

# PRESIDENT'S EVALUATION SURVEY 2010/2011

## **This is a sample of the survey you will receive by email**

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.

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: [President's statement](#)

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), both as a team and as individual university executives. Please refer to the following website/link to familiarize yourselves with the formal responsibilities of the Executive team members: [www.mtu.edu/executiveteam/](http://www.mtu.edu/executiveteam/)

Executive team members are normally evaluated every four years, however an evaluation survey of the executive team has not been done in over five years. It is suggested that your answers to survey questions regarding this VP group be averaged over a four-year period or over the period they have served their current positions, whichever one is shorter.

There are 37 questions in this survey

## **Evaluation of the president**

**1.- The President has demonstrated excellent leadership skills discharging his duties to the University community.**

**(1 = Strongly Disagree, 5 = Strongly Agree)**

**2.- The President has effectively communicated with the University community.**

**(1 = Strongly Disagree, 5 = Strongly Agree)**

**3.- The President has been an excellent representative of the University at state and national forums.**

**(1 = Strongly Disagree, 5 = Strongly Agree)**

**4.- The President is open and responsive to alternative ideas and criticism from the University community.**

**(1 = Strongly Disagree, 5 = Strongly Agree)**

**5.- The President is a strong practitioner of shared governance with the University community.**

**(1 = Strongly Disagree, 5 = Strongly Agree)**

**6.- The President's overall performance was excellent over the past year.**

**(1 = Strongly Disagree, 5 = Strongly Agree)**

## **Relevant Issue Questions**

**7.- The increased cost to employees for health care insurance has been moderate considering the overall national rise in health care costs.  
(1= Strongly Disagree, 5 = Strongly Agree)**

**8.- Overall the practice of hiring administrators from within is beneficial to achieving the goals of the University.  
(1= Strongly Disagree, 5 = Strongly Agree)**

**9.- The Strategic Faculty Hiring Initiative is a good idea for the University.  
(1= Strongly Disagree, 5 = Strongly Agree)**

**10.- The move of several administrative units off campus has been beneficial for the University community to access these services.  
(1= Strongly Disagree, 5 = Strongly Agree)**

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

**11.- provides rewards commensurate with research performance.  
(1=Strongly Disagree, 5=Strongly Agree)**

**12.- provides rewards commensurate with teaching performance.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**13.- provides rewards commensurate with service/administration performance.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**With respect to Administrative Affairs, the executive team as a whole:**

**14.- is transparent in the university budgeting process.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**15.- provides for a high quality work life.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**16.- demonstrates sound financial planning and management.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**17.- provides a high quality package of fringe benefits.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**18.- fills administrative positions with capable personnel.  
(1=Strongly Disagree, 5 = Strongly Agree)**

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

**19.- has earned the confidence of the faculty and staff.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**20.- has established effective and fair grievance procedures.  
(1=Strongly Disagree, 5 = Strongly Agree)**

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

**21.- provides good support for undergraduate education.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**22.- provides good support for graduate education.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**23.- promotes diversity in the faculty and student body.  
(1=Strongly Disagree, 5 = Strongly Agree)**

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

**24.- encourages open discussion and debate when establishing institutional goals and objectives.  
(1=Strongly Disagree, 5 = Strongly Agree)**

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

**25.- successfully seeks funding support from outside sources (in addition to state appropriations).  
(1=Strongly Disagree, 5 = Strongly Agree)**

**With respect to individual administrators:**

**26.- Overall, Dr. Max Seel, the Provost and Vice President for Academic Affairs is performing well.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**27.- Overall, Dr. Les Cook, the Vice President for Student Affairs is performing well.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**28.- Overall, Mr. Daniel Greenlee, the Chief Financial Officer, who is also the CFO and Director of Operations for the Michigan Tech Fund, is performing well.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**29.- Overall, Ms. Ellen Horsch, the Vice President for Administration is performing well.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**30.- Overall, Mr. Shea McGrew, the Vice President for Advancement, who is also the President of the Michigan Tech Fund, is performing well.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**31.- Overall, Dr. Walter Milligan, the Chief Information Officer is performing well.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**32.- Overall, Dr. Dale Tahtinen, the Vice President for Governmental Relations is performing well.  
(1=Strongly Disagree, 5 = Strongly Agree)**

**33.- Overall, Dr. David Reed, the Vice President for Research is performing well.  
(1=Strongly Disagree, 5 = Strongly Agree)**

## **Questions from the President**

**34.- How many presidential campus forums have you attended either in person, on-line or through publication of transcripts/summaries in the last five years?**

Please choose **one** of the following answers:

- A) 0
- B) 1-3
- C) 3-10
- D) Almost all of them

**35.- Do you think that Michigan Tech is...**

Please choose **one** of the following answers:

- A) Doing better than most universities?
- B) Doing about the same as most universities?
- C) Doing worse than most universities?

**36.- Did you read the President's statement before you filled out this opinion survey?**

- Yes
- No

**37.- Do you enjoy working at Michigan Tech? Why or Why Not?**

Please write your answer here:

**38.- What is your employment classification?**

Choose **one** of the following answers:

Executive or Academic Administration

Non-exempt Staff

Exempt Staff

Faculty

**Feedback for the University Senate**

Please comment on how to make the survey better and easier, how to increase the response rate, any additional questions you want, and any other comments about the survey or life at Michigan Technological University.