

# President's Evaluation Survey – 2011 / 2012

## Purpose:

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.

## Methods:

The survey is in four parts:

1. Evaluation of the President
2. Relevant issues or decisions that have been made or are pending by the President's Executive team.
3. Evaluation of the Executive Team as a whole.
4. Survey questions submitted by the President.

## Survey:

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 link:

<http://www.admin.mtu.edu/usenate/2012mrozstatement.pdf>

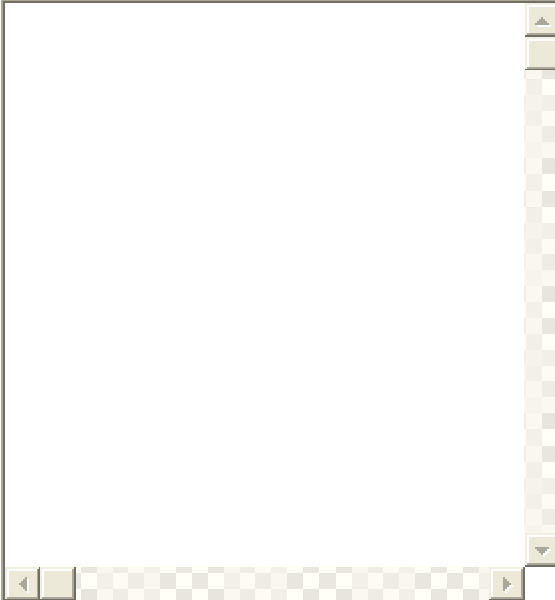
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Exit this survey

The following six questions deal with the evaluation of President Mroz.

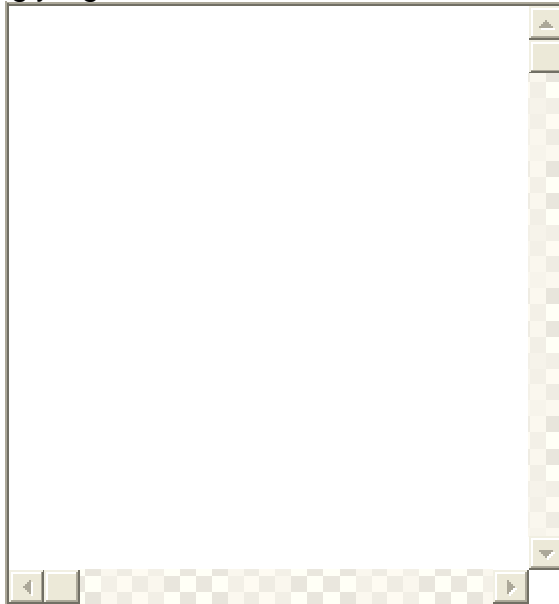
**1. The President has demonstrated excellent leadership skills discharging his duties to the University community.**

- The President has demonstrated excellent leadership skills discharging his duties to the University community. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

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

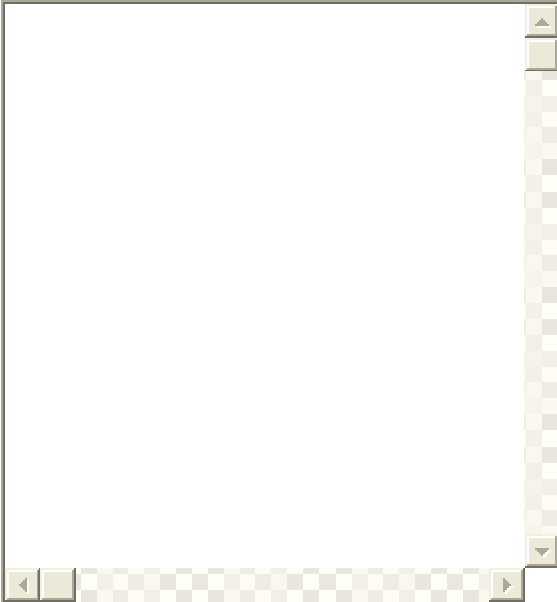
- The President has effectively communicated with the University community. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree



