

President's Evaluation Survey – 2012 / 2013

Purpose:

The purpose of the President's Evaluation Survey (PES) is to gather information about the thoughts and feelings of the university community on the performance of the President and his executive team.

Methods:

The survey is in four parts:

1. Evaluation of the President
2. Relevant issues or decisions that have been made or are pending by the Presidents Executive team.
3. Evaluation of the Executive Team as a whole.
4. Survey questions submitted by the President.

Survey:

The survey questions are in the form of a statement and you are asked to evaluate the statement by filling in a check next to one of five categories. If you do NOT answer a question it is counted as no opinion.

Before starting to answer the following survey questions, please be advised to read the survey-related statement by Pres. Mroz on the state of the university in the following website/link:

<http://www.admin.mtu.edu/usenate/2013mrozstatement.pdf>

As a part of the responsibilities of the University Senate Administrative Policy Committee, this academic year survey includes questions pertaining to the performance of the upper administration Executive team members (Vice Presidents or VPs) as a group. Please refer to the following website/link to familiarize yourselves with the formal responsibilities of the Executive team members:

<http://www.mtu.edu/executiveteam>

Evaluation of the President

1. The President has demonstrated excellent leadership skills discharging his duties to the University community.
2. The President has effectively communicated with the University community.
3. The President has been an excellent representative of the University at state and national forums.
4. The President is open and responsive to alternative ideas and criticism from

the University community.

5. The President is a strong practitioner of shared governance with the University community.
6. The President's overall performance was excellent over the past year.

Relevant Issue Questions:

7. The level of transparency is satisfactory within the various academic and administrative units within the university.
8. There is fairness in the allocation of salaries and benefits within the university.
9. The President and his Executive Team are manages the university in a fiscally responsible manner, and has been openly communicating its financial state to the university community.

Evaluation of the Higher Administration as a Whole

A. With respect to **Academic Affairs**, the executive team as a whole:

10. provides rewards commensurate with research performance.
11. provides rewards commensurate with teaching performance.
12. provides rewards commensurate with service/administration performance.

B. With respect to administration of **Administrative Affairs**, the executive team as a whole:

13. is transparent in the university budgeting process.
14. provides for a high quality work life.
15. demonstrates sound financial planning and management.
16. provides a high quality package of fringe benefits.
17. fills administrative positions with capable personnel.

C. With respect to **Personnel**, the executive team as a whole:

18. has earned the confidence of the faculty and staff.

19. has established effective and fair grievance procedures.

D. With respect to **Gender Balance and Diversity**, the executive team as a whole:

20. provides good support for undergraduate education.

21. provides good support for graduate education.

22. promotes diversity in the faculty and student body.

E. With respect to **Communication**, the executive team as a whole:

23. encourages open discussion and debate when establishing institutional goals and objectives.

F. With Respect to **External Relations**, the executive team as a whole:

24. successfully seeks funding support from outside sources (in addition to state appropriations).

Questions from the President:

25. Do you enjoy working at Michigan Tech? Why or why not?

26. Do you feel optimistic about the future of Michigan Tech? Why or why not?

27. What type of education or training would you like to have available to you so that you can advance in your career?