

2010-2011 President and Executive Team Evaluation Summary (Online Results only)

by

Administrative Policy Committee

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Survey Announcements and Responses

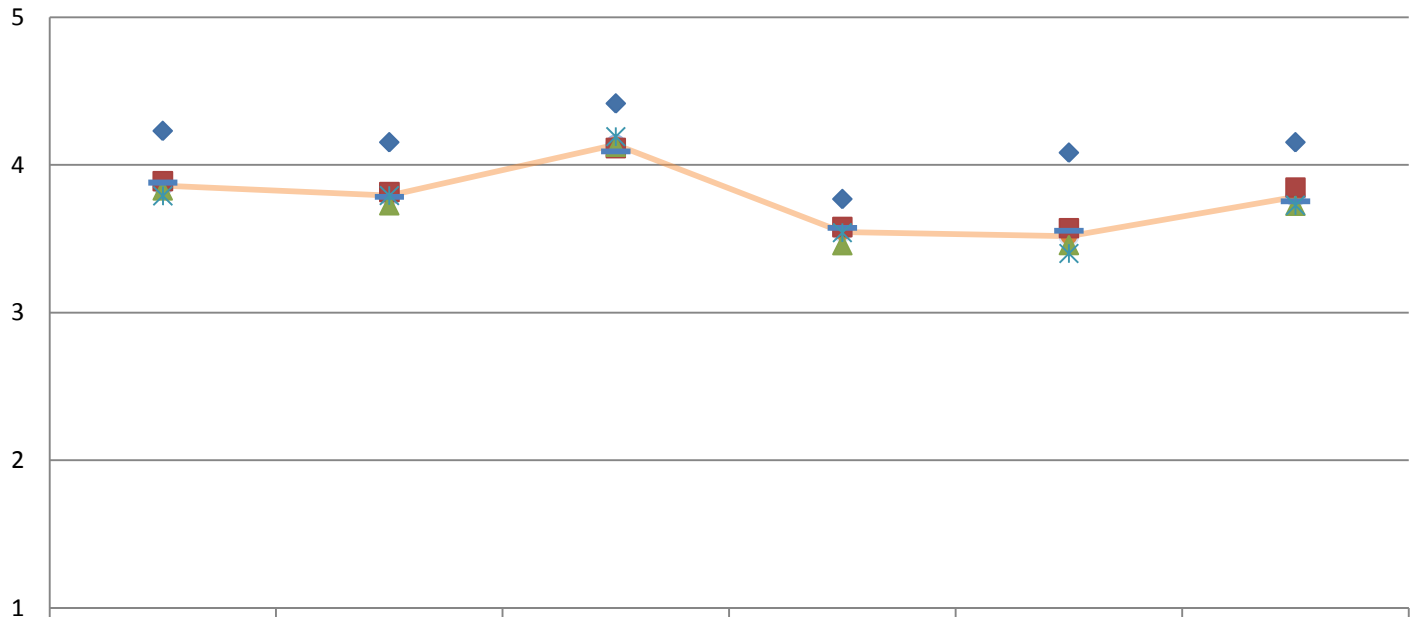
- Mass notification regarding survey in Tech Today:
March 27
- Availability of survey questions in Senate website:
March 27
- Online survey response period: March 28 – April 8
- Total counted electronic survey responses: 518
- Responses relative to Invitations (faculty, executive/academic administration, staff):
34% (23% in 2009-2010 and 18% in 2008-2009)
Faculty, Executive/Academic Admin, Exempt Staff, Non-Exempt Staff respondents – 132, 15, 177, 79, respectively
Status not declared - 115

Survey Layout

- 37 total survey questions plus a question asking for employment status
- Questions # 1-6 pertain to president's performance
- Questions # 7-10 are issue questions
- Questions # 11-25 pertain to performance of executive team as a whole
- Questions # 26-33 pertain to performance of individual executive team member (will not be discussed here)
- Questions # 34-37 are additional questions suggested by Pres. Mroz
- Comment boxes are provided for each of survey questions

