

# 2016-2017 Michigan Tech President's Evaluation Report



*MTU University Senate Administrative  
Policy Committee*

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# Overview

- Data and Methods
- Demographic and background frequency scores (Independent variables)
- Respondent satisfaction scores (general and specific) (Dependent variables)
- Evaluation of the President (general and specific)
- Comparison of Means
- Analysis and Discussion
- Written comments

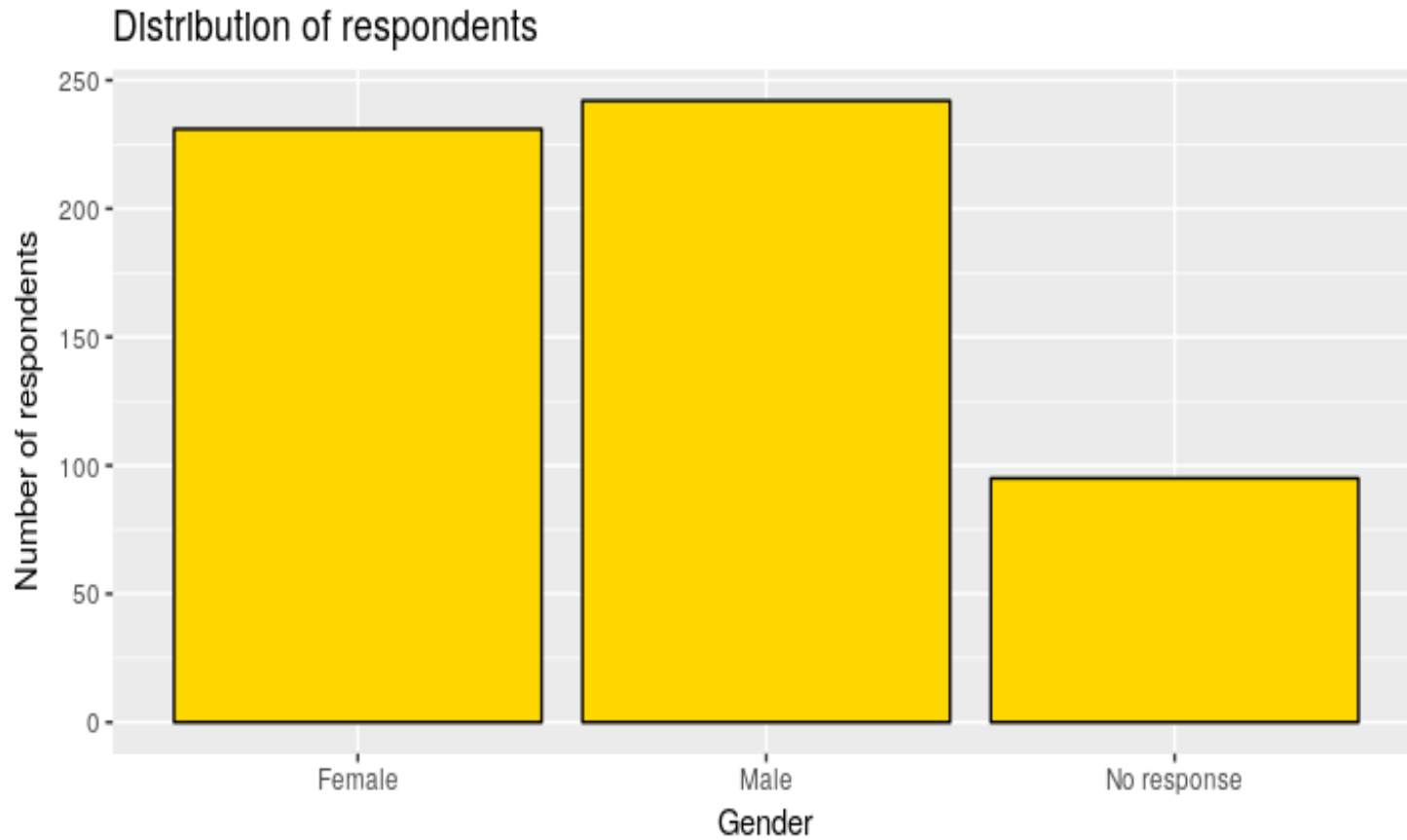
# Data and Methods

- 2016 Survey reviewed and based on results and specific feedback from 2016
- As a result,
  - Two pairs of questions on dental and eye cares were combined
  - Four questions were added
- Questions were reviewed by President with several suggestions taken into consideration.
- Final survey instrument design was approved by the Senate Administrative Policy Committee.
- Issued 1/23 through 2/6
- Written report summarizing responses produced.

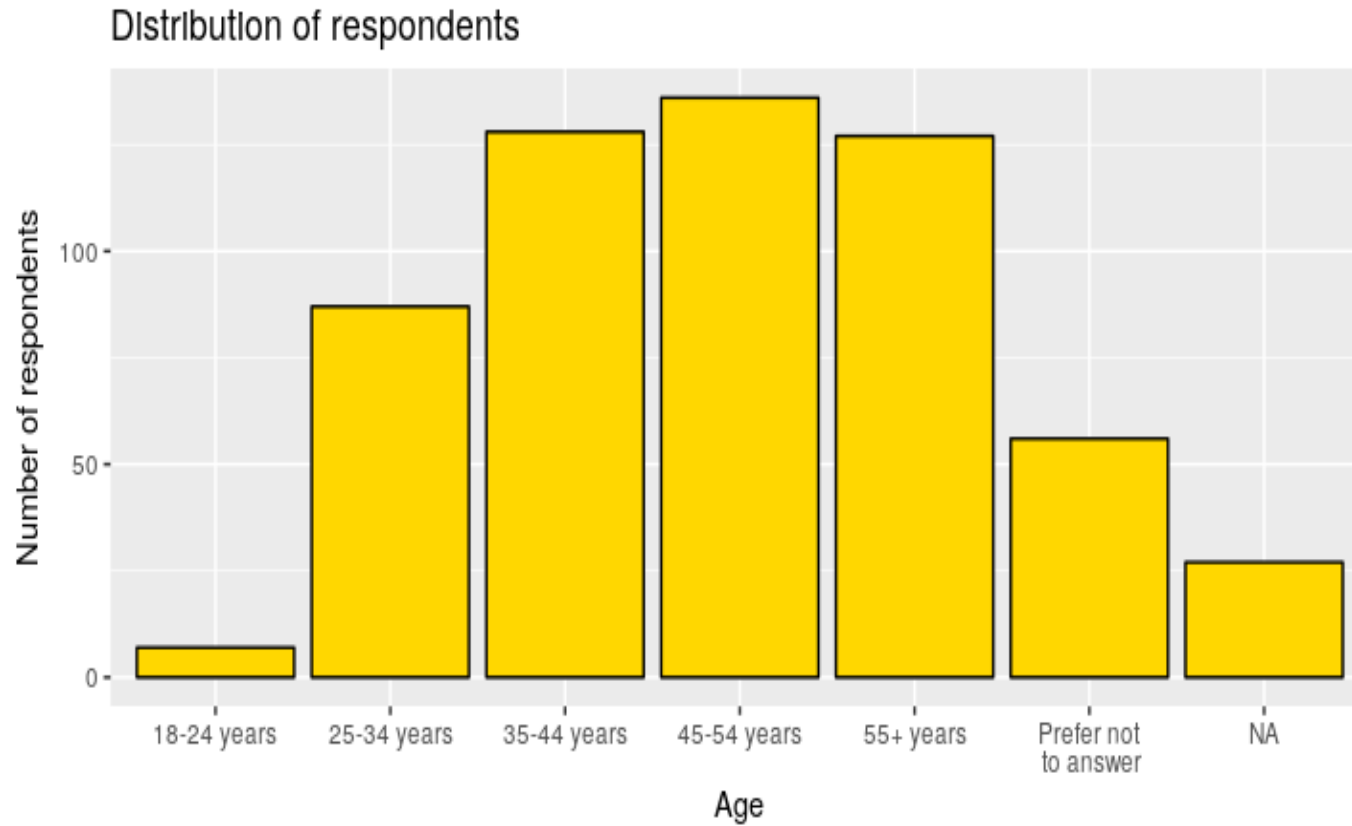
# Data and Methods

- An online survey using Survey Monkey<sup>®</sup> software
- Survey ran for two weeks with reminders were sent out
- The final response rate was **39%** percent
  - Response rate may have partly stemmed from 2 vs 4 week response window
- Since 2005, participation rate was:
  - ~13%,12%, 31%, 18%, 23%, 34%, 47%, 44%, 29%, 51%, **39%**
    - Faculty: **170/458 = 37%** (2016: 257/460=56%)
    - Prof staff: **255/597=36%** (2016: 312/581=54%)
    - Repr. Staff: **111/308=36%** (2016: 139/321=43%)
    - Non-constituents: **32/68=48%**
  - A large proportion of respondents did not know whether they were constituents (Faculty: 15%; Professional Staff: 35%; Non-Senate constituents: 23%)

