus/Minus grading increases the value of an A.	S05 (\bar{x} = 2.30)	28.1	31.9	21.5	18.5
	F06 (\bar{x} = 2.37)	23.3	35.9	21.4	19.4
Plus/Minus grading ensures that each student is graded by the same set of rules.	S05 (\bar{x} = 2.21)	27.2	35.3	27.2	10.3
	F06 (\bar{x} = 2.37)	23.0	38.0	18.0	21.0
Plus/Minus grading does not take into consideration the basic concerns, values, and outlook of students.	S05 (\bar{x} = 2.99)	8.3	19.5	36.8	35.3
	F06 (\bar{x} = 3.05)	7.0	15.0	44.0	34.0
Use of Plus/Minus grading will usually result in better grades for students.	S05 (\bar{x} = 2.67)	12.3	26.9	42.3	18.5
	F06 (\bar{x} = 2.93)	5.0	23.0	46.0	26.0
Use of Plus/Minus grades improves academic quality at WKU	S05 (\bar{x} = 2.41)	30.1	22.1	24.3	23.5
	F06 (\bar{x} = 2.43)	20.2	38.5	19.2	22.1

9. What do you believe will be the effect of the plus/minus grading system on students' grade point averages?

	Spring 2005	Fall 2006
Significant increase	2.9	2.8
Increase	6.4	5.7
Slight increase	12.9	15.1
No change	33.6	38.7
Slight decrease	34.3	23.6
Decrease	5.7	10.4
Significant decrease	4.3	3.8
	(\bar{x} = 4.24)	(\bar{x} = 4.21)

In Spring 2005, Faculty who attended a school with PMG are more likely to believe that there will be no change on GPA ($X^2 = 13.33$; $p = .038$). Faculty who did not attend a school with PMG are more likely to believe that student GPA will suffer a slight decrease.

In Spring 2005, Faculty who would like to use the PMG system are more likely to believe that there will be no change on student GPA, while faculty who wish to continue using the 5-point system are more likely to believe student GPA will decrease ($X^2 = 27.34$; $p = .000$).

10. What is your opinion of the overall value of the plus/minus grading system?

	Spring 2005	Fall 2006
Very Positive	27.8	23.4
Positive	20.8	18.7
Slightly Positive	9.7	14.0
Indifferent	11.1	15.9
Slightly negative	4.9	8.4
Negative	13.9	8.4
Very negative	11.8	11.2
	(\bar{x} = 3.33)	(\bar{x} = 3.37)

In Spring 2005, Faculty who attended a school with PMG are more likely to believe that the overall value of PMG will be very positive as compared to those

who did not attend a school with PMG ($X^2 = 25.25$; $p = .000$).

In Spring 2005, Faculty who would prefer the PMG system are much more likely to believe that the overall value of PMG will be very positive as compared to those who prefer the 5-point system ($X^2 = 107.79$; $p = .000$).

11. Next, we would like to ask you some questions about the five grade (i.e., A,B,C,D,F) grading system.

	Year	Strongly Agree 1	Somewhat Agree 2	Somewhat Disagree 3	Strongly Disagree 4
The five grade system is a good grading system.	S05 ($\bar{x} = 2.00$)	31.0	45.1	16.9	7.0
	F06 ($\bar{x} = 2.09$)	25.7	46.7	21.0	6.7
I think the five grade system is unethical.	S05 ($\bar{x} = 3.37$)	1.5	13.4	32.1	53.0
	F06 ($\bar{x} = 3.35$)	1.0	10.9	40.6	47.5
The five grade system does not give all students the same chance to show that they deserve a good grade	S05 ($\bar{x} = 3.04$)	7.2	19.6	34.8	38.4
	F06 ($\bar{x} = 2.88$)	10.7	26.2	27.2	35.9
The five grade system is not as fair as most other grading systems.	S05 ($\bar{x} = 2.91$)	8.7	22.5	38.4	30.4
	F06 ($\bar{x} = 2.88$)	10.9	23.8	31.7	33.7
I would NOT be satisfied with the five grade system if I was a student	S05 ($\bar{x} = 3.01$)	12.5	14.7	31.6	41.2
	F06 ($\bar{x} = 2.94$)	10.7	22.3	29.1	37.9
The five grade system is a balanced grading system.	S05 ($\bar{x} = 2.08$)	26.5	45.6	21.3	6.6
	F06 ($\bar{x} = 2.20$)	20.6	47.1	24.5	7.8