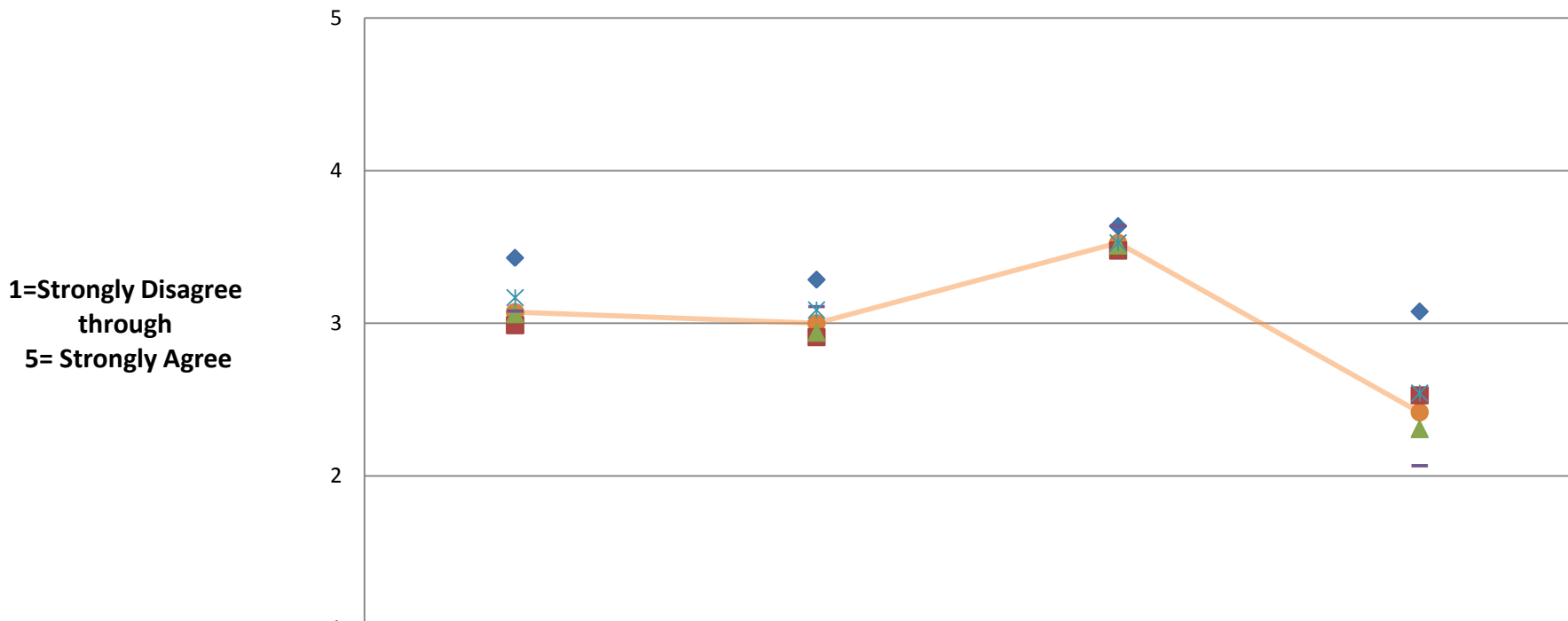
1 - 6. Evaluation of the President

1= Strongly Disagree
through
5 = Strongly Agree



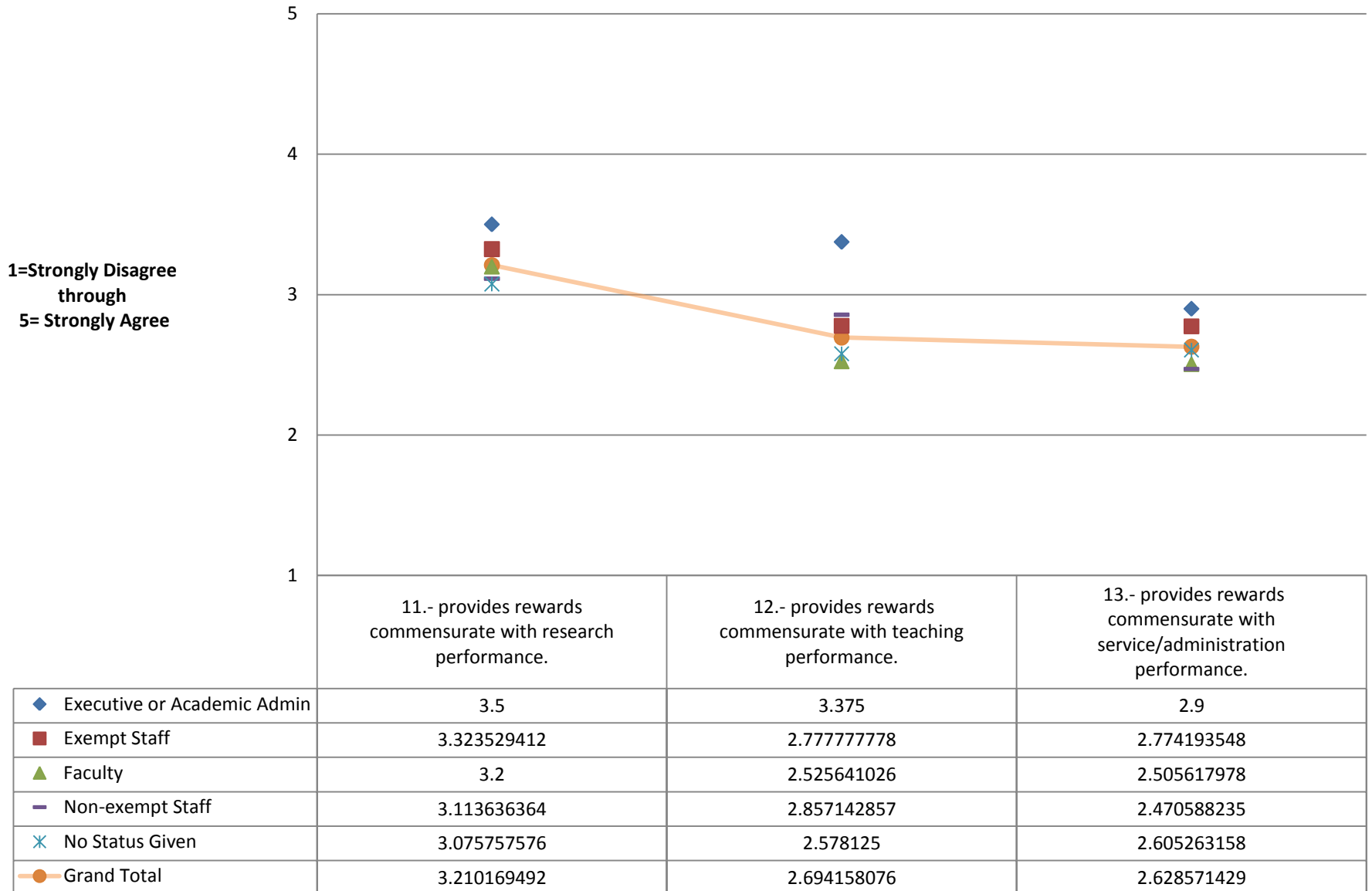
| | 1.- The President has demonstrated excellent leadership skills discharging his duties to the University community. | 2.- The President has effectively communicated with the University community. | 3. The President has been an excellent representative of the University at state and national forums. | 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.- President's overall performance was excellent |
|-------------------------------|--|---|---|--|--|---|
| ◆ Executive or Academic Admin | 4.230769231 | 4.153846154 | 4.416666667 | 3.769230769 | 4.083333333 | 4.153846154 |
| ■ Exempt Staff | 3.890243902 | 3.817073171 | 4.11409396 | 3.579310345 | 3.571428571 | 3.847133758 |
| ▲ Faculty | 3.827868852 | 3.727272727 | 4.122807018 | 3.457943925 | 3.458715596 | 3.724137931 |
| — Non-exempt Staff | 3.88 | 3.783783784 | 4.090909091 | 3.573770492 | 3.553846154 | 3.753424658 |
| ✕ No Status Given | 3.79047619 | 3.79245283 | 4.191489362 | 3.540816327 | 3.4 | 3.726415094 |
| — Grand Total | 3.860125261 | 3.792887029 | 4.137931034 | 3.544811321 | 3.51635514 | 3.782795699 |