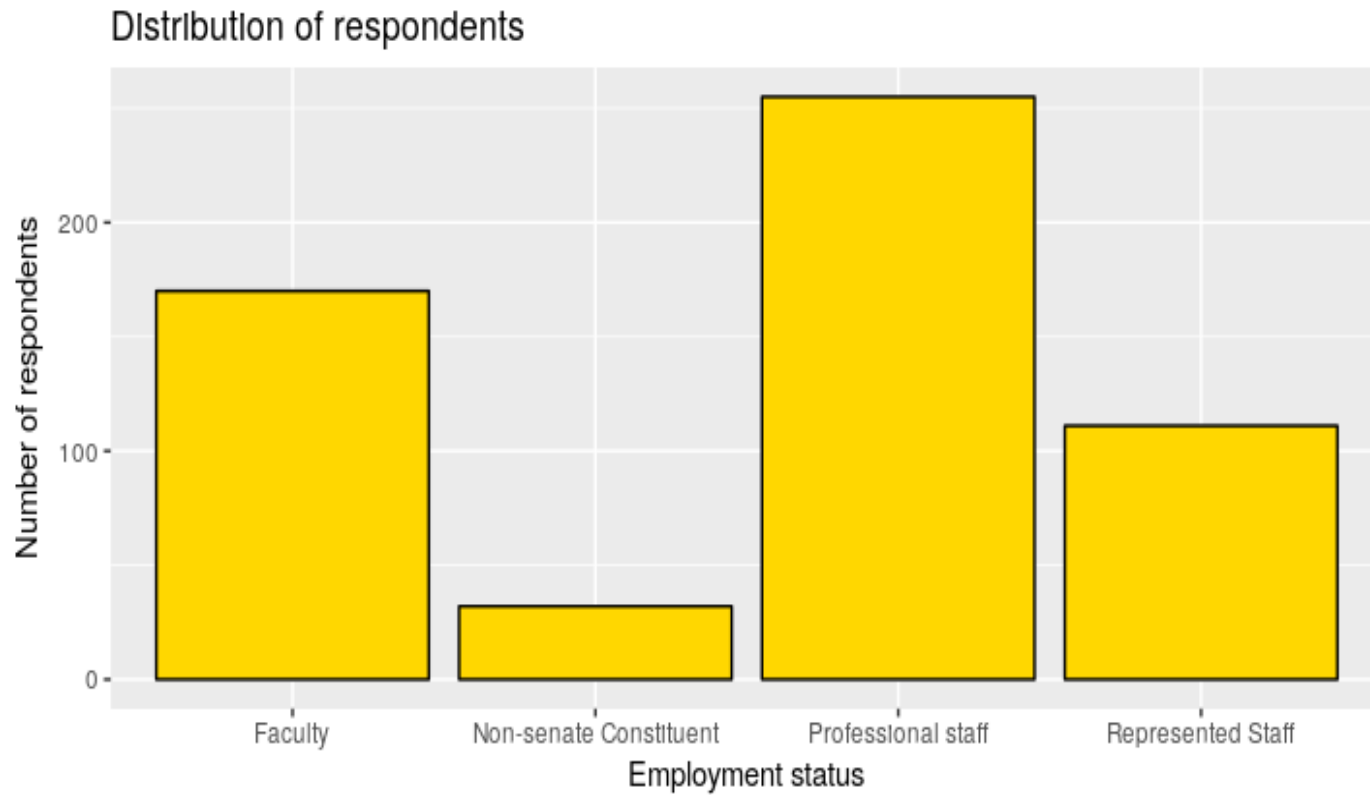
# Demographics: Gender



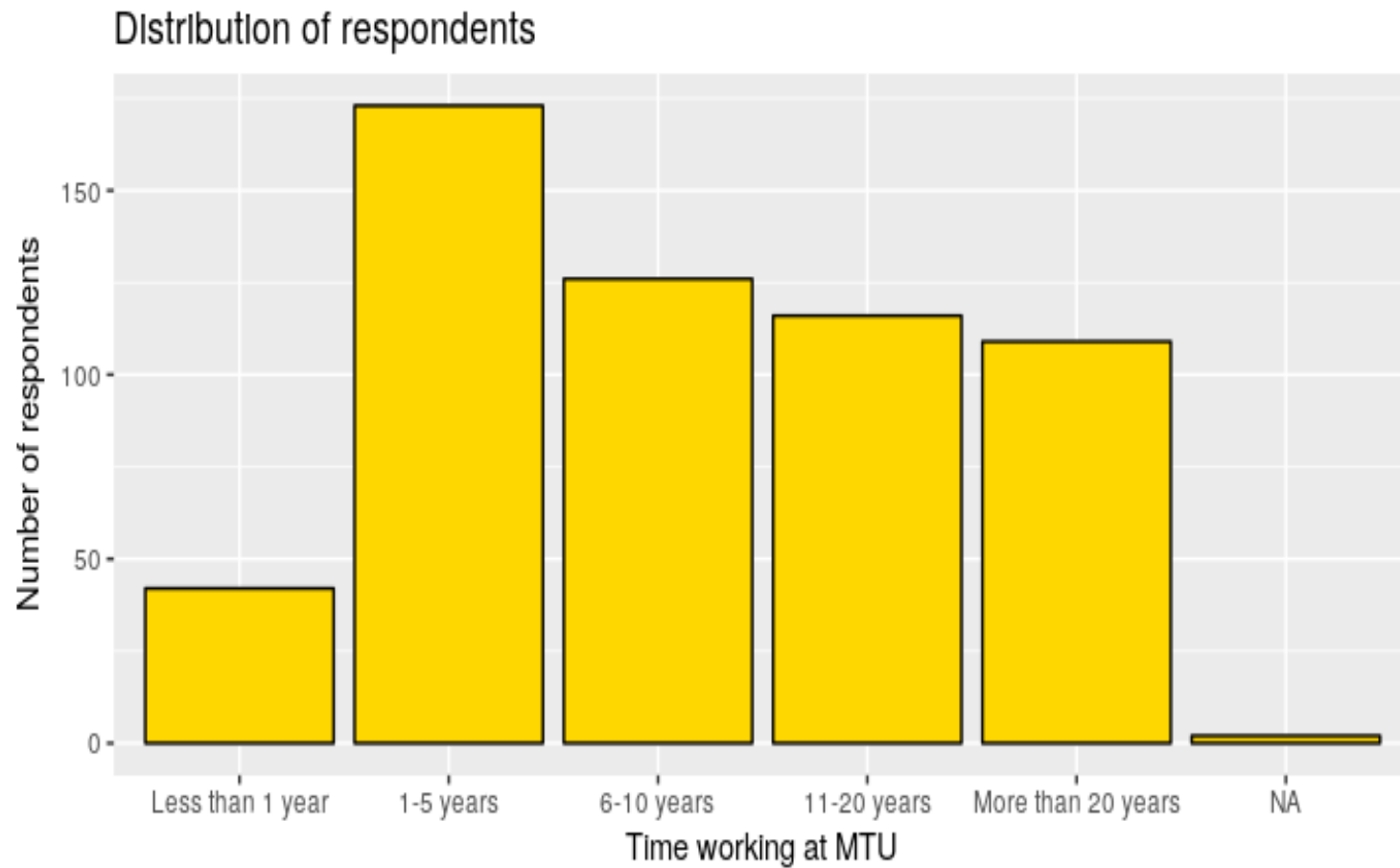
# Demographics: Age



# Demographics: Role

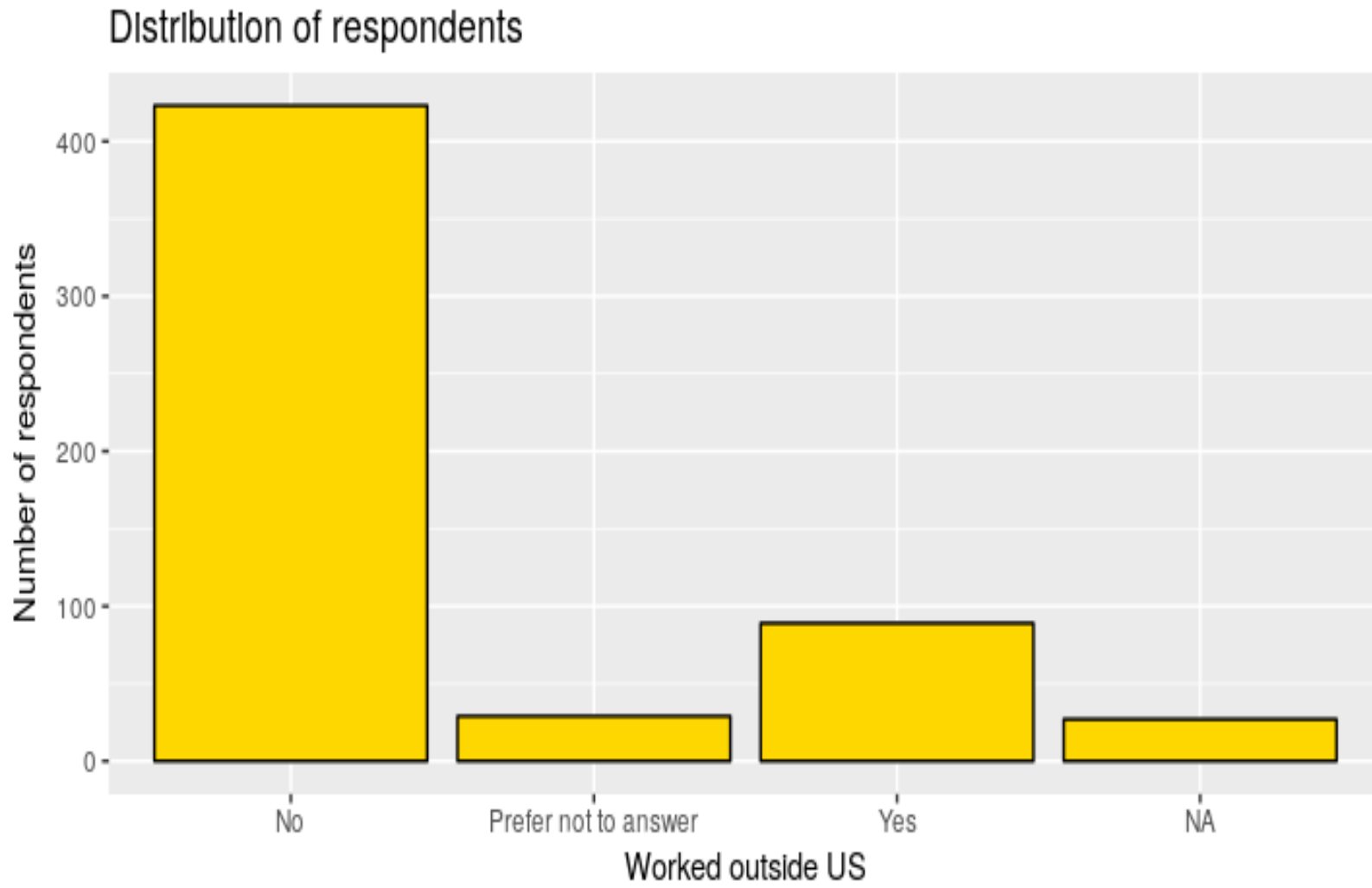


# Employment length at MTU

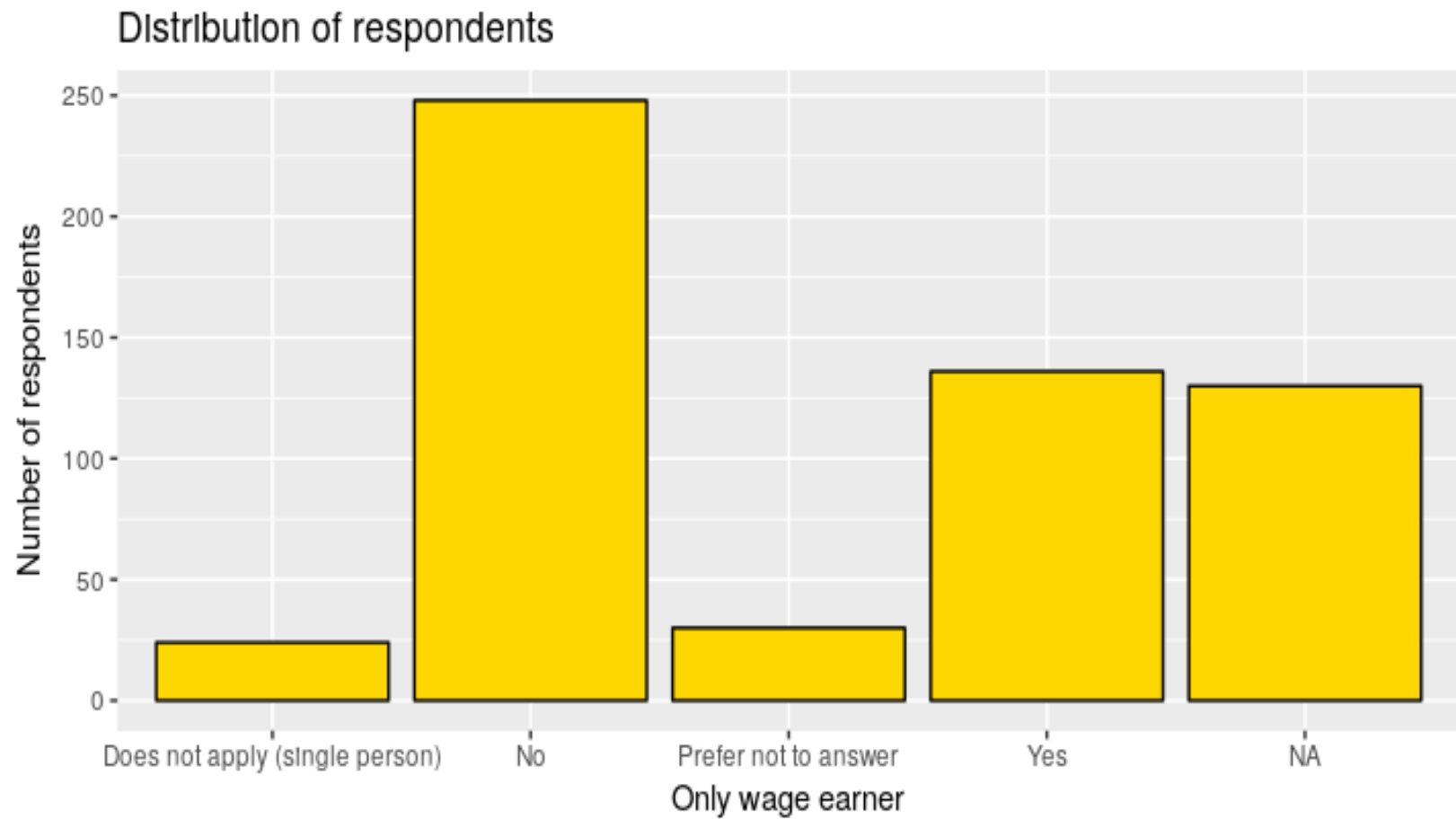




# Work outside the US?



# Only Wage Earner



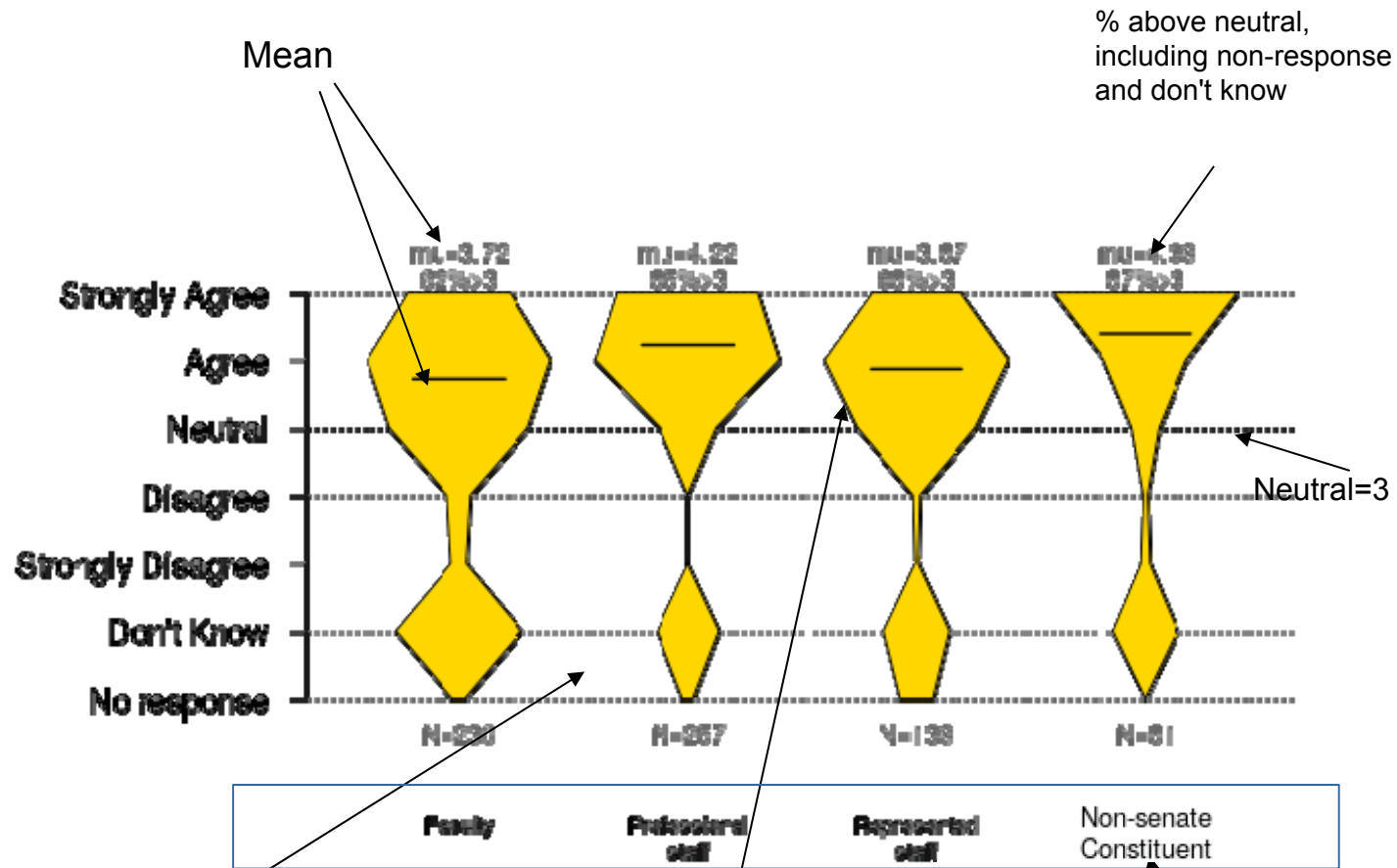
# Cross-tabulations of demographics

Age	Faculty	Non-senate constituents	Professional	Union
18-24 years	0	0	4	3
25-34 years	13	1	52	21
35-44 years	45	8	60	15
45-54 years	44	3	60	29
55+ years	32	11	53	31
Prefer not to answer	27	8	15	6

