



Dear Faculty Member:

Thank you for participating in the 34th annual Faculty Non-Instructional Productivity (FNIP) survey. All full-time faculty members at every USM institution must complete a survey each year. This year's survey will use Qualtrics to facilitate faculty completion. This means you only need to click on the link provided in your invitation email to begin the survey. Please complete the survey by July 24, 2026, so that the content is available for review and approval by your department chair or dean no later than July 31, 2026.

University System and State decision makers continue to place a great deal of emphasis on this survey's results. Based on your responses last year, UMB's performance is improving as measured by faculty survey responses; nonetheless, continuing attention to faculty Non-Instructional Productivity remains an important measure of faculty performance.

The data for a performance indicator incorporated into UMB's Managing for Results submission, which accompanies the budget request to the Governor and the General Assembly is derived entirely from this survey and should be given particular attention:

• **Number of days in public service per full-time faculty (Survey Questions 13 - 16)**

The survey relates to your activities during the period June 1, 2025 through May 31, 2026. All full-time faculty members employed as of December 31, 2025, should complete the survey. If you believe you have received this survey request in error or if you are unable to complete this survey by the due date, please inform us.

Survey completion will be monitored by Departmental Administrators or your Dean's designee. As in past years, data on Non-Instructional Productivity for individual faculty are confidential and will only be reported to outside constituencies aggregated for the entire university. Basic definitions prepared by the University System of Maryland Office for certain survey questions and additional information can be found on the Office of Institutional Effectiveness, Strategic Planning, and Assessment (OIESPA) web page at <https://www.umaryland.edu/iespa/institutional-effectiveness/faculty-non-instructional-productivity/>.

I want to thank you for your time and effort. I cannot overemphasize the importance of your cooperation in our efforts to show that the State's investment in higher education is well spent.

Regards,

Brian Scruggs  
Director of Institutional Effectiveness and Research  
Office of Inclusive Excellence and Institutional Effectiveness