7 - 10. Issue Questions

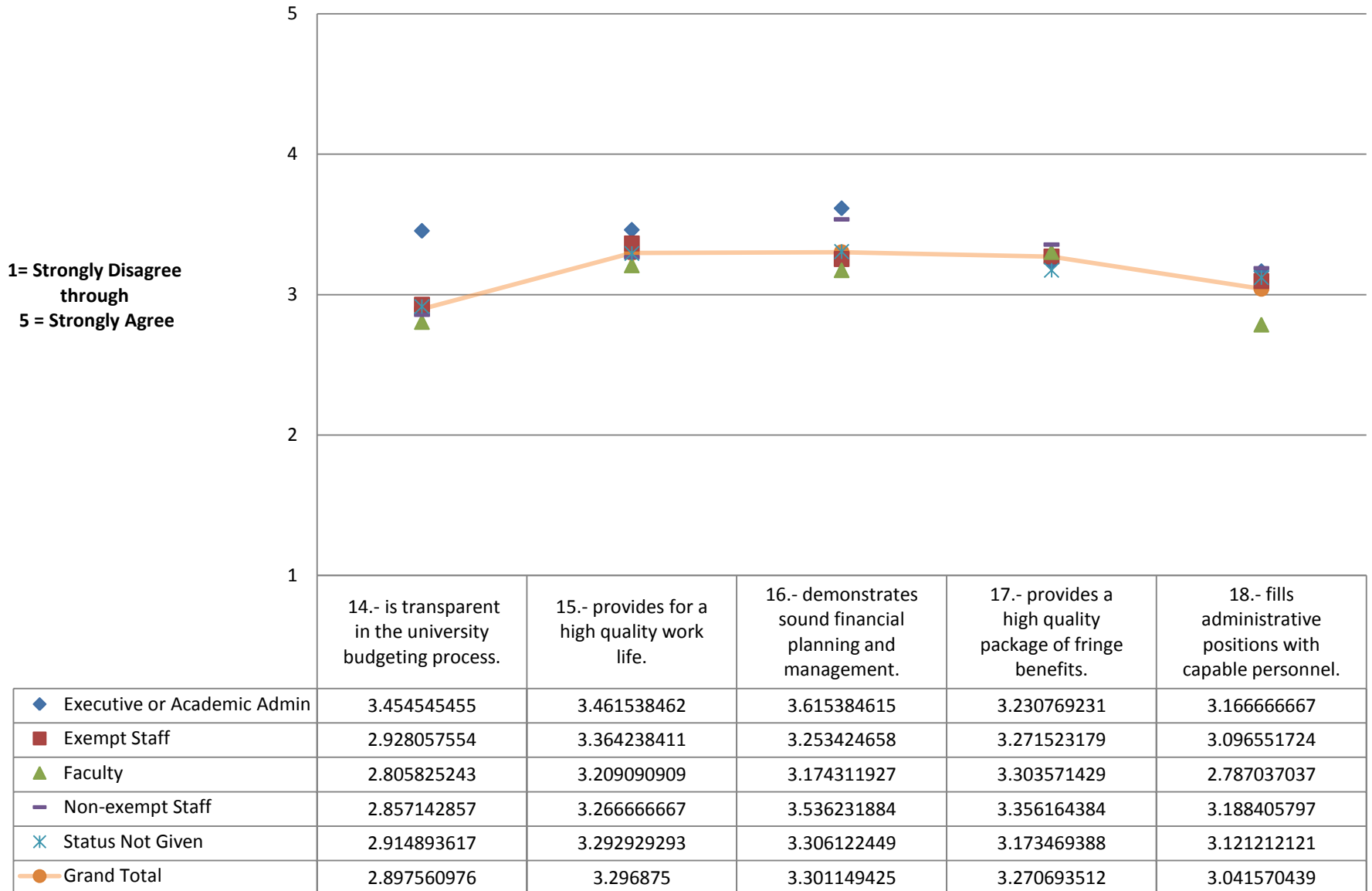


| | 7.- The increased cost to employees for health care insurance has been moderate considering the overall national rise in health care costs. | 8.- Overall the practice of hiring administrators from within is beneficial to achieving the goals of the University. | 9.- The Strategic Faculty Hiring Initiative is a good idea for the University. | 10.- The move of several administrative units off campus has been beneficial for the University community to access these services. |
|-------------------------------|---|---|--|---|
| ◆ Executive or Academic Admin | 3.428571429 | 3.285714286 | 3.636363636 | 3.076923077 |
| ■ Exempt Staff | 2.987179487 | 2.909677419 | 3.476510067 | 2.529032258 |
| ▲ Faculty | 3.060344828 | 2.939130435 | 3.508928571 | 2.308411215 |
| — Non-exempt Staff | 3.081081081 | 3.109589041 | 3.638888889 | 2.067567568 |
| ✕ No Status Given | 3.168316832 | 3.087378641 | 3.526315789 | 2.542553191 |
| — Grand Total | 3.073752711 | 3 | 3.5261959 | 2.417607223 |