Gender	Faculty	Non-senate constituents	Professional	Union
Female	29	9	115	78
Male	98	13	109	22
Prefer not to answer	35	8	19	5

Time employed	Faculty	Non-senate constituents	Professional	Union
Less than 1 year	10	1	19	12
1-5 years	47	2	81	43
6-10 years	43	6	62	15
11-20 years	43	8	50	15
More than 20 years	26	15	43	25

# Interpreting plot



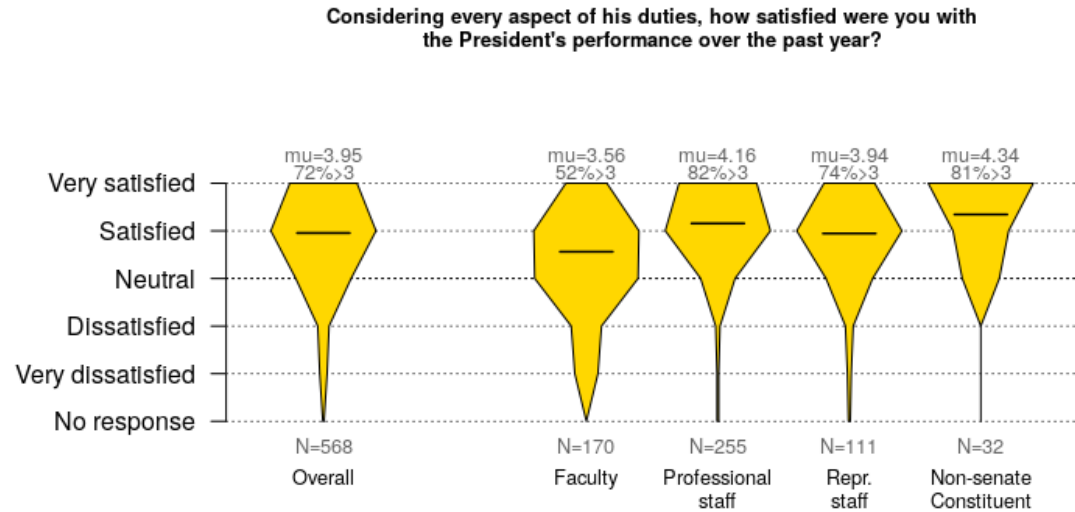
No response and 'don't know' not counted in mean

Shape is vertical histogram; width=#, normalized for each group, scaled to maximum value

Category

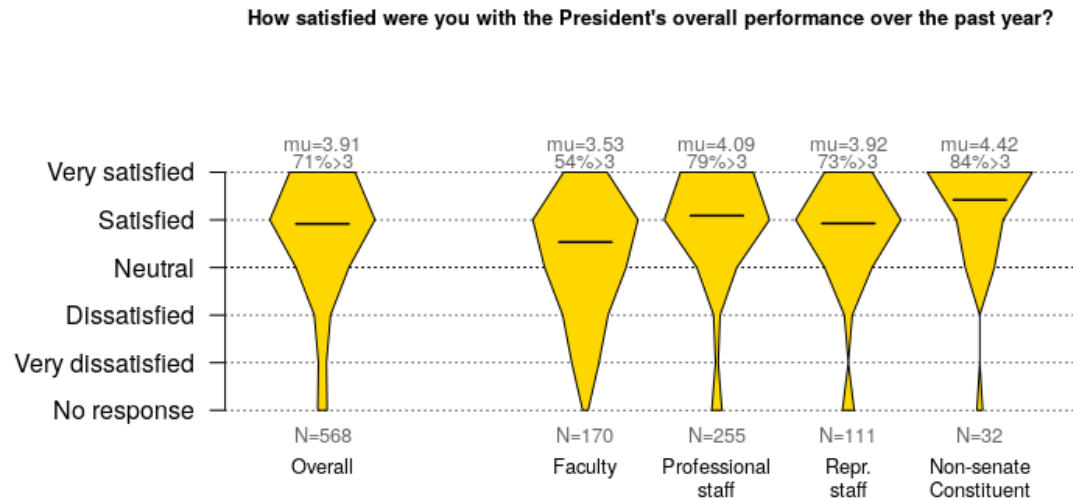
# Two overall satisfaction questions

8. Considering every aspect of his duties, how satisfied were you with the President's performance over the past year?



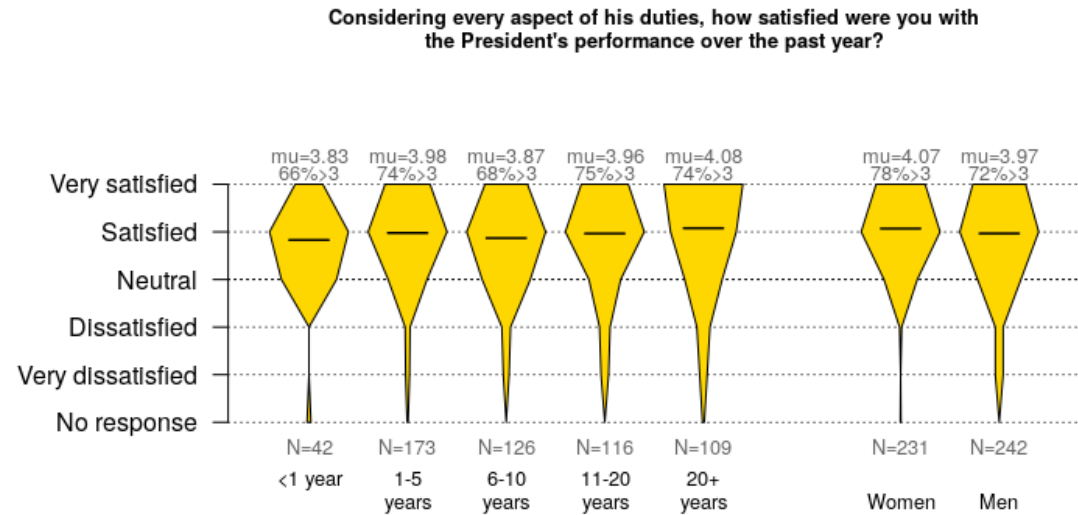
Correlation across questions: 0.85

58. How satisfied were you with the President's overall performance over the past year?

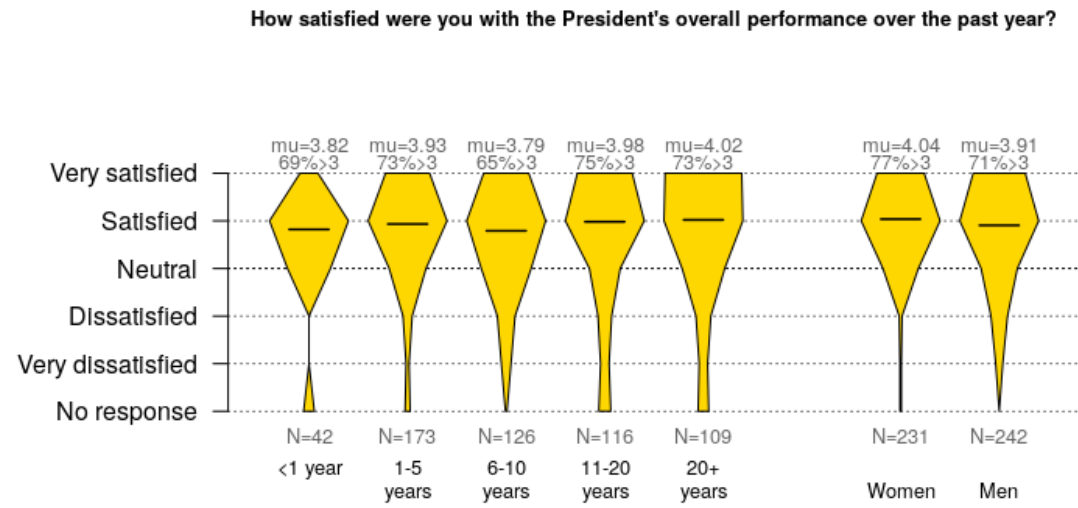


# Organized by time at MTU/Gender

8. Considering every aspect of his duties, how satisfied were you with the President's performance over the past year?

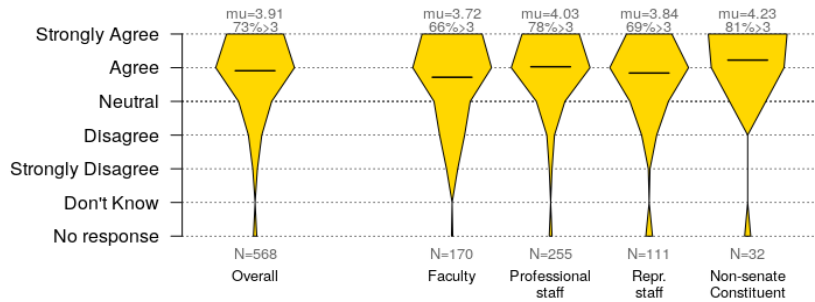


58. How satisfied were you with the President's overall performance over the past year?

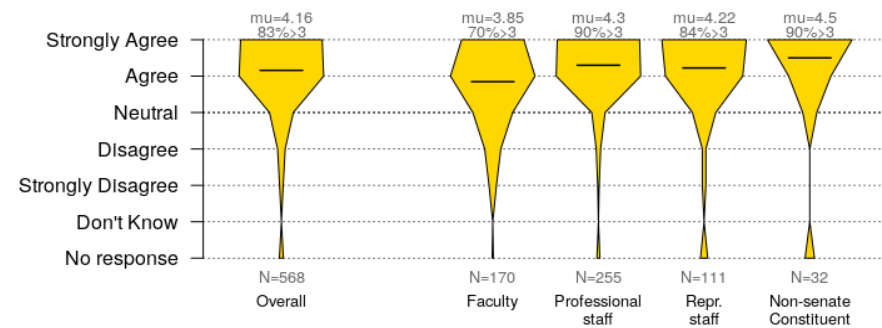


# Attitudes on **working** at Michigan Technological University

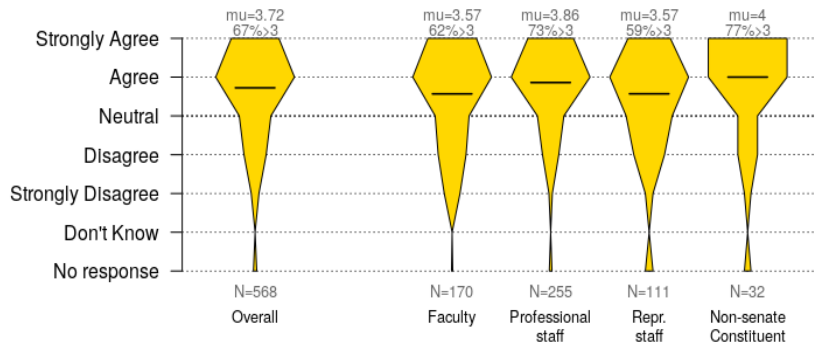
I 'belong' in the Michigan Tech community.



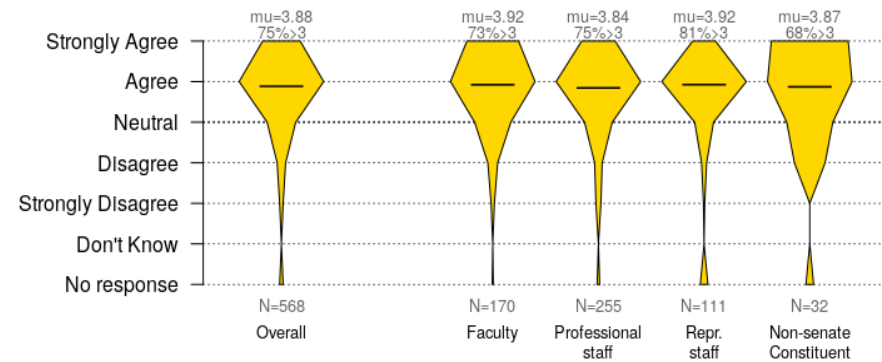
I am proud to work here.



My skills and knowledge are being utilized adequately.

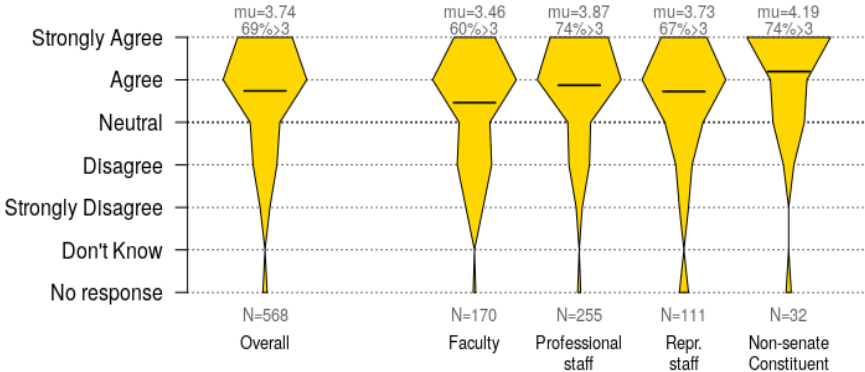


My job is secure.