	Year	Strongly Agree 1	Somewhat Agree 2	Somewhat Disagree 3	Strongly Disagree 4
The five grade system does not take into consideration the basic concerns, values, and outlook of professors.	S05 (\bar{x} = 2.93)	7.5	23.9	36.6	32.1
	F06 (\bar{x} = 2.93)	9.1	20.2	39.4	31.3
The five grade system is consistent with my own personal idea of fairness.	S05 (\bar{x} = 2.05)	32.1	39.4	19.7	8.8
	F06 (\bar{x} = 2.12)	29.1	38.8	23.3	8.7
The five grade system is consistent with basic ethical standards.	S05 (\bar{x} = 1.93)	32.4	48.5	13.2	5.9
	F06 (\bar{x} = 1.99)	28.6	49.0	17.3	5.1
The five grade system is unjust.	S05 (\bar{x} = 3.41)	2.9	9.4	31.2	56.5
	F06 (\bar{x} = 3.24)	2.0	18.6	33.3	46.1
The five grade system does not treat all students fairly.	S05 (\bar{x} = 2.91)	14.0	18.4	30.1	37.5
	F06 (\bar{x} = 2.94)	11.8	19.6	31.4	37.3
When the five grade system is used, professors can be inconsistent when assigning final grades to students.	S05 (\bar{x} = 2.70)	7.6	37.1	33.3	22.0
	F06 (\bar{x} = 2.73)	7.9	32.7	37.6	21.8

	Year	Strongly Agree 1	Somewhat Agree 2	Somewhat Disagree 3	Strongly Disagree 4
WKU should not continue the five grade system.	S05 (\bar{x} = 2.74)	21.4	19.8	22.1	36.6
	F06 (\bar{x} = 2.87)	15.8	17.8	29.7	36.6
The five grade system is not consistent with the personal ethical and moral standards of most students.	S05 (\bar{x} = 3.13)	6.9	10.8	44.6	37.7
	F06 (\bar{x} = 3.13)	4.0	17.2	40.4	38.4
The five grade system increases the value of an A.	S05 (\bar{x} = 2.92)	9.8	18.2	42.4	29.5
	F06 (\bar{x} = 2.94)	6.8	16.5	52.4	24.3
The five grade system ensures that each student is graded by the same set of rules.	S05 (\bar{x} = 2.25)	19.8	45.0	25.2	9.9
	F06 (\bar{x} = 2.36)	20.4	35.7	31.6	12.2
The five grade system does not take into consideration the basic concerns, values, and outlook of students.	S05 (\bar{x} = 3.05)	4.7	13.3	53.9	28.1
	F06 (\bar{x} = 3.01)	2.0	21.2	50.5	26.3
Use of the five grade system will usually result in better grades for students.	S05 (\bar{x} = 2.45)	9.8	44.4	36.8	9.0
	F06 (\bar{x} = 2.62)	12.1	31.3	39.4	17.2
Use of the five grade system improves academic quality at WKU	S05 (\bar{x} = 2.72)	10.7	26.0	44.3	19.1
	F06 (\bar{x} = 2.82)	10.5	20.0	46.3	23.2

12. Given what you now know about the two different grading systems, which would you prefer?

	Spring 2005	Fall 2006
Five point system	40.6%	45.3%
Plus/Minus system	59.4%	54.7%
	(\bar{x} = 1.59)	(\bar{x} = 1.55)

13. Have you ever attended a college or university which used plus/minus grading?

	Spring 2005	Fall 2006
Yes	54.8%	56.5%
No	45.2%	43.5%
	(\bar{x} = 1.45)	(\bar{x} = 1.44)

In Spring 2005, respondents from the Main Campus were more likely to have attended a school with PMG ($X^2 = 7.433$; $p = .006$); however, there was no difference between main campus and other campuses on whether they were planning on testing PMG or whether they preferred PMG.

14. Which college do you teach in?

	Spring 2005	Fall 2006
Bowling Green Community College	9.0%	8.3%
College of Education and Behavioral Sciences	10.4%	15.7%
College of Health and Human Services	13.2%	16.7%
Gordon Ford College of Business	9.0%	9.3%
Ogden College of Science and Engineering	22.9%	17.6%
Potter College of Arts and Letters	34.0%	29.6%
Other	1.4%	2.8%

15. Are you located?

	Spring 2005	Fall 2006
On the main campus	83.4%	86.1%
On the south campus	8.3%	8.3%
On the Glasgow campus	4.8%	2.8%
Other	3.4%	2.8%