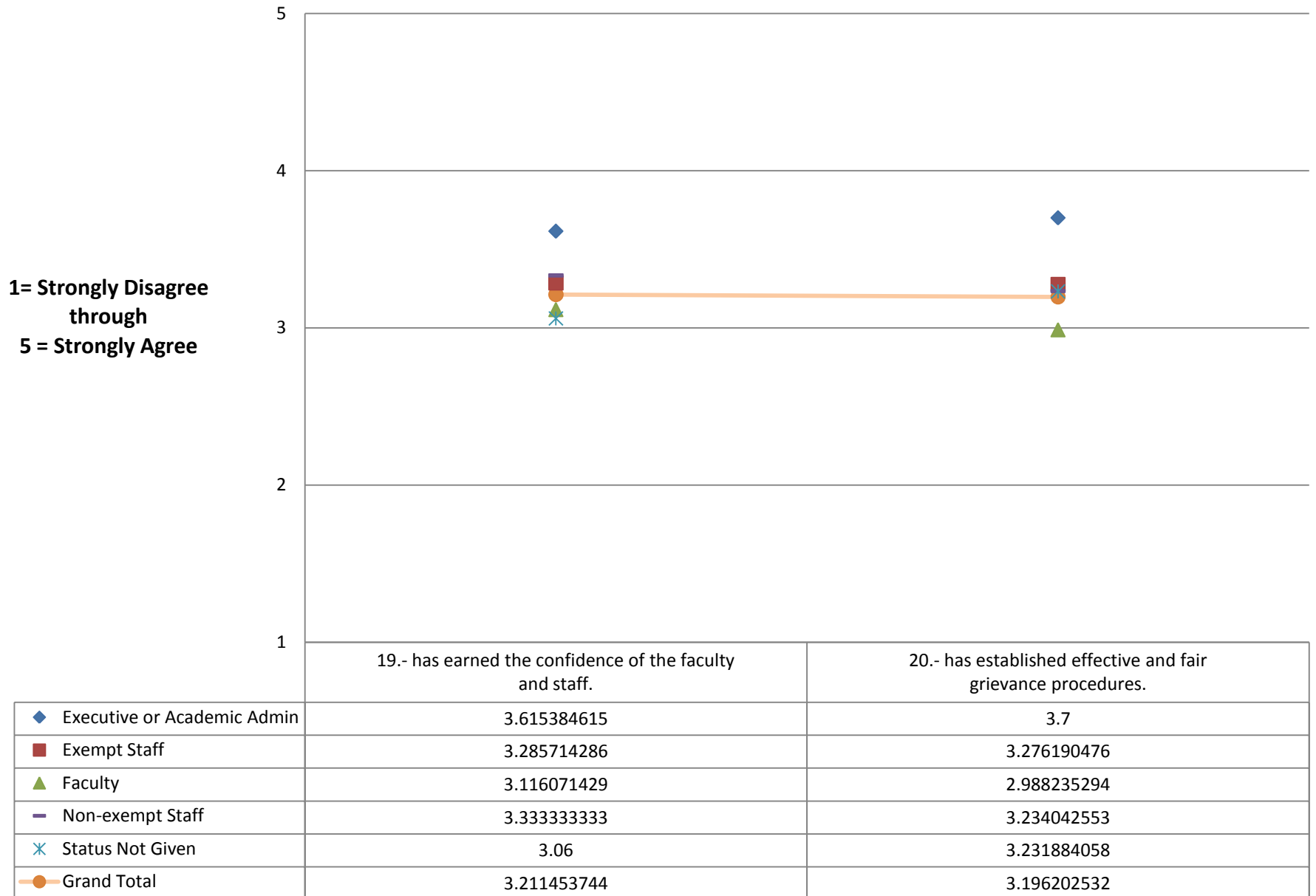
11 - 13. With respect to **Academic Affairs**, the executive team as a whole...