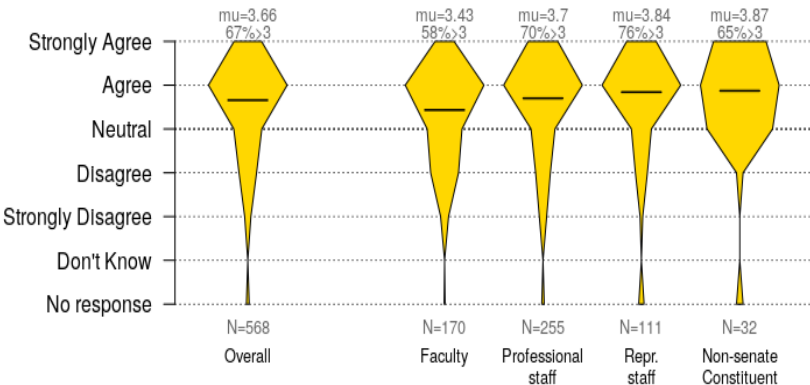


# Attitudes on working at Michigan Technological University

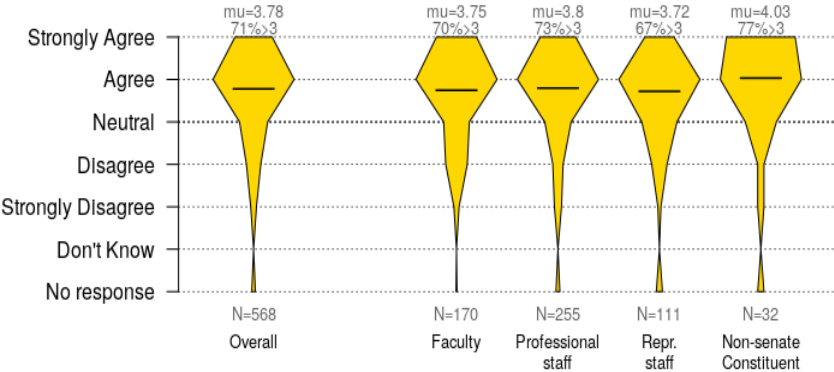
**My work is appreciated.**



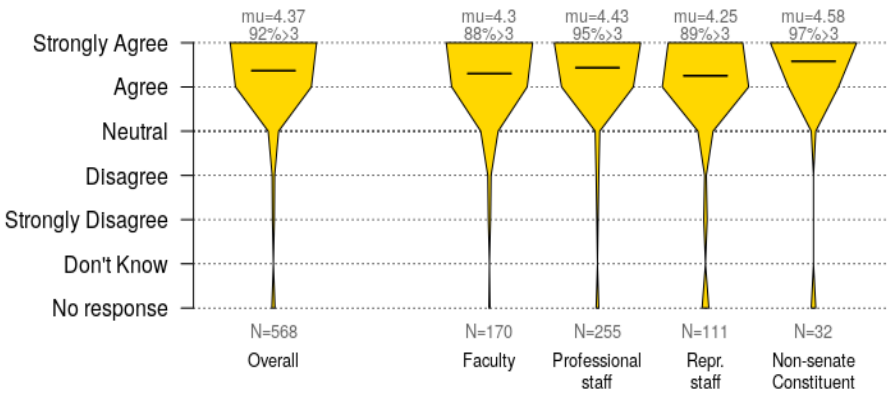
**My workload is manageable.**



**My responsibilities are well-defined for my job.**



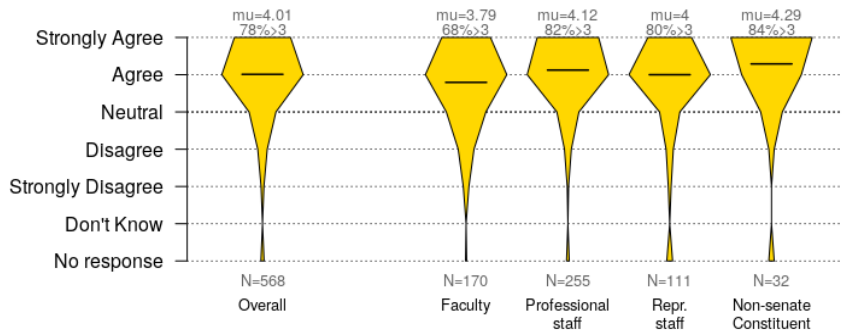
**My work environment is safe.**



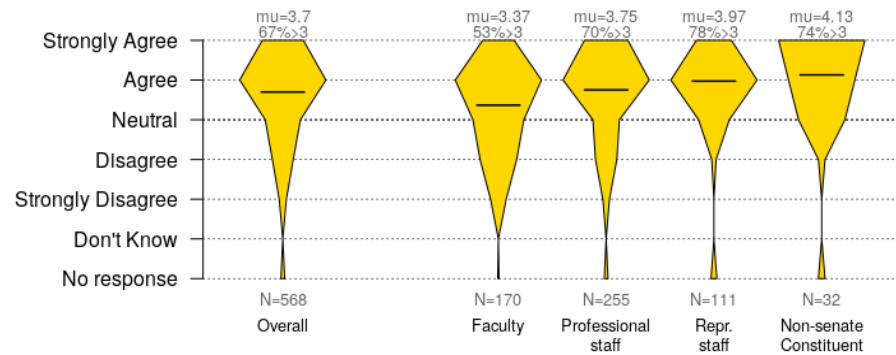


# Attitudes on **working** at Michigan Technological University

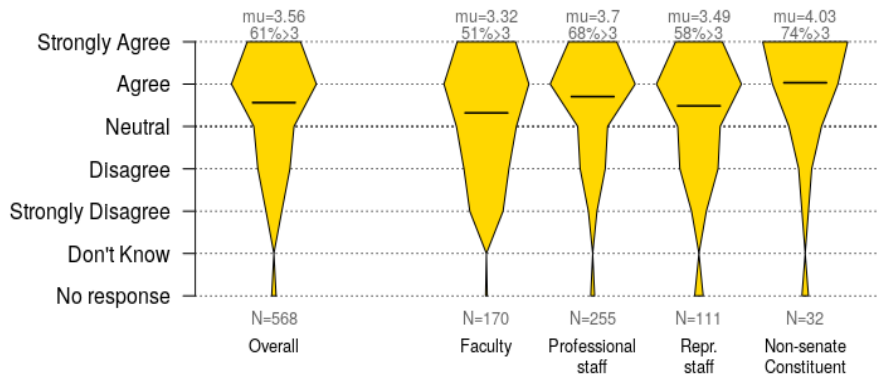
**My co-workers are supportive.**



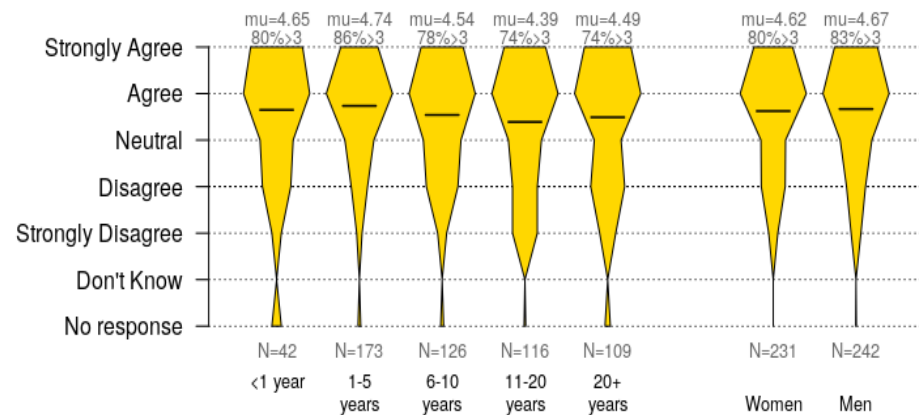
**I have an acceptable work life balance.**



**I am comfortable voicing my opinions and concerns without fear of repercussion.**



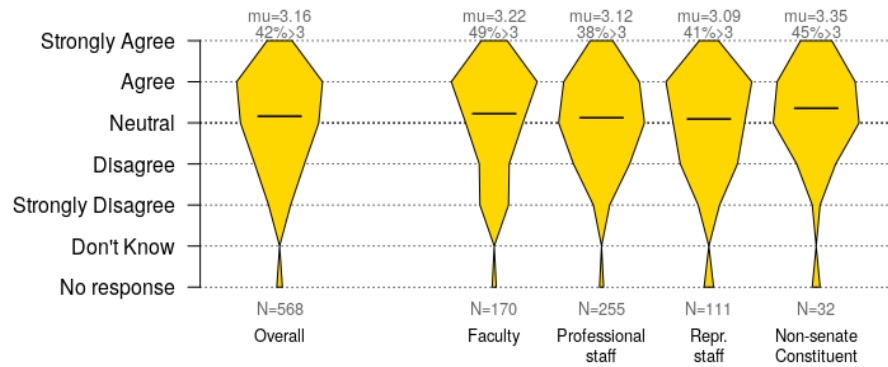
**I am comfortable voicing my opinions and concerns without fear of repercussion.**



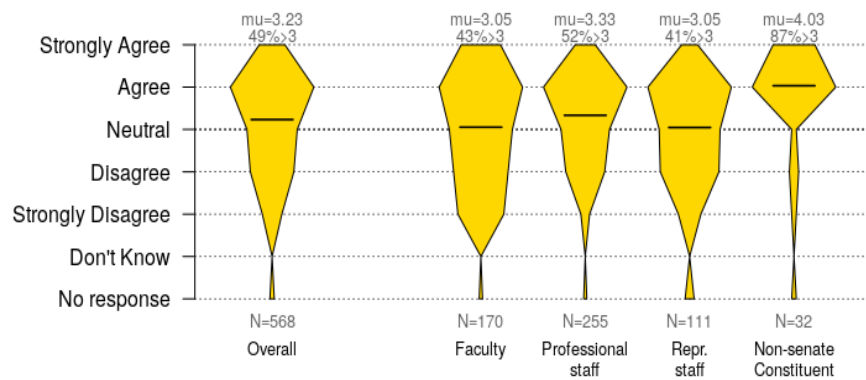
# Attitudes on working conditions at Michigan Tech

# Attitudes on working conditions at Michigan Technological University

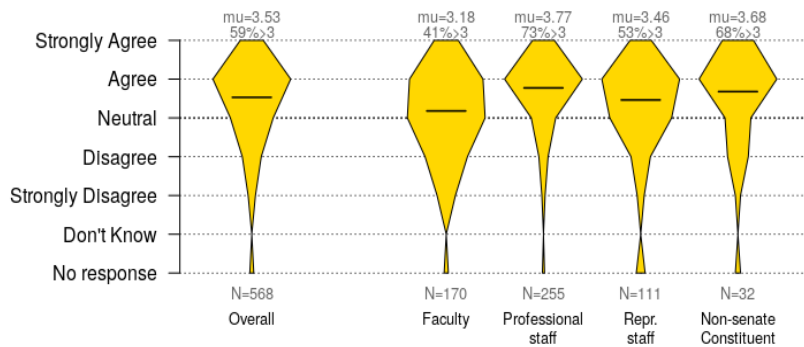
I have opportunities for promotion.



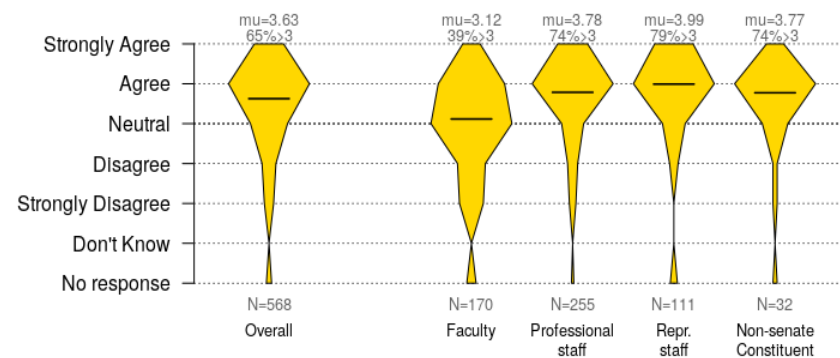
My salary is fair.



My retirement benefits are adequate.

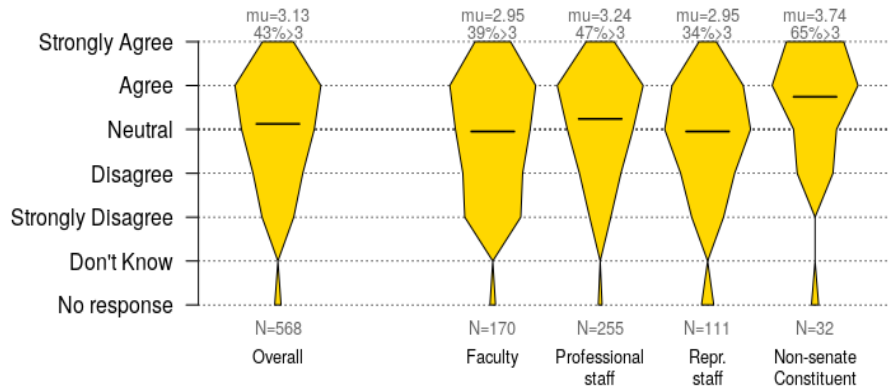


I take advantage of vacation time.

