2016-2017 Michigan Tech President’s Evaluation Report

MTU University Senate Administrative Policy Committee

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Paul Loomis
Rachel Jones
Garfield Warren
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® 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

Distribution of respondents

- Female: 250 respondents
- Male: 250 respondents
- No response: 100 respondents
Demographics: Role

Distribution of respondents

Number of respondents

Employment status

- Faculty
- Non-senate Constituent
- Professional staff
- Represented Staff
Employment length at MTU

Distribution of respondents

Number of respondents

Time working at MTU

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-20 years
- More than 20 years
- NA
Work outside the US?

Distribution of respondents

- No: 400
- Prefer not to answer: 100
- Yes: 50
- NA: 50

Number of respondents vs. Worked outside US
Only Wage Earner

Distribution of respondents

Number of respondents

Only wage earner

Does not apply (single person) No Prefer not to answer Yes NA
Cross-tabulations of demographics

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<th>Professional</th>
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<td>15</td>
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Interpreting plot

Mean

% above neutral, including non-response and don't know

Neutral=3

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?
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.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Don't Know
- No response

I am proud to work here.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Don't Know
- No response

My skills and knowledge are being utilized adequately.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Don't Know
- No response

My job is secure.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Don't Know
- No response
Attitudes on working at Michigan Technological University
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.
Attitudes on working conditions at Michigan Tech
Attitudes on **working conditions** at Michigan Technological University

**I have opportunities for promotion.**

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<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
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<td>43%</td>
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<td>43%</td>
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<td>4%</td>
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<td>3%</td>
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<td>10%</td>
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**My salary is fair.**

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<td>3%</td>
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<tr>
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<td>10%</td>
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**My retirement benefits are adequate.**

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<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
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**I take advantage of vacation time.**

<table>
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<tr>
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<th>Agree</th>
<th>Neutral</th>
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<td>1.61</td>
<td>1.24</td>
<td>0.89</td>
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</table>
Attitudes on **working conditions** at Michigan Technological University

*My medical healthcare benefits are affordable.*

- **Strongly Agree:** 3.13 (68%)
- **Agree:** 2.95 (39%)
- **Neutral:** 3.24 (47%)
- **Disagree:** 2.95 (34%)
- **Strongly Disagree:** 3.74 (66%)
- **Don't Know:**
- **No response:**

*My medical healthcare benefits are adequate.*

- **Strongly Agree:** 3.19 (46%)
- **Agree:** 2.93 (38%)
- **Neutral:** 3.35 (85%)
- **Disagree:** 3.08 (59%)
- **Strongly Disagree:** 3.77 (71%)
- **Don't Know:**
- **No response:**

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

- **Strongly Agree:** 3.71 (68%)
- **Agree:** 3.46 (57%)
- **Neutral:** 3.64 (70%)
- **Disagree:** 3.7 (67%)
- **Strongly Disagree:** 4.06 (77%)
- **Don't Know:**
- **No response:**

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

- **Strongly Agree:** 3.62 (60%)
- **Agree:** 3.3 (52%)
- **Neutral:** 3.79 (74%)
- **Disagree:** 3.6 (68%)
- **Strongly Disagree:** 3.94 (74%)
- **Don't Know:**
- **No response:**
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?
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).
- There are adequate sick leave allowances.
General attitudes about the President (Set 3)
General attitudes toward the President

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Don't Know
- No response

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Don't Know
- No response

He has demonstrated strong leadership skills.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Don't Know
- No response

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- Don't Know
- No response
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

- Very adequate
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Supported the growth of undergraduate programs

- Very adequate
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Promoted a culture of continuous improvement

Clearly communicated procedures and policies
Specific attitudes toward the President

Supported facilities management

Promoted a safe work environment

Managed the budget responsibly

Supported capital investment
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
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

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<th>2016 Mean</th>
<th>2017 Mean</th>
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</table>
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.