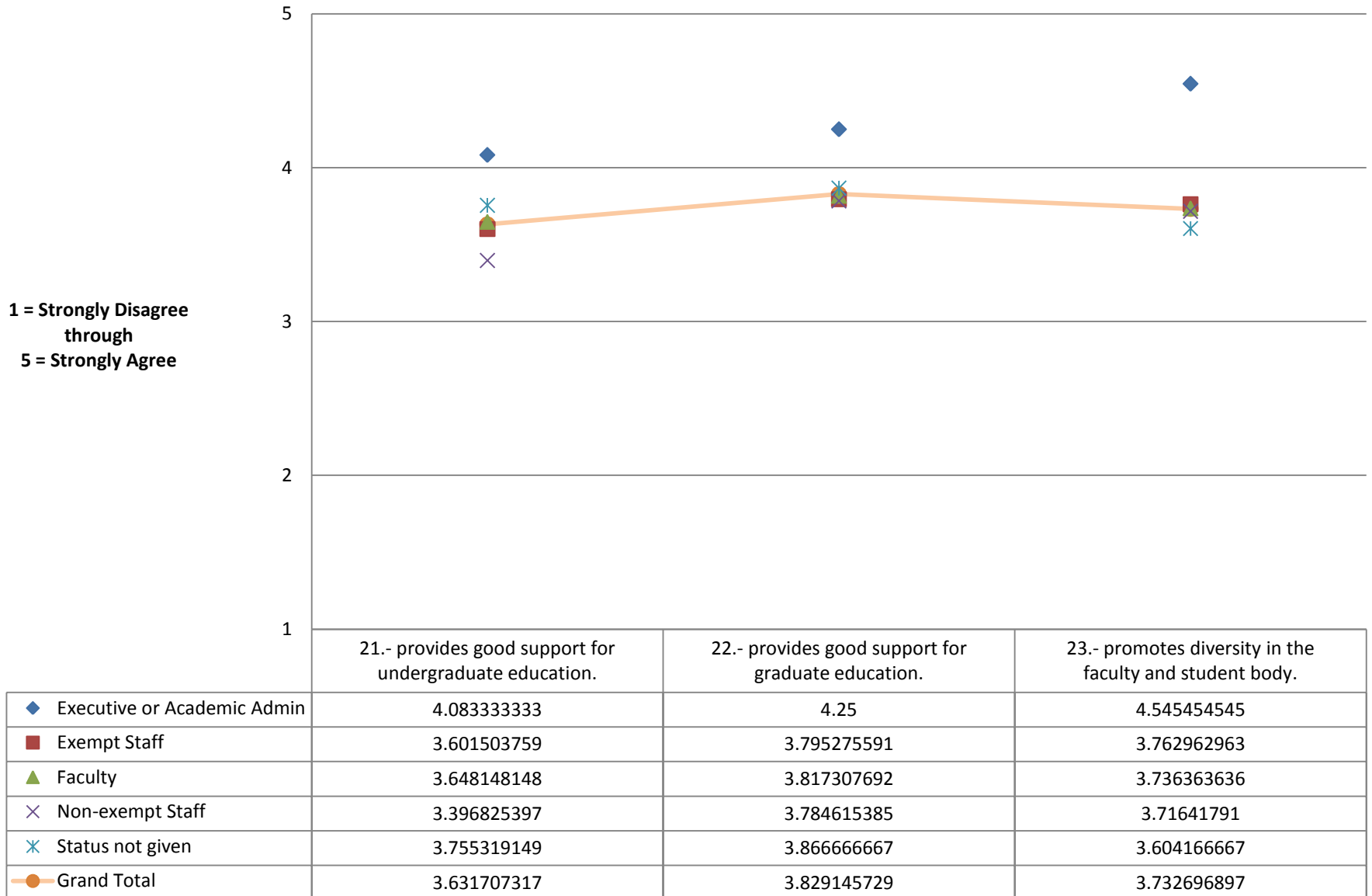
14 - 18. With respect to administration of **Administrative Affairs**, the executive team as a whole...



19, 20. With respect to **Personnel**, the executive team as a whole...