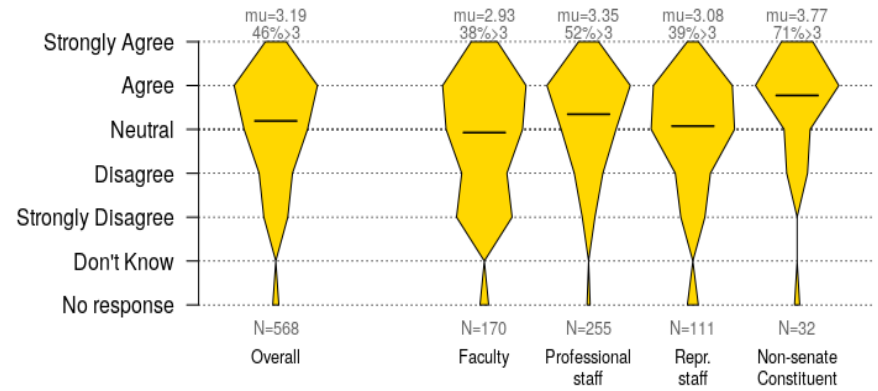


# Attitudes on working conditions at Michigan Technological University

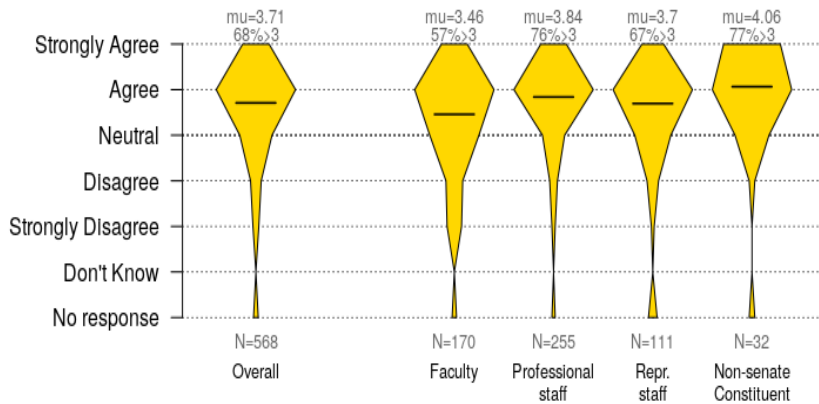
**My medical healthcare benefits are affordable.**



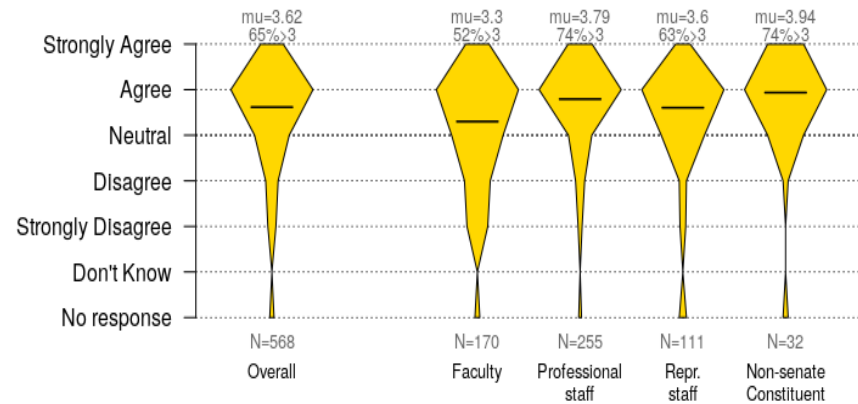
**My medical healthcare benefits are adequate.**



**My dental and eye-care benefits are affordable.**

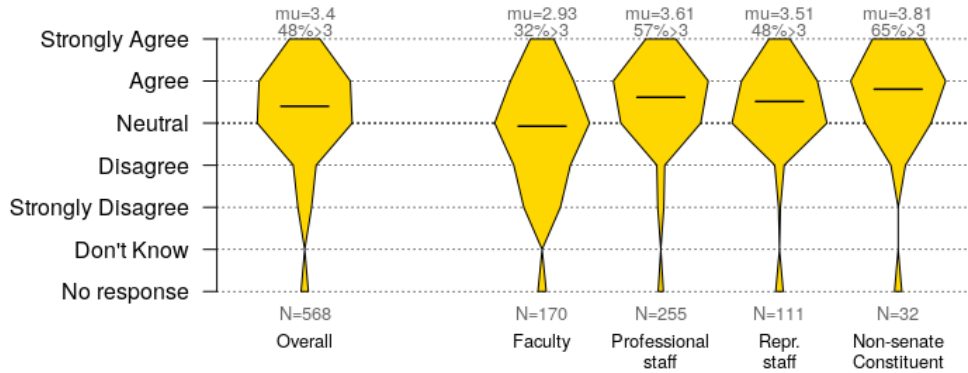


**My dental and eye-care benefits are adequate.**

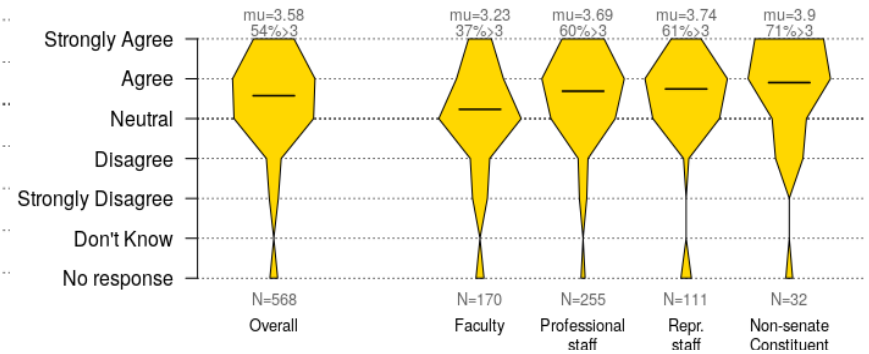


# Attitudes on working conditions at Michigan Technological University

There are adequate spousal/partner accommodations.

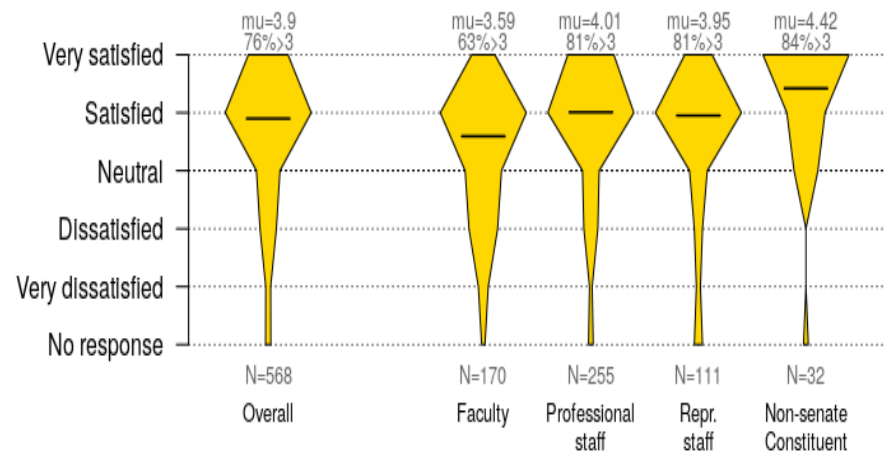
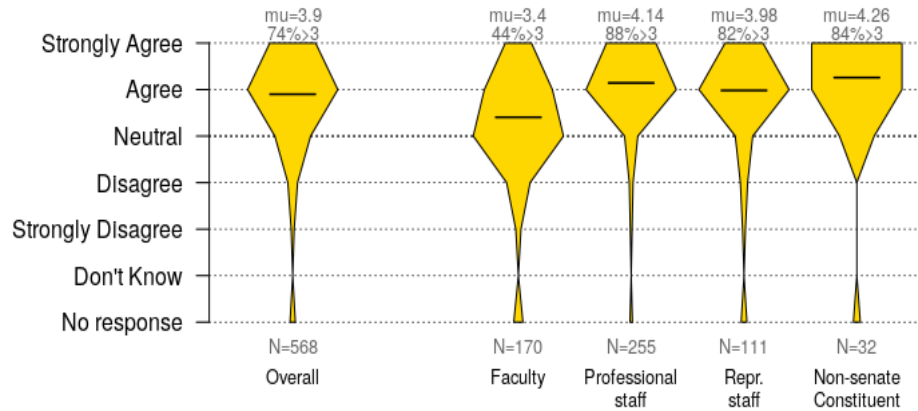


There are adequate family leave allowances (maternity, paternity, adoption).



Considering all aspects of your benefits and workplace environment as well as the overall campus climate, how satisfied were you with your experience as a Michigan Tech employee this year?

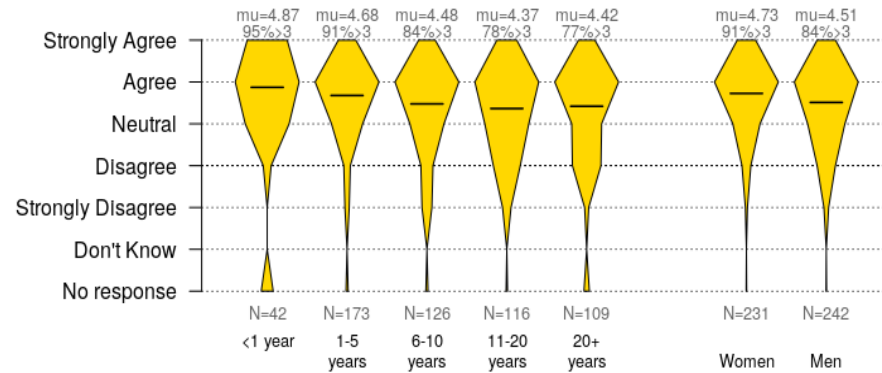
There are adequate sick leave allowances.



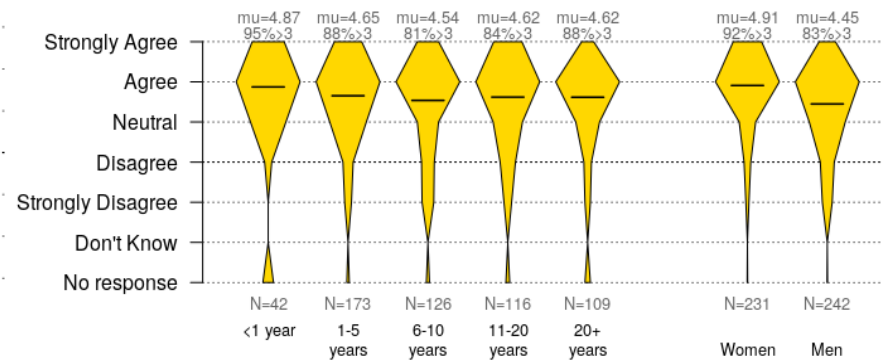
# Example Gender Differences on working questions

Most questions showed little difference between genders, but several here were 0.2+ units

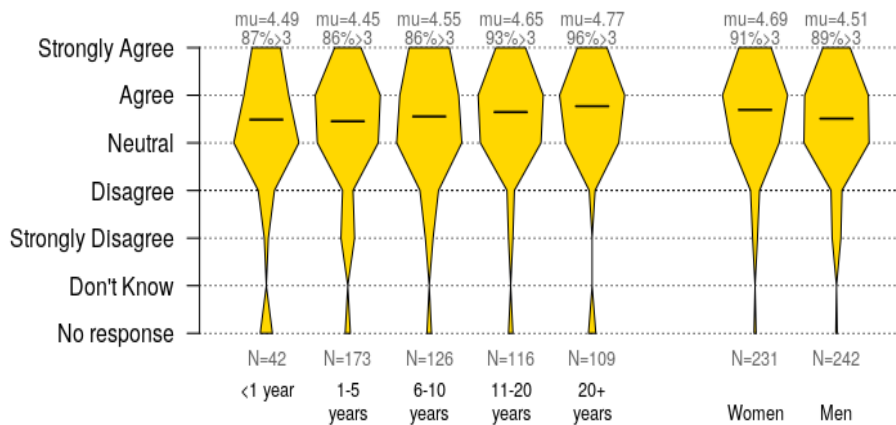
My retirement benefits are adequate.



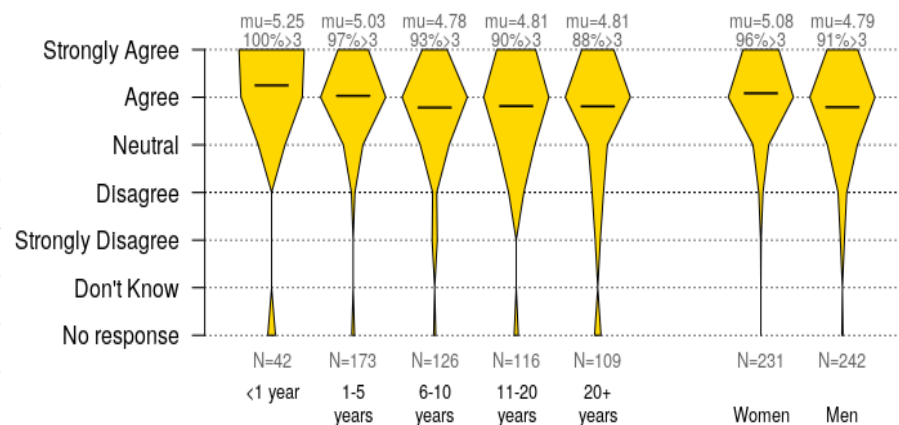
I take advantage of vacation time.