Comments

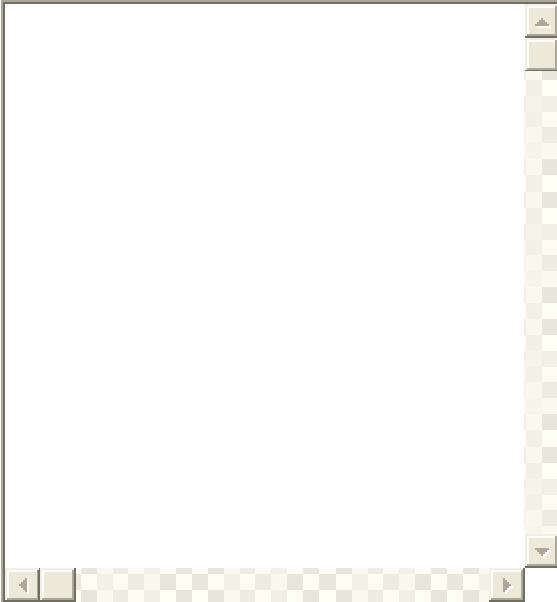
**3. The President has been an excellent representative of the University at state and national forums.**

- The President has been an excellent representative of the University at state and national forums. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

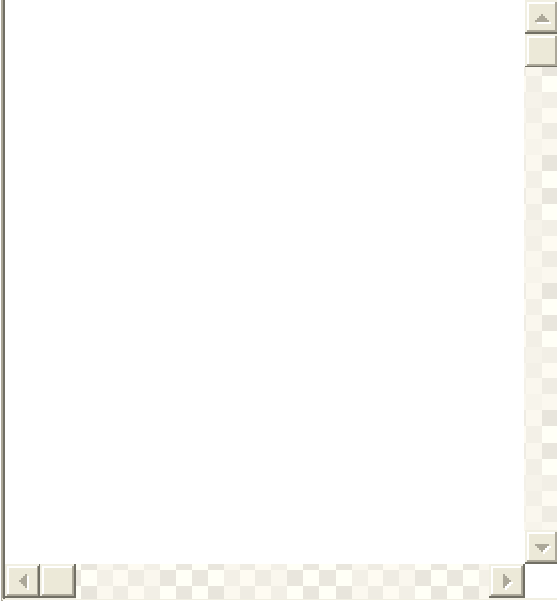
**4. The President is open and responsive to alternative ideas and criticism from the University community.**

- The President is open and responsive to alternative ideas and criticism from the University community. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

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

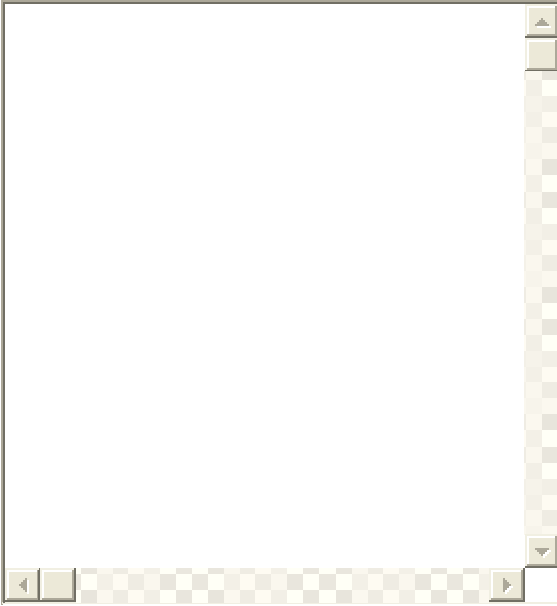
- The President is a strong practitioner of shared governance with the University community. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

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

- The President's overall performance was excellent over the past year. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments



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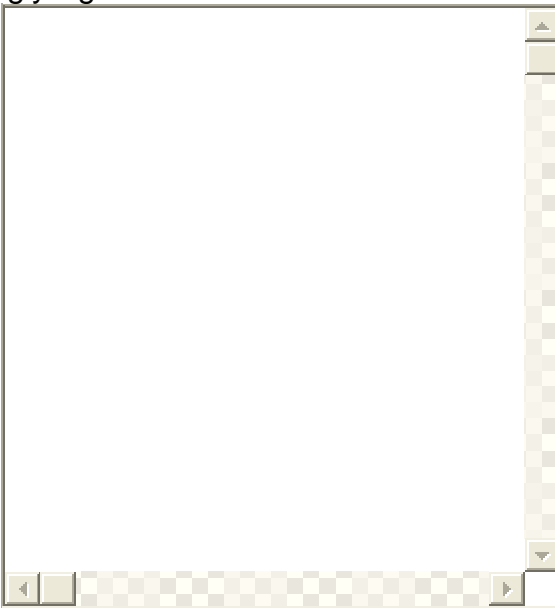
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## Relevant Issue Questions

Relevant issues or decisions that have been made or are pending by the Presidents Executive team.

