

[2009 President Evaluation Survey Results](#)

To: Dr. Gerard T. Caneba
Chair Senate Review Committee
From: Glenn D. Mroz
Re: President Evaluation Personal Statement
Date: March 13, 2009

Thank you for the opportunity to provide a personal statement as part of this fourth annual University Senate evaluation of the president. This will be the second year of review by the entire faculty and staff and I appreciate your effort to conduct this review. The input has been valuable to me in the past, and I look forward to working with faculty, staff and students to apply the constructive comments that are sure to result from the evaluation.

As in the past years, much of what is presented here is just a glimpse of the progress of the entire university. Because there are so many new members of the Michigan Tech community, I have also added background information to put our current direction and progress in a longer term context. Much of this statement is supported with fact, but since this a personal statement, I have added my own opinion in a few areas as well.

For any presidential self-evaluation, it is hard to separate personal efforts from those of you with whom I work on a day to day basis, as well as efforts of the University community as a whole. When I use the term “we” it is because our achievements result from teamwork with varying degrees of direct involvement from the president. For example, on one end of the spectrum are activities such as the initiation of new degree programs that are a faculty led effort. Other activities, like setting the parameters for developing a balanced budget are informed by student, faculty and staff input and opinion, but are ultimately my responsibility. I trust that you will recognize these nuances as you evaluate “my” performance.

Background:

In the mid 1960’s several key events occurred that set the stage for transformational change at Michigan Tech. The constitution of the State of Michigan was ratified giving new independence to a university poised for change, allowing the university to charge tuition. A new President with a record of research (Dr. Raymond L. Smith) was appointed, and a strategic plan and campus master plan were initiated that forever changed the appearance and function of the campus. The plan also focused the direction of the university on building on its heritage and strengths while also emphasizing growth of research and graduate studies. At about the same time, the name of the university was changed to reflect this new direction - Michigan Technological University.

That plan and the direction that it set was refined and refocused by the people of Michigan Tech resulting in nearly five decades of growth. Today, our plan emphasizes people, distinctive programs, and the research, creativity, scholarly work and innovation that are essential for the success of our students and the University in today’s global economy. There is a full presentation of the plan as well as the key metrics at the following websites for your convenience.

For more information on the current plan see <http://www.mtu.edu/stratplan/>

For strategic plan metrics, see <http://www.admin.mtu.edu/urel/dashboard/>

Overview of Michigan Tech Today:

The Michigan Tech of today is a result of sustained effort on the common themes that emerge from the 1960's and subsequent plans resulting in:

- 120 undergraduate degrees and concentrations, 52 minors, 33 MS & 22 PhD programs
- 25% of the enrollment of the College of Sciences and Arts in programs that did not exist 5 years ago.
- Total enrollment in Fall '08 that topped at 7,014 students including 981 graduate students.
- Undergraduate enrollment applications for Fall '08 hit an all time high of 5,281. We have already exceeded 5,000 applications for Fall '09, the third year in a row with applications above 5,000.
- The ACT composite score of new students stayed the same at 25.6 from Fall '07 to Fall '08. We have the highest proportion of Michigan Merit Scholars of any university in the State.
- Discovery and innovation programs such as Enterprise, Honors Institute, Applied Portfolio Management Program (APMP), The Forest and Environmental Resource Management Program (The FERM), and the Pavlis Global Technological Leadership Program have over 1,000 students in them, about a 10% increase over last year.
- First year student retention dropped slightly from 82.8 percent in Fall '07 to 81.9 percent in Fall '08.
- The career fair in Fall '08 attracted an all time high 298 organizations and the spring career fair attracted 126. Spring attendance was down about 14 organizations from the previous year likely due to the economy.
- The Youth Engineering and Science Expo (YES!Expo), hosted by Michigan Tech at Ford Field attracted 15,000 people (mostly students grade 8 through 11) to learn more about STEM careers. In five years, 63,000 people have attended the YES!Expo.
- Michigan Tech moved up in the top tier of U.S. News and World Report National Universities to 121st from 124th; we moved from 65th in 2008 to 60th in 2009 among national public universities.
- Our research expenditures are growing at a rapid rate; National Science Foundation (NSF) data show that from 2003 (when NIH increases ended), to 2007, expenditures at the University of Michigan increased by 3.7%, Wayne State increased 9.6%, Michigan State increased 12.3%, and Michigan Tech increased 82.7%.
- NSF data show that Michigan Tech research expenditures for FY '07 reached \$55M, up from \$43M; NSF ranks Michigan Tech at 163rd nationally, 117th among public institutions, and 66th for universities without medical schools. Rankings increased in almost all disciplines with the largest moves in electrical and computer engineering (from 87th to 66th) and environmental science (from 73rd to 59th). For the first time, detailed ranking for non-science and engineering fields show humanities at 78th and visual and performing arts at 72nd. Our highest NSF ranked program is mechanical engineering at 21st.
- Academic Analytics ranked the School of Forest Resources and Environmental Sciences at 1st in the nation for scholarly output and citations.