There are adequate family leave allowances (maternity, paternity, adoption).



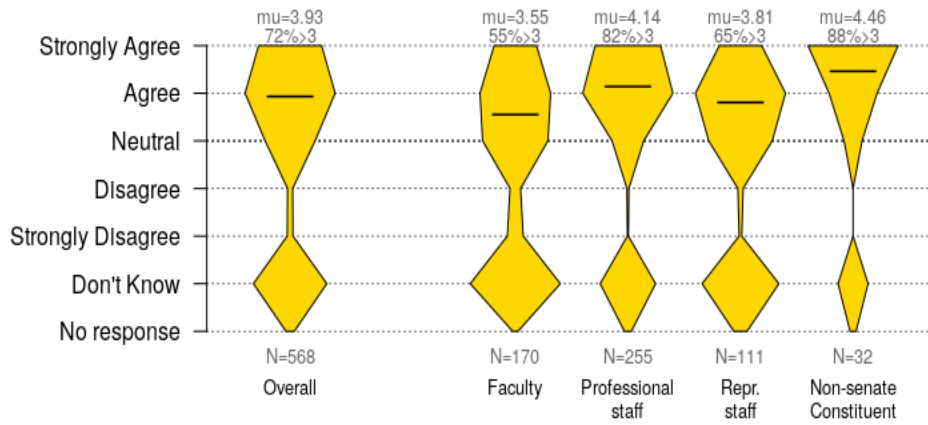
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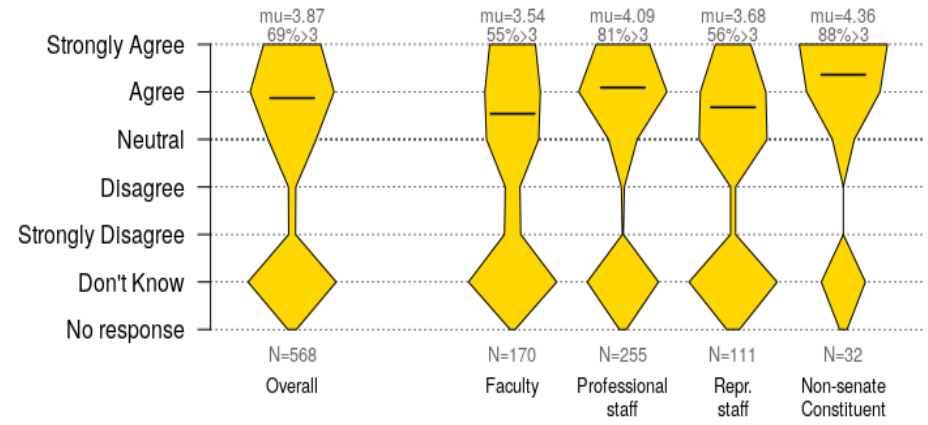
# General attitudes about the President (Set 3)

# General attitudes toward the President

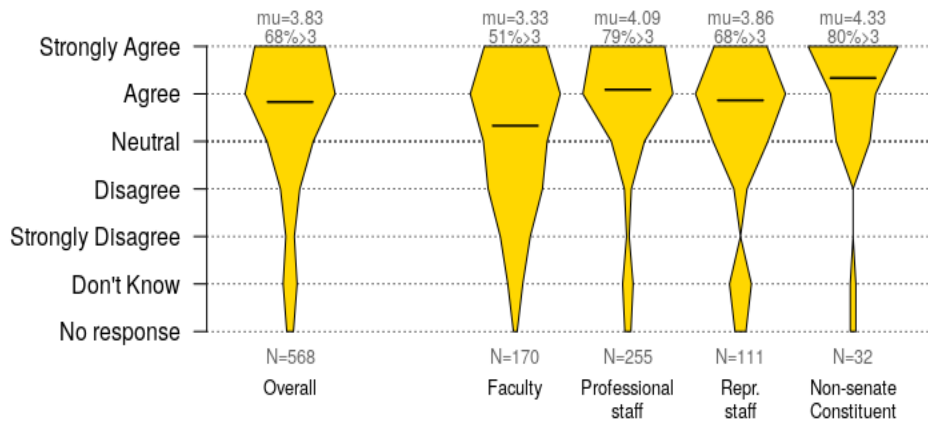
He promotes positive relationships between the university and the state government.



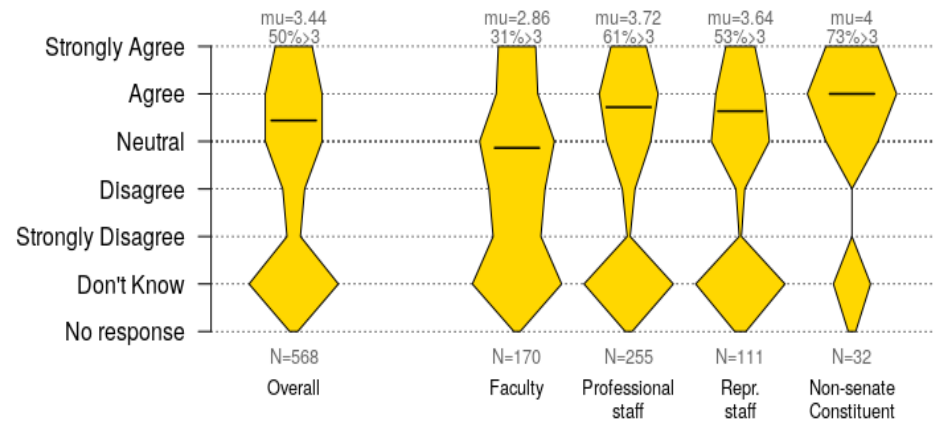
He promotes positive relationships between the university and the federal government.



He has demonstrates strong leadership skills.



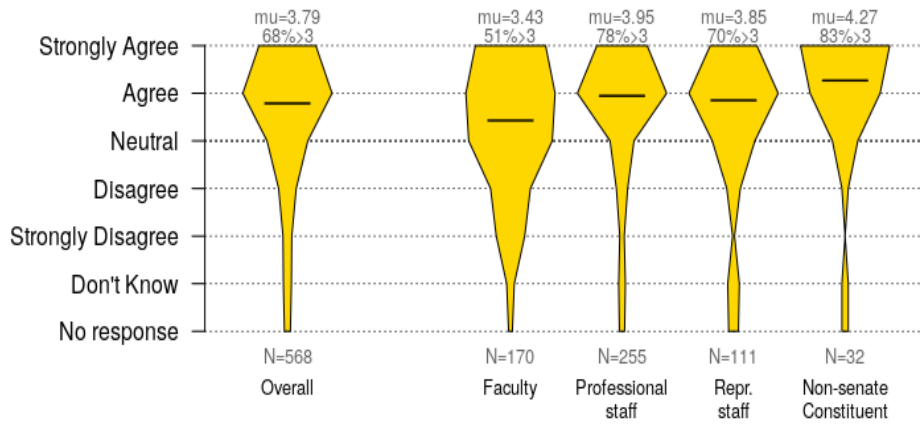
He considers the view and consults with the Senate in a shared governance model.



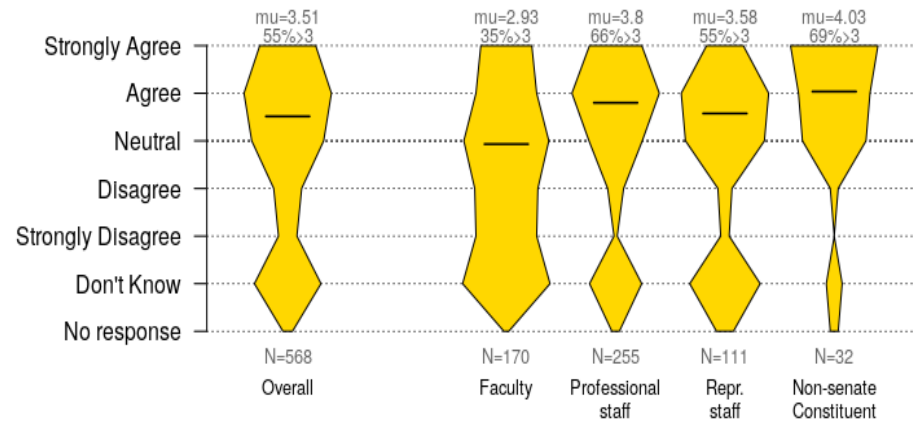


# General attitudes toward the President

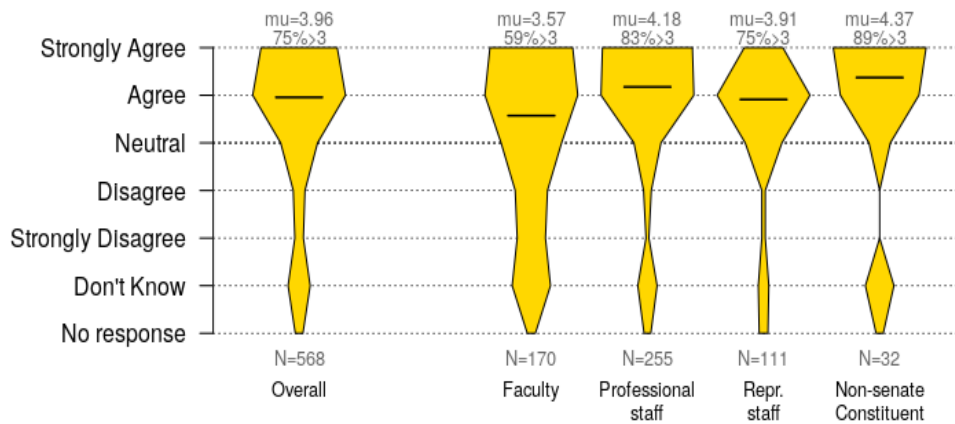
He keeps us informed about important issues on campus.



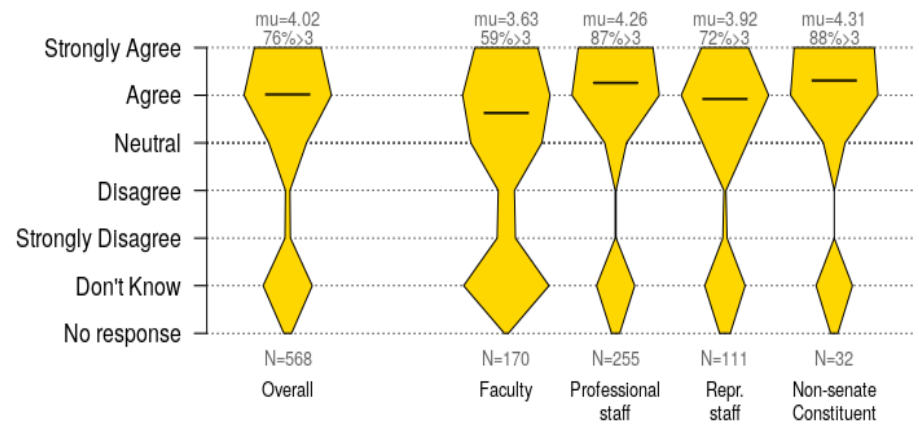
He seeks others' views and opinions.



He promotes positive relationships between the university and the community.

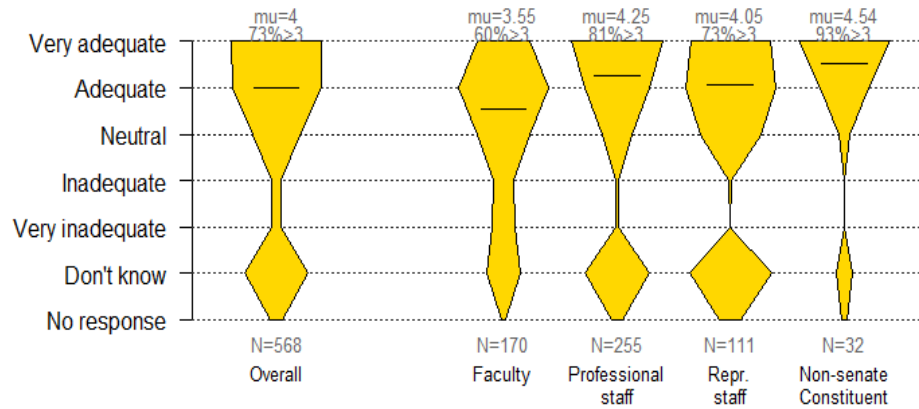


He promotes positive relationships between the university and industry.