**7. The increased cost to employees for health care insurance has been moderate considering the overall national rise in health care costs.**

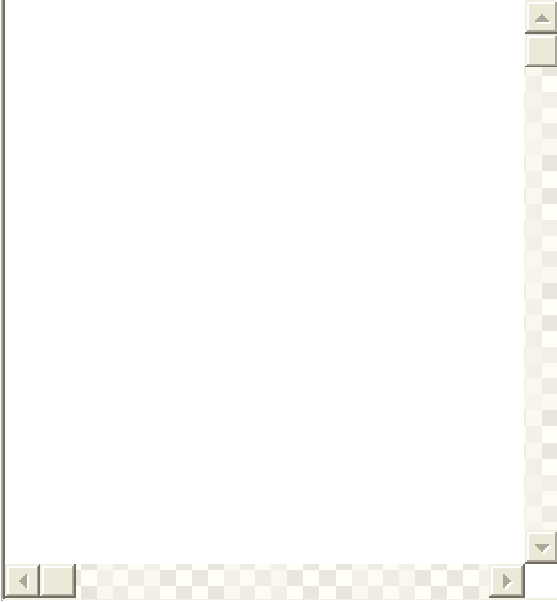
- The increased cost to employees for health care insurance has been moderate considering the overall national rise in health care costs. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

**8. Overall the practice of hiring administrators from within is beneficial to achieving the goals of the University.**

- Overall the practice of hiring administrators from within is beneficial to achieving the goals of the University. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

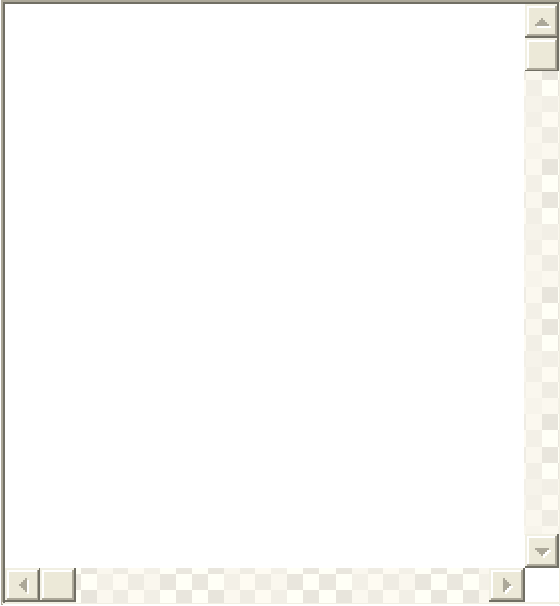


Comments 

**9. The Strategic Faculty Hiring Initiative is a good idea for the University**

- The Strategic Faculty Hiring Initiative is a good idea for the University 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments



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## Evaluation of the Executive Team

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) as a group.

Please refer to the following website/link to familiarize yourselves with the formal responsibilities of the Executive team members:  
<http://www.mtu.edu/executiveteam>

Executive team members have been evaluated last academic year. Based on discussions with administration, the Board of Control Members, and in the interest of continuous improvement through the AQIP process, the senate has decided to continue with the group-based evaluations of the executive team members only.

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## Evaluation of the Higher Administration as a Whole

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

### 10. provides rewards commensurate with research performance

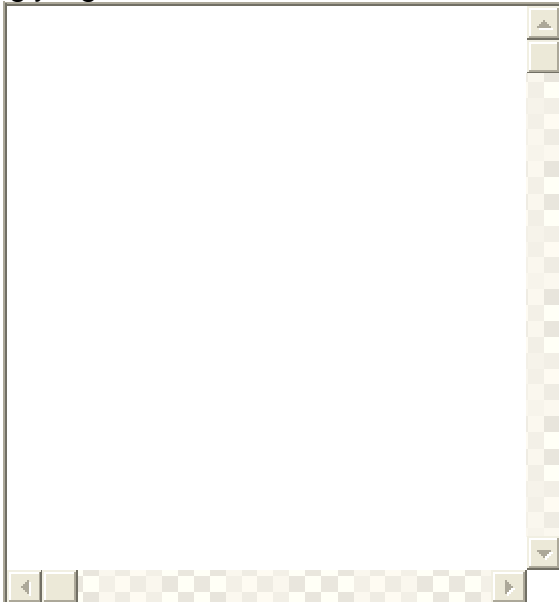
- provides rewards commensurate with research performance 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments



