



Validation of a Tool to Quantify Teaching Effort

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Introduction

Faculty workload distribution is a **critical concern** for all stakeholders, as it helps **establish clear expectations** and **promotes equity** by recognizing the diverse roles and contributions of faculty. The **QTEE calculator** provides a **structured method** to quantify faculty effort across instruction, advising/mentoring, and teaching improvement activities. Designed to be adaptable, the **tool can be tailored** to meet the unique needs of each institution and **refined iteratively** as it is implemented.

Materials & Methods

Phase 1

Establishing Validity

Purpose: To establish content and face validity for the QTEE tool, ensuring the questions are relevant and aligned with the intended purpose.

1. Literature Review & Preliminary Revisions
2. Delphi Panel Survey for Content Validity (5 working group experts use a Content Validity Index (CVI) based on a 5-point scale to rate agreement with each item).
 - a. I-CVI (item level CVI) of ≥ 0.8 or 80% agreement between experts.
 - b. S-CVI (scale level CVI) of ≥ 0.9 indicates high content validity
3. Readability (reading ease goal 50-60 or less & Flesch Kincaid grade level 10-12 or less)
4. Qualitative Data for Face Validity (thematic analysis of survey participants)

Phase 2

Establishing Reliability

Purpose: To assess the inter-rater reliability of the QTEE tool.

1. Primary Users: 20-40 faculty from various departments within institutions complete QTEE Workload Calculator.
2. Expert Panel Survey: Senior administrators/department chairs assess entries for tool accuracy/alignment.
3. Intraclass Correlation Coefficient (ICC) to assess consistency and agreement among raters (goal ≥ 0.9)



QR Codes



QTEE Teaching Workload Calculator Tool



QTEE Teaching Workload Calculator Tool Validation Survey