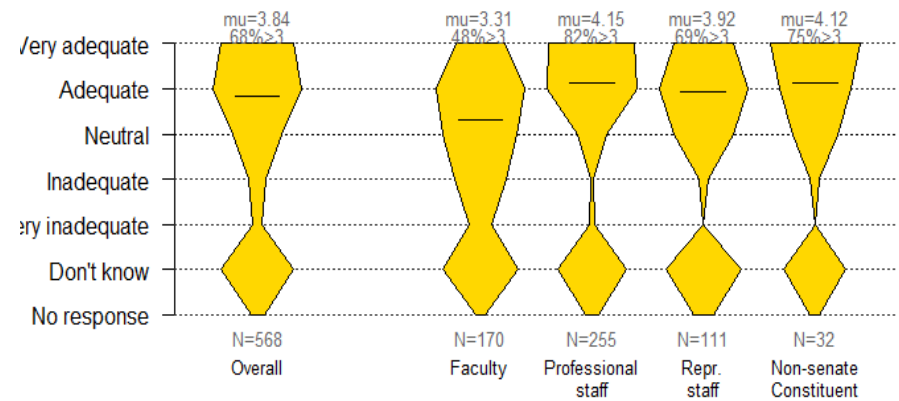


# Specific attitudes toward the President

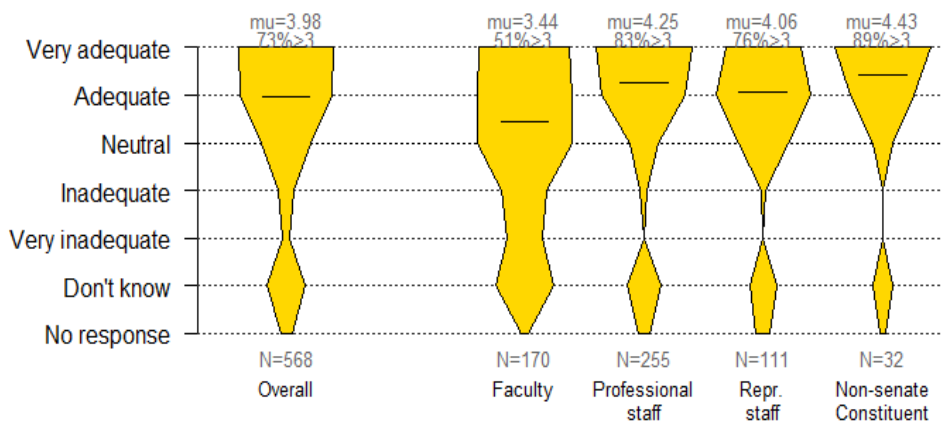
Supported the growth of graduate programs



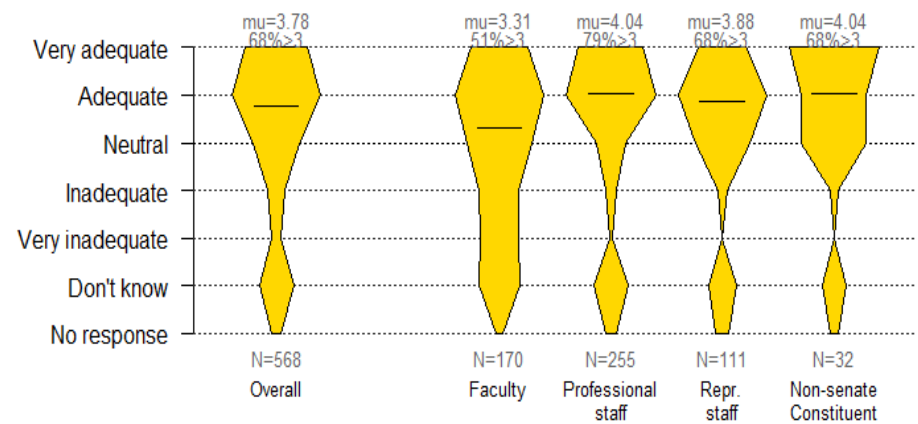
Supported the growth of undergraduate programs