### 11. provides rewards commensurate with teaching performance

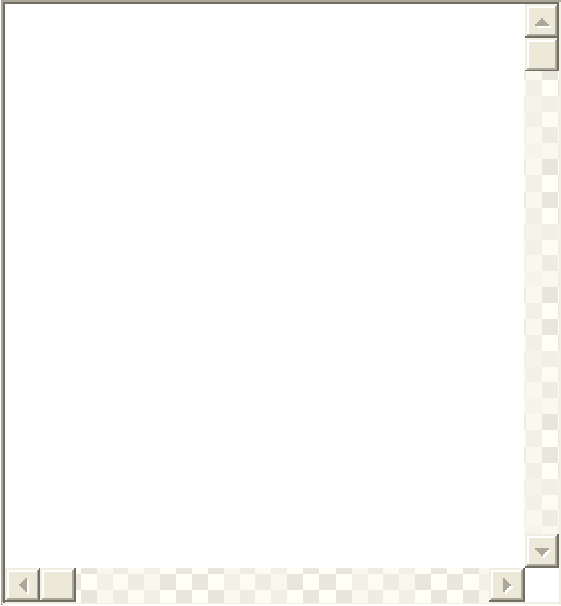
- provides rewards commensurate with teaching performance 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

**12. provides rewards commensurate with service/administration performance.**

- provides rewards commensurate with service/administration performance. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments



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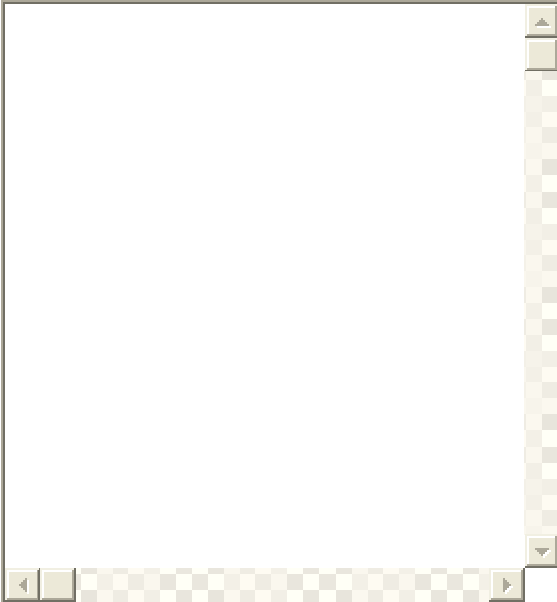
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## Evaluation of the Higher Administration as a Whole

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

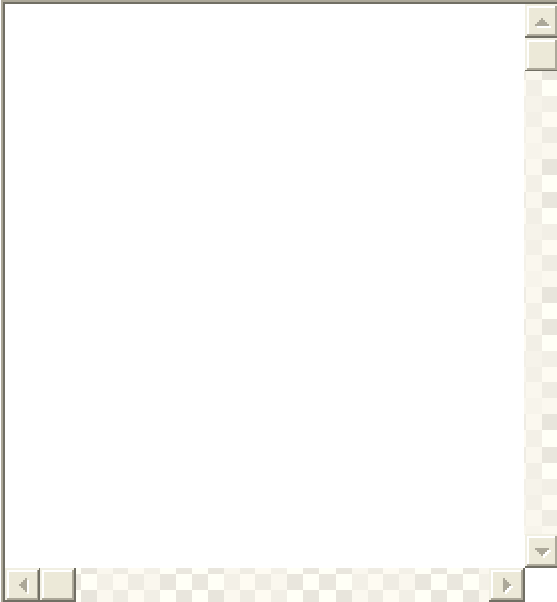
**13. is transparent in the university budgeting process.**

- is transparent in the university budgeting process. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