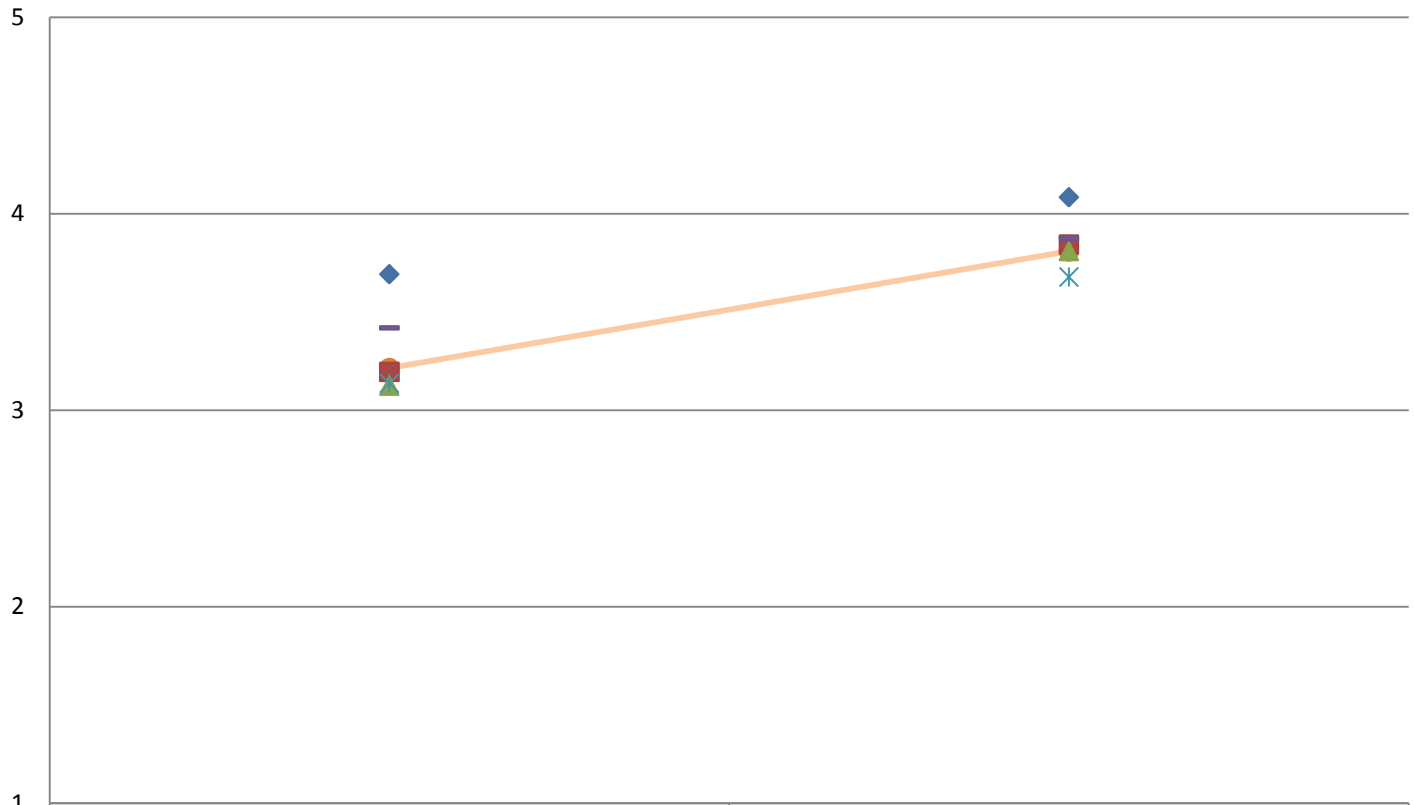


21 - 23. With respect to **Balance and Diversity**, the executive team as a whole...



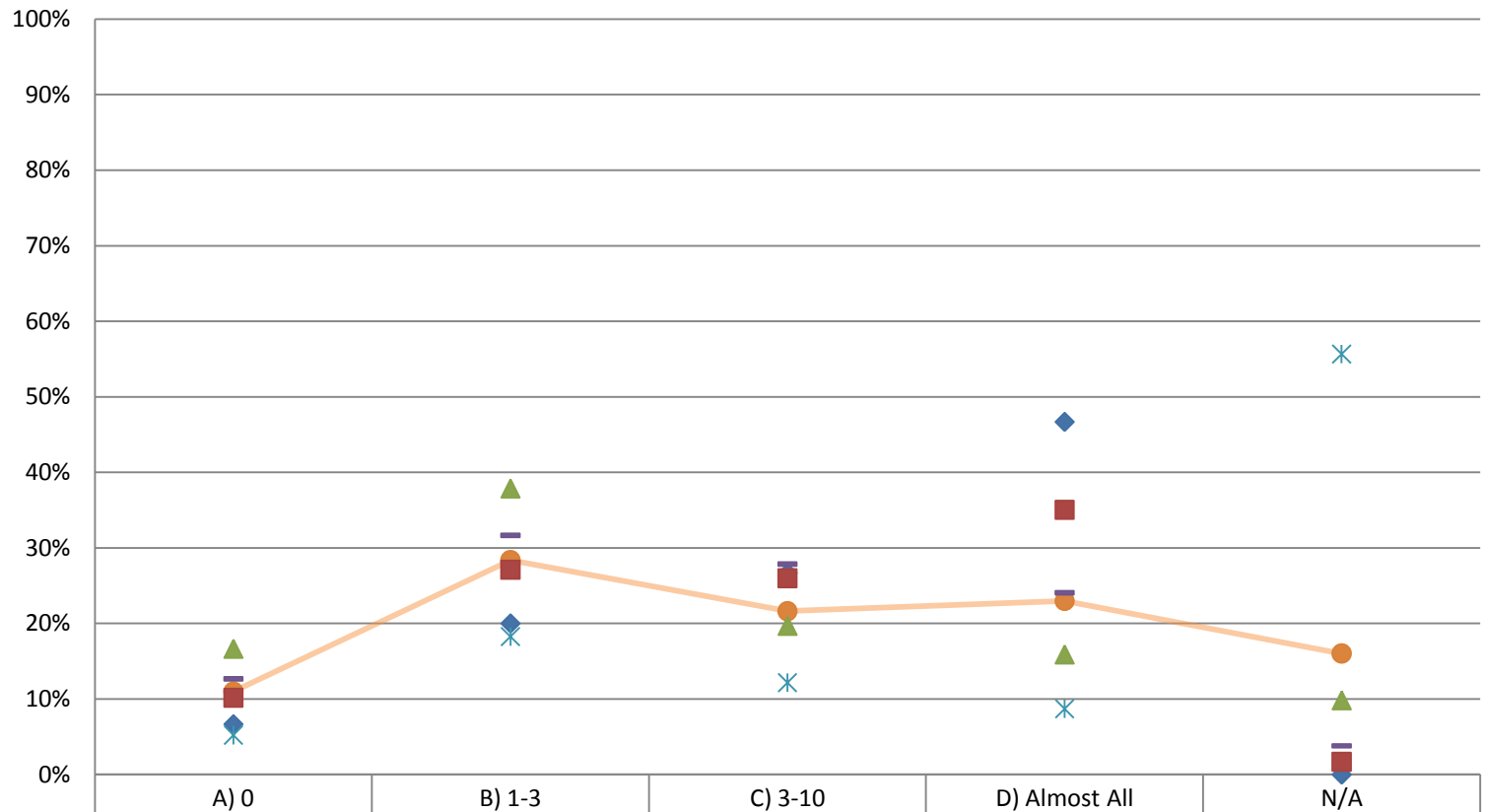
24. Communication & 25. External Relations