Promoted a culture of continuous improvement

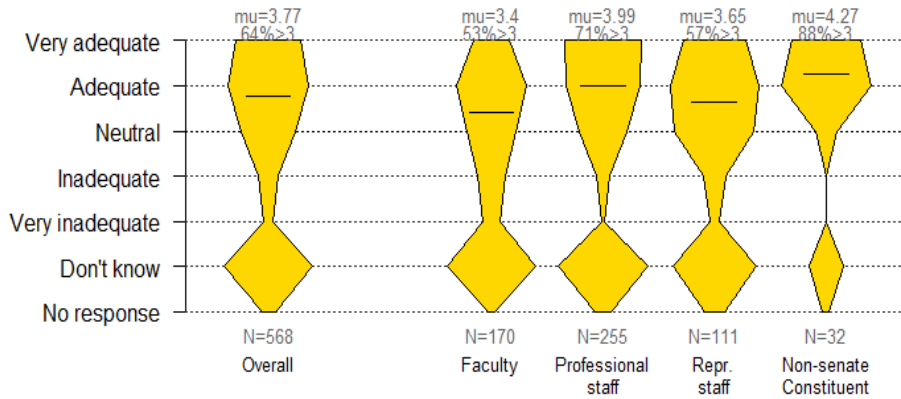


Clearly communicated procedures and policies

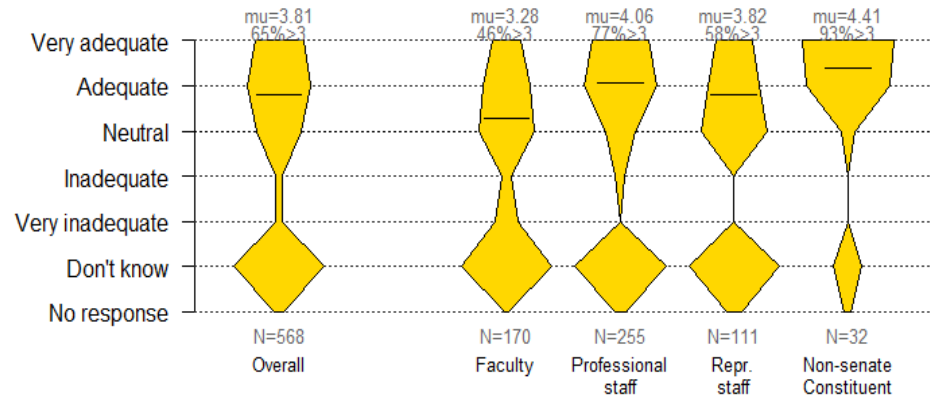


# Specific attitudes toward the President

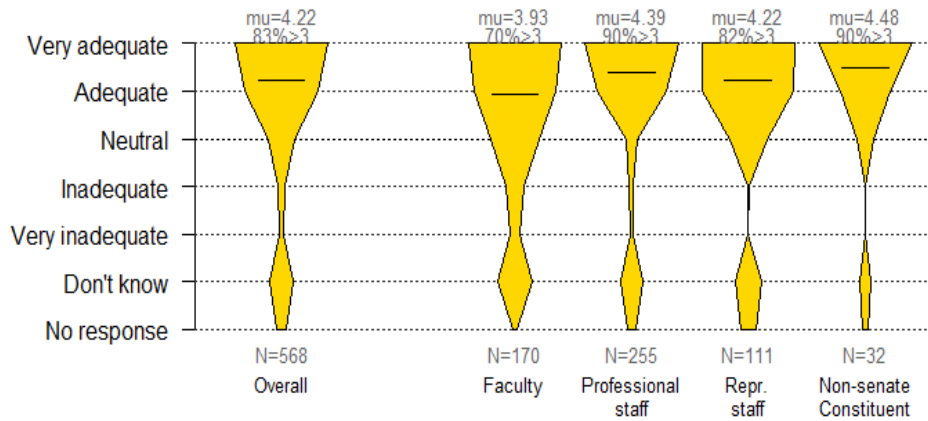
Supported facilities management



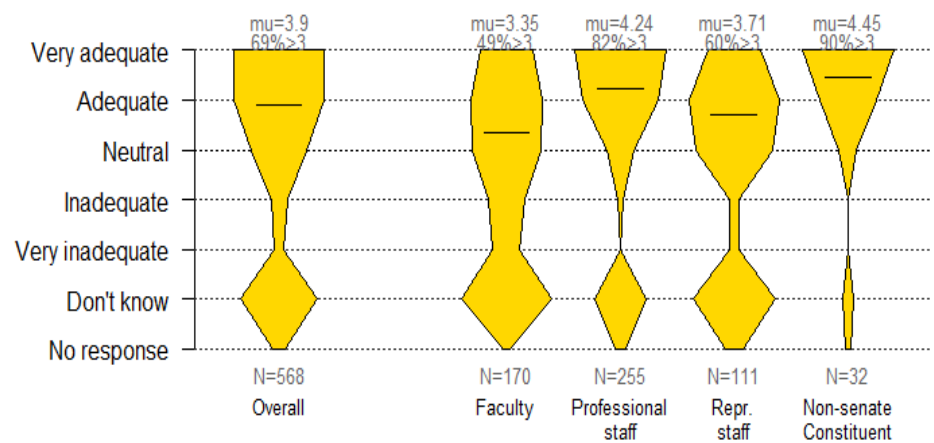
Supported capital investment



Promoted a safe work environment

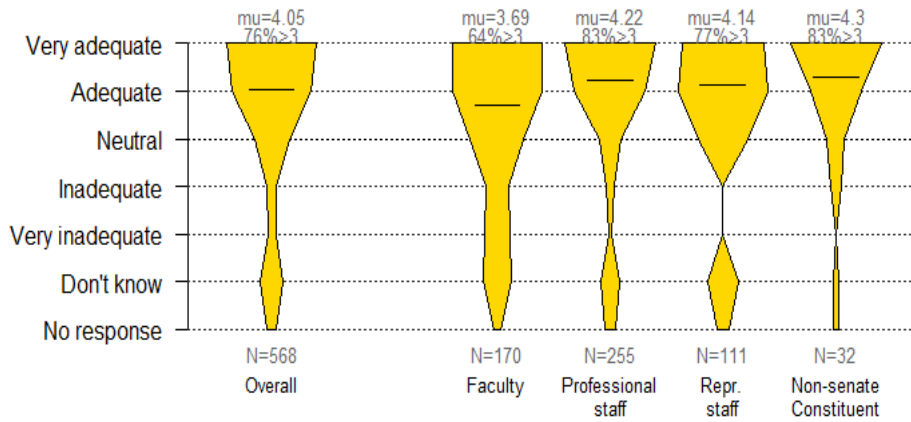


Managed the budget responsibly

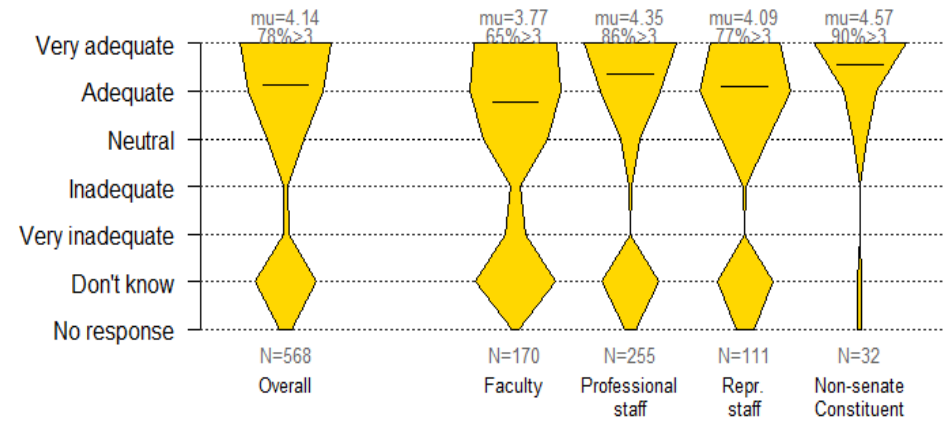


# Specific attitudes toward the President

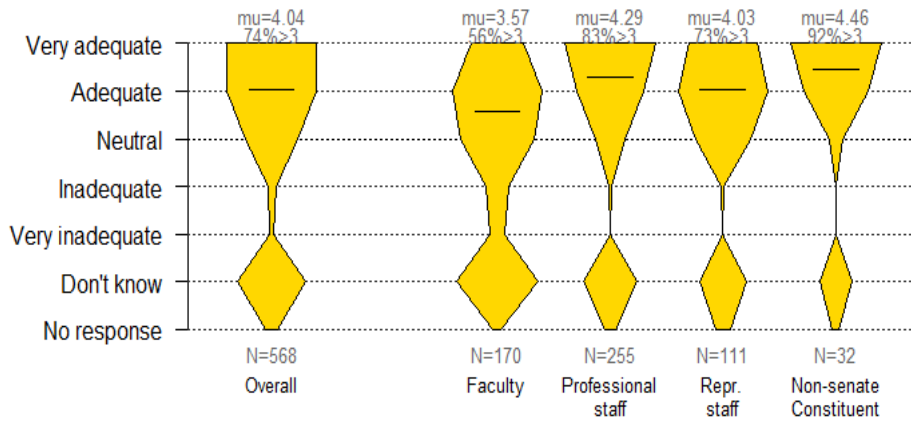
Promoted diversity



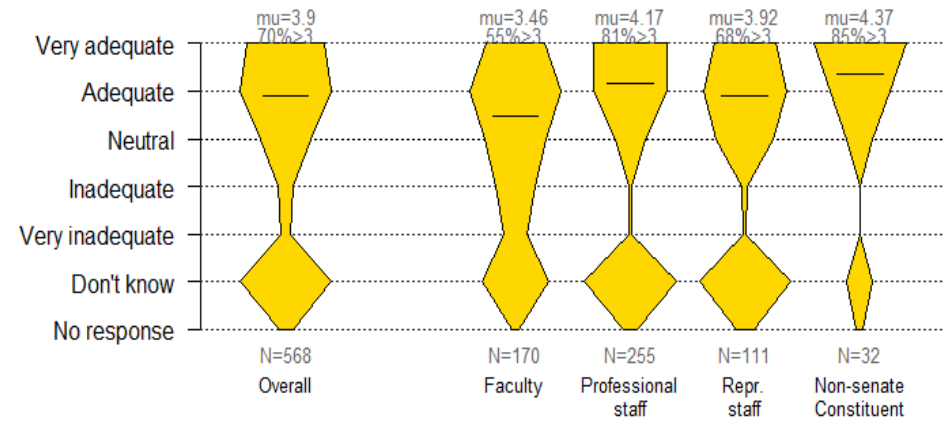
Supported fundraising



Supported student recruitment

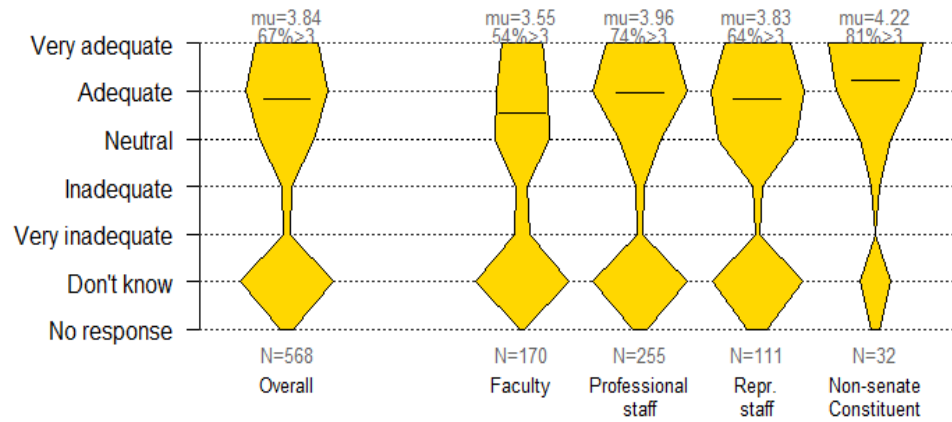


Supported faculty recruitment

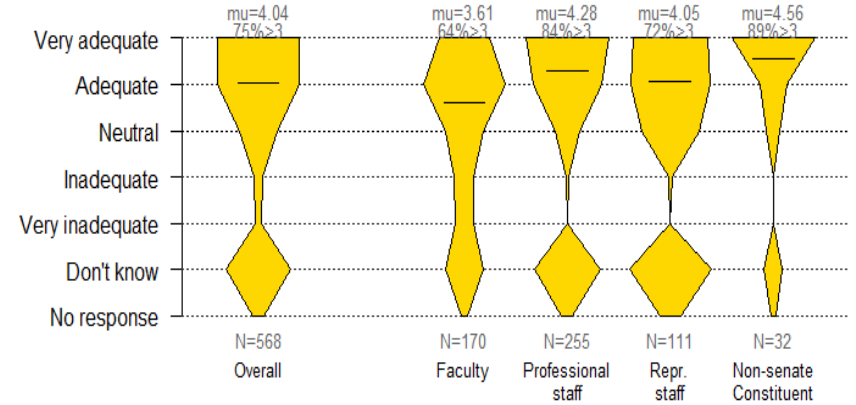


# Specific attitudes toward the President

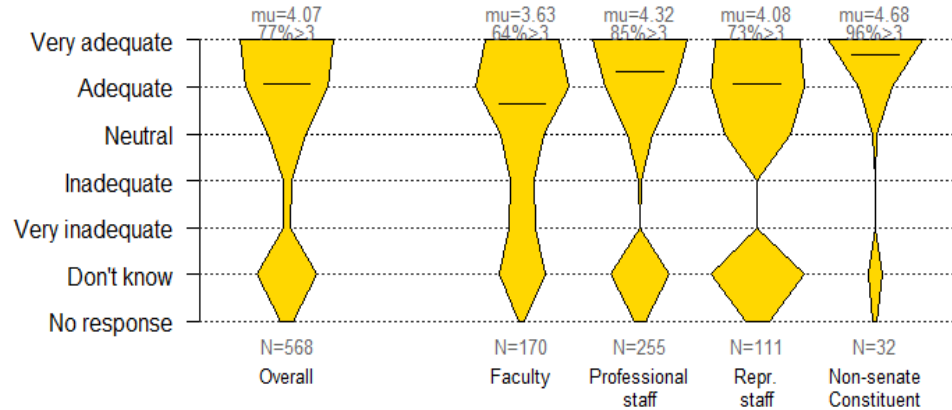
Supported staff recruitment



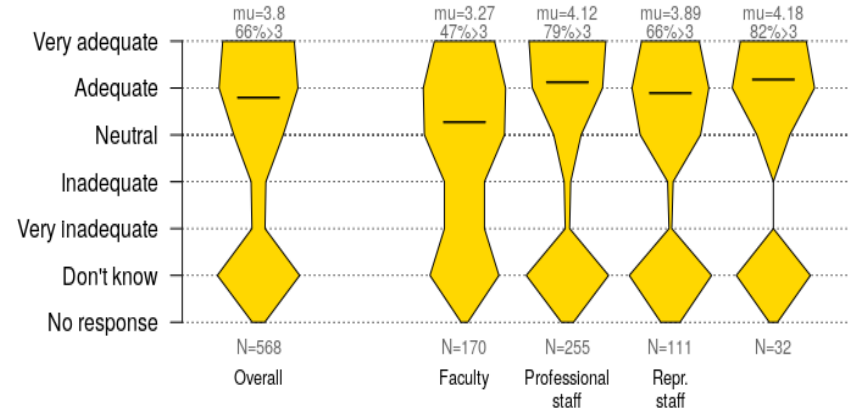
Promoted research funding



Promoted research activities

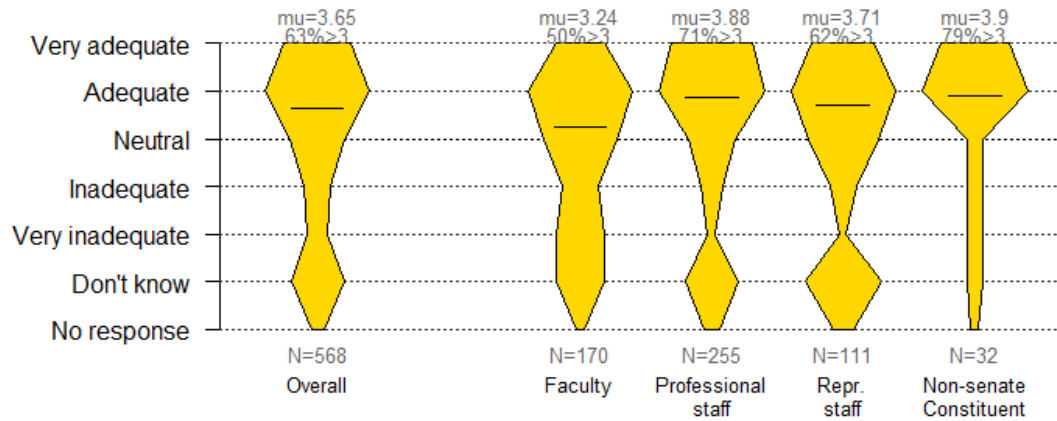


Promoted good practices in teaching that supports good learning

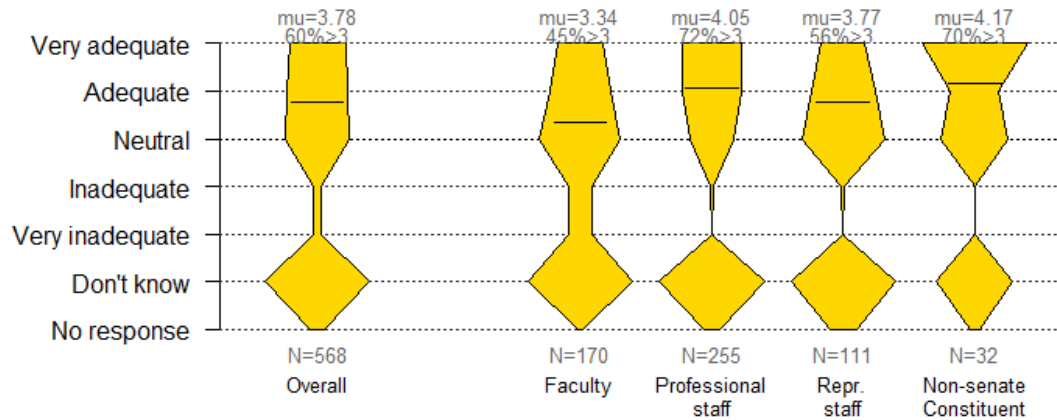


# Specific attitudes toward the President

Promoted quality IT infrastructure and services

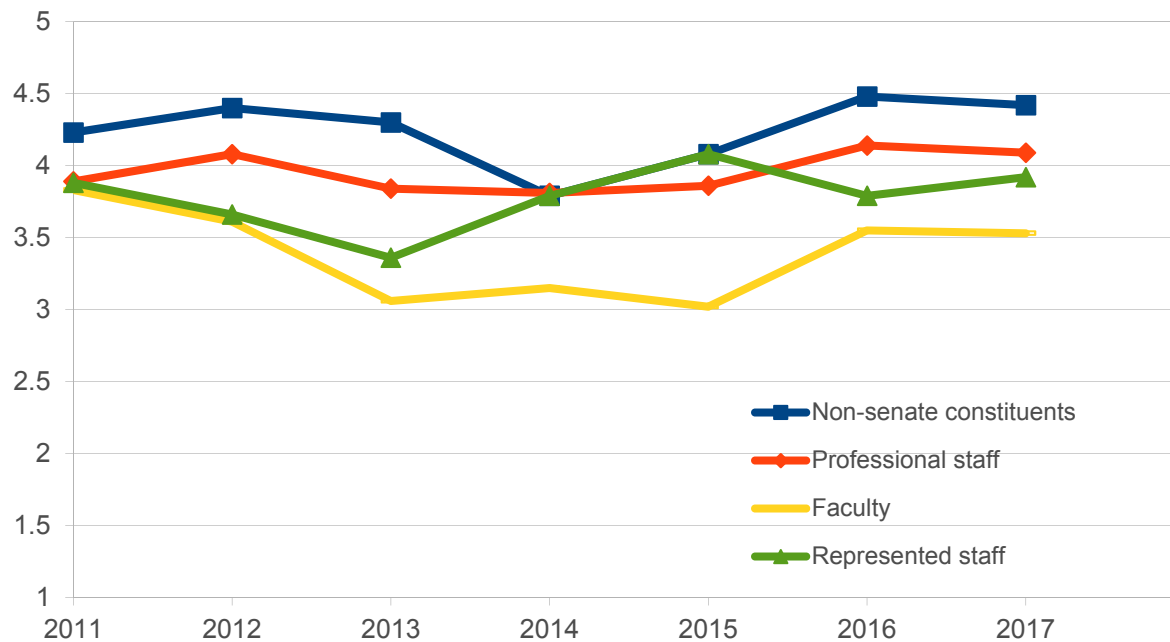


Promoted library services



# Overall Performance

**“Considering every aspect of his duties, how satisfied were you with the President's performance over the past year?”**



- Question changed somewhat from previous years
- Changes in rating over time may stem from different samples, different questions, different surveys

# Comparison to 2016

Most questions went up slightly, largest increases around .25 -.3 units

Question	2016 Mean	2017 Mean
satisfied1	NA	3.95
belong	3.87	3.91
proud	4.13	4.16
skills	3.72	3.72
secure	3.86	3.88
appreciated	3.75	3.74
workload	3.62	3.66
welldefined	3.77	3.78
safe	4.32	4.37
supportive	4.01	4.01
balance	3.61	3.7
voice	NA	3.56
promotion	3.11	3.16
salary	3.12	3.23
healthcare.affordable	3.06	3.13
healthcare.adequate	3.08	3.19
retirement.adequate	3.4	3.53
vacation	3.5	3.63
dental.affordable	3.69	3.71
dental.adequate	3.62	3.62
eye.affordable	3.71	NA
eye.adequate	3.61	NA
spousal	3.28	3.4
familyleave	3.49	3.58
sickleave	3.76	3.9
overall.satisfaction	NA	3.9

Question	2016 Mean	2017 Mean
informed	3.74	3.79
otherviews	3.49	3.51
univ.commun	3.96	3.96
univ.ind	4.02	4.02
univ.state	3.96	3.93
univ.fed	3.87	3.87
leadership	3.78	3.83
shared.gov	NA	3.44
grad	3.94	4
undergrad	3.7	3.84
improvement	3.83	3.98
communicated	3.61	3.78
facilities	3.64	3.77
capital	3.76	3.81
safework	4.02	4.22
budget	3.78	3.9
diversity	3.85	4.05
fundraising	4.04	4.14
recruitment.student	3.93	4.04
recruitment.faculty	3.76	3.9
recruitment.staff	3.63	3.84
research.funding	3.93	4.04
research.activity	3.97	4.07
learning	NA	3.8
itservices	3.35	3.65
library.services	3.54	3.78
satisfied	3.87	3.91



# Comments summary

Our practice is to make open-ended comments available to president and Board of Trustees, but not publish them in on-line report.

They can be made available.

Committee has reviewed comments.

Includes many positive and negative comments, as well as specific suggestions for different policies, problems, etc.

Some common suggestions/complaints:

Comments related to the usefulness of the survey—suggesting it is not making a difference.

Many comments related to current political issues, and how President handled them (on many sides of political spectrum); often related to immigration

Complaints/suggestions about benefits, including eyecare provider, prescription benefits, healthcare, child care, IRA options, maternity/paternity leave, dual career support, parking, SDC access, merit raises, etc.

Frequent comments about openness and availability of president and top-level administration and questions about specific decisions across a number of issues.

# Summary

- Role (faculty, professional staff, represented staff, administration) illustrated the strongest differences in terms of overall satisfaction and attitudes towards the President's performance
- Health care and benefits remain critical issues
- Overall, despite reduced response rate, mean ratings were very similar to 2016.
- New Questions:
  - Shared Governance and comfort voicing opinion
- Anonymized open-ended comments will not be part of report, but committee will forward to President and BoC, as has been done in past years.