These accomplishments are the result of the sustained efforts of many people - faculty, staff, students and alumni. Along the way, some less visible but no less important work has also facilitated the continued development of Michigan Tech as a nationally recognized technological university for the world. These include:

- Successfully recruiting 29 tenure-track faculty members to positions across the university this past year.
- Successfully completing searches for the Dean of the College of Sciences and Arts and the School of Business and Economics as well as Department Chairs in Social Sciences, Biological Sciences and Chemical Engineering.
- Continuing to build research capacity at the Michigan Tech Research Institute in Ann Arbor.
- Instituted LEAN management processes with eight teams initiating Kaizan events ranging from catering orders to research services.
- Continuing to implement the continuous improvement accreditation procedures; AQIP (Academic Quality Improvement Program).
- Continue to update our fringe benefit package with new health care options.
- Due to enhanced recruitment and retention efforts, in addition to the activation of key new degree programs, the number of women enrolled increased by 196 (13% more to 1,719) since 2005 and international students has increased by 214 (35% more to 819) since 2005. While domestic minority recruitment has held steady, the number of domestic minorities in the student body as a whole has increased by 12 (3%) due to an increase in student retention.
- Our finances remained relatively stable with a current fund^[1] balance in FY'08 of \$15.4M compared to \$16.1M in FY '07. Importantly, new philanthropic resources are being pursued for the university through a capital campaign that has raised over \$94M in cash and pledges to date including three Robbins Chairs in Sustainability, House Professorship, Jackson Professorship, Henes Professorship in Mathematics and a significant (but anonymous) planned gift that will support three additional endowed chairs in the future. We continue to work with our corporate partners both in the SmartZone and nationally to gain their investment and support in spite of a poor economy.
- An increasingly stable financial picture has made it possible to increase salaries for both faculty and staff by an average of 3.7% in FY '06, and 4% in FY '07, '08 and '09. According to the most recent data from Academe, the Bulletin of the AAUP, faculty compensation rankings at Michigan Tech are as follows relative to other Michigan public universities. [All comparisons are for FY '05 to FY '08.]
 - The ranking of full professor salaries remained at 8th among Michigan public universities, total compensation (including benefits) for full professors increased from 6th to 5th for that period.
 - The ranking of associate professor salaries increased from 9th among Michigan public universities to 8th; total compensation for associate professors increased from 5th to 4th.
 - The ranking of assistant professor salaries increased from 5th among Michigan public universities to 2nd. Total compensation increased from 4th to 2nd.

Rankings are not available from Academe for the current year salaries at this time, but we look forward to continued progress as compensation increases for fall '08 averaged 4.35% for professors, 4.72% for associate professors, and 5.03% for assistant professors. None of

these comparisons include the 1.45% salary adjustment in January '09 resulting from the change in benefits. This past summer I commissioned a Compensation Strategy Task Force to make recommendations on salaries wages and benefits and we are following those recommendations. That report can be found at:

www.mtu.edu/mtuonly/reports

Compensation for faculty and staff continues as a high priority going forward and both equity and marketplace adjustments will be used to enhance salaries.

We have successfully reached contract agreements with UAW, POA and AFSCME.

Closing Statement:

These accomplishments and efforts are only a few of those for the University in total and there are many more that could be listed for us individually, as teams, as working units, and as a University. However they are indicators that we are using our collective talents to prepare our students to create the future and positioning Michigan Tech as a premier technological university for the world. Our relevance, to the students, the people of the State and Nation, and to future generations will depend in large part on our doing all we can to prepare for an even more competitive environment. We are not now, and will not be like other research universities. As we develop, we will have no peers; we will instead have the opportunity to be the best that Michigan Tech can be.

We cannot anticipate all changes that will occur but we can anticipate that there will be change. Like those who guided the university through the transformation in the 1960's, we face a choice; it is up to us whether the people and spirit that we call Michigan Tech declines, maintains, improves or transforms. We are at a tipping point, but we face it together. Our challenge is that the next few years will determine the trajectory for progress for the next five decades as we continue our transformation to be a university distinctly different from all others - one where we will develop our technological focus and will imagine, develop, understand, apply, manage and communicate science and technology. We have the opportunity to continue to elevate the education of our students from one of proficient *problem solving*, to preparing them to thrive in the realm of discovery-based lifetime learning and innovation. Their well-developed judgment and knowledge will play a key role in uncovering *what problems to solve* and they will be able to reach across the disciplines to bring together the imagination, innovation, and capacity for implementation that will truly make a difference.

[1] The Current Fund includes the day to day operating funds of the university including the General, Auxiliary (dorms etc), Expendable Restricted (research, scholarships etc), Retirement and Insurance, and Designated funds (incentive accounts, lab accounts etc).