1 = Strongly Disagree
through
5 = Strongly Agree



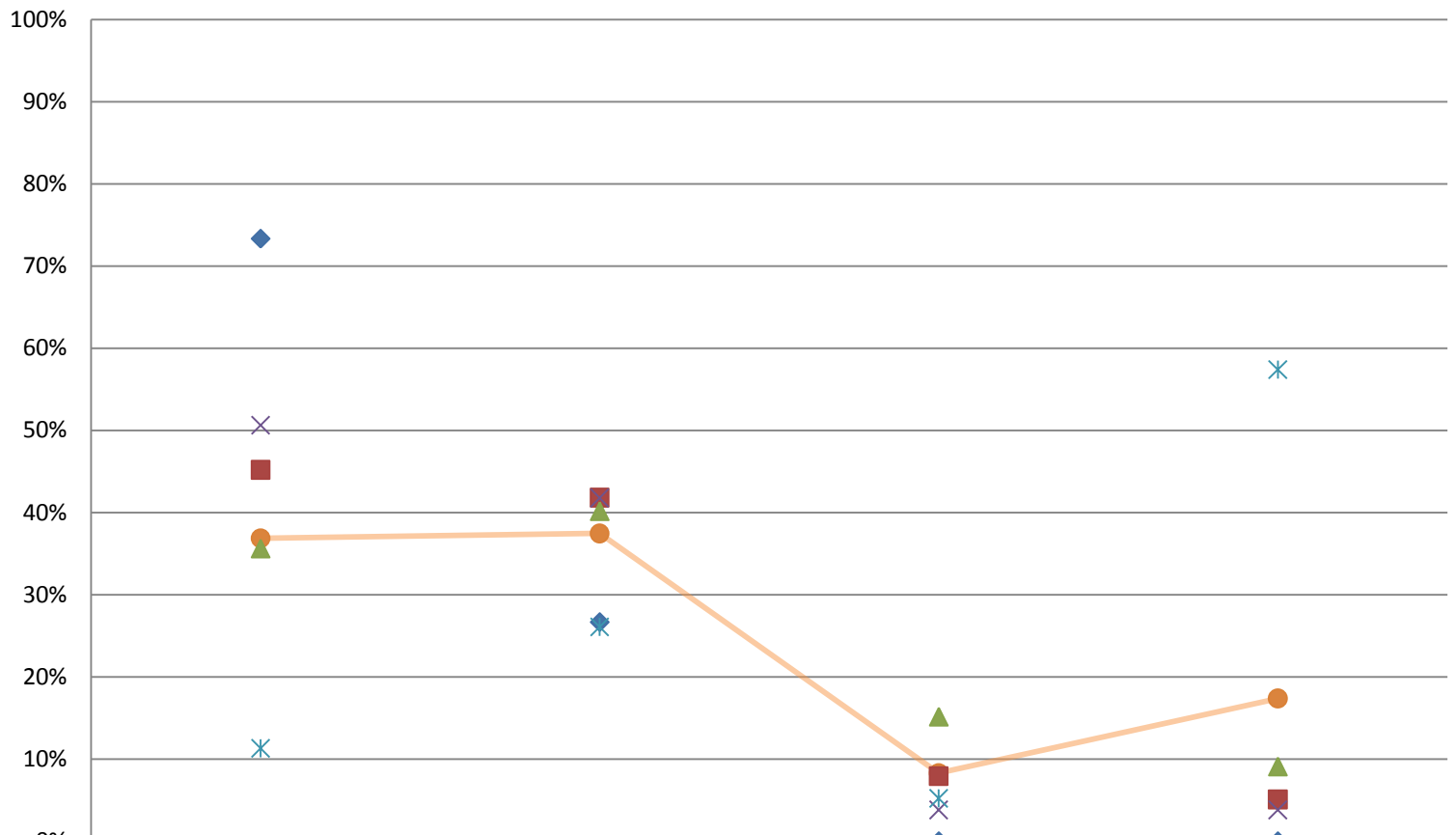
| | 24.- With respect to communication, the executive team as a whole encourages open discussion and debate when establishing institutional goals and objectives. | 25.- With respect to External Relations, the executive team as a whole successfully seeks funding support from outside sources (in addition to state appropriations). |
|-------------------------------|---|---|
| ◆ Executive or Academic Admin | 3.692307692 | 4.083333333 |
| ■ Exempt Staff | 3.195488722 | 3.842975207 |
| ▲ Faculty | 3.126213592 | 3.811320755 |
| — Non-exempt Staff | 3.419354839 | 3.872727273 |
| * Status Not Given | 3.136842105 | 3.67816092 |
| ○ Grand Total | 3.214285714 | 3.80839895 |

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?



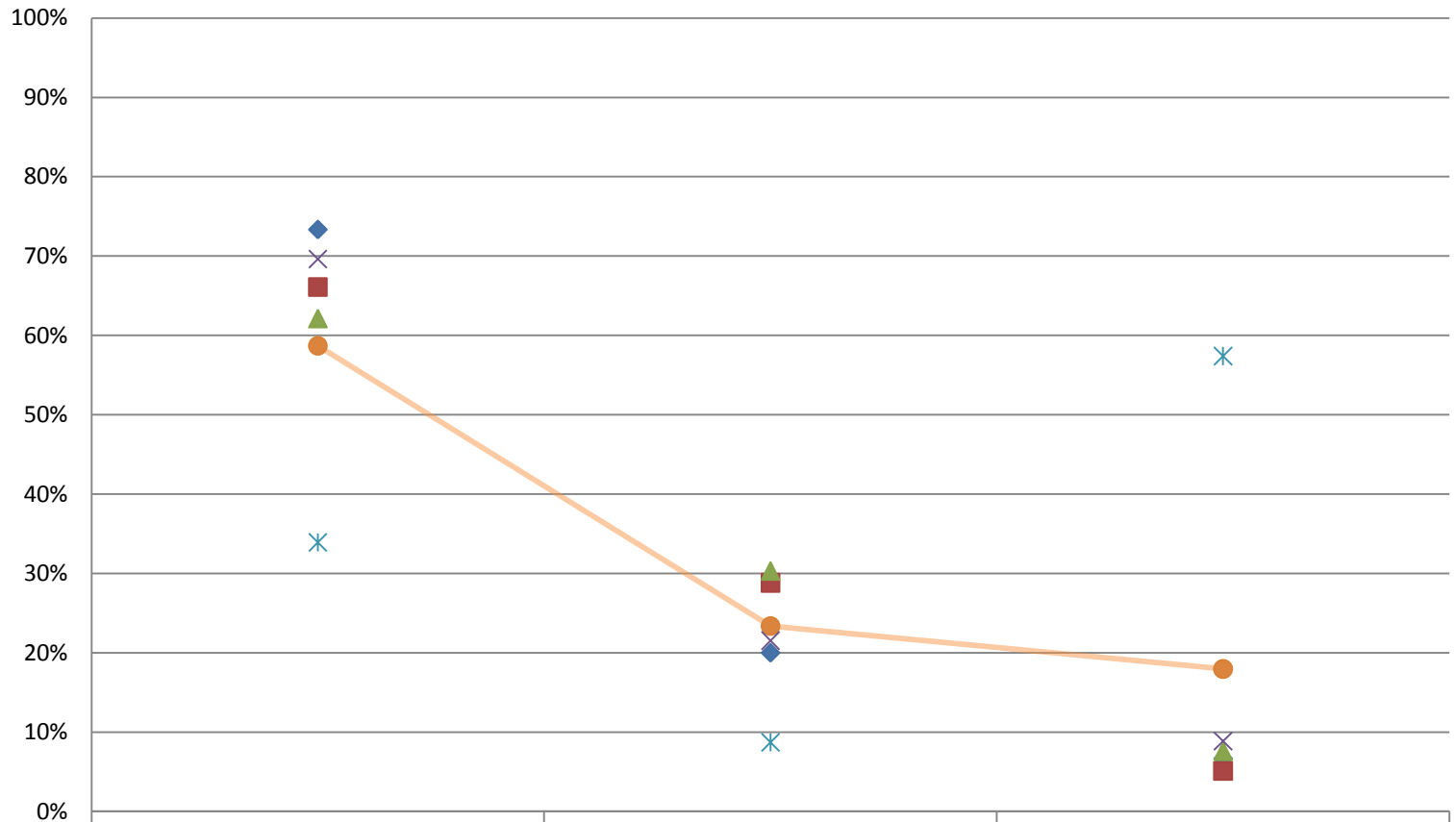
| | A) 0 | B) 1-3 | C) 3-10 | D) Almost All | N/A |
|--------------------------|-------------|-------------|-------------|---------------|-------------|
| ◆ Exec or Academic Admin | 0.066666667 | 0.2 | 0.266666667 | 0.466666667 | 0 |
| ■ Exempt | 0.101694915 | 0.271186441 | 0.259887006 | 0.350282486 | 0.016949153 |
| ▲ Faculty | 0.166666667 | 0.378787879 | 0.196969697 | 0.159090909 | 0.098484848 |
| ▬ Non Exempt | 0.126582278 | 0.316455696 | 0.278481013 | 0.240506329 | 0.037974684 |
| ✖ Status Not Given | 0.052173913 | 0.182608696 | 0.12173913 | 0.086956522 | 0.556521739 |
| ● Grand Total | 0.11003861 | 0.283783784 | 0.216216216 | 0.22972973 | 0.16023166 |

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



| | A) Doing better than most universities? | B) Doing about the same as most universities? | C) Doing worse than most universities? | N/A |
|--------------------------|---|---|--|-------------|
| ◆ Exec or Academic Admin | 0.733333333 | 0.266666667 | 0 | 0 |
| ■ Exempt | 0.451977401 | 0.418079096 | 0.079096045 | 0.050847458 |
| ▲ Faculty | 0.356060606 | 0.401515152 | 0.151515152 | 0.090909091 |
| × Non Exempt | 0.506329114 | 0.417721519 | 0.037974684 | 0.037974684 |
| ✖ Status Not Given | 0.113043478 | 0.260869565 | 0.052173913 | 0.573913043 |
| ● Grand Total | 0.368725869 | 0.374517375 | 0.083011583 | 0.173745174 |

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



| | Yes | No | N/A |
|--------------------------|-------------|-------------|-------------|
| ◆ Exec or Academic Admin | 0.733333333 | 0.2 | 0.066666667 |
| ■ Exempt | 0.661016949 | 0.288135593 | 0.050847458 |
| ▲ Faculty | 0.621212121 | 0.303030303 | 0.075757576 |
| × Non-Exempt | 0.696202532 | 0.215189873 | 0.088607595 |
| * Status Not Given | 0.339130435 | 0.086956522 | 0.573913043 |
| ● Grand Total | 0.586872587 | 0.233590734 | 0.17953668 |

Summary of Comments

- In general, the university community is supportive of the president and performance of his duties; but concerns were raised about wage freezes, reduction in benefits, and selective rewards provided to some administrative personnel
- Most negative statistical results were obtained regarding the move of certain units away from the main campus
- 160 pages of comments were provided by respondents for all the questions
- A lot of constructive and positive comments were provided, especially in regard to work environment, the absence of layoffs, and a few members of the executive team
- Names were mentioned and some pointed negative comments were written
- Comments indicate wide resentment over the alleged lack of transparency on operations, reward system, and various decisions made by upper and mid-level administration
- A lot of comments expressed positive feelings toward the survey process and the way results are being handled.

Proposed Fate of Survey Results

- All data has been forwarded to Pres. Mroz and the BOC
- Data presented here will be available for mass distribution
- Comments can be analyzed by the Administrative Policy Committee for future course of actions.
- Eventually, results of Questions 26-33 and Comments will be removed from possession and on-demand access of the Administrative Policy Committee, except for a copy or copies that will be retained in the senate for safekeeping.

Questions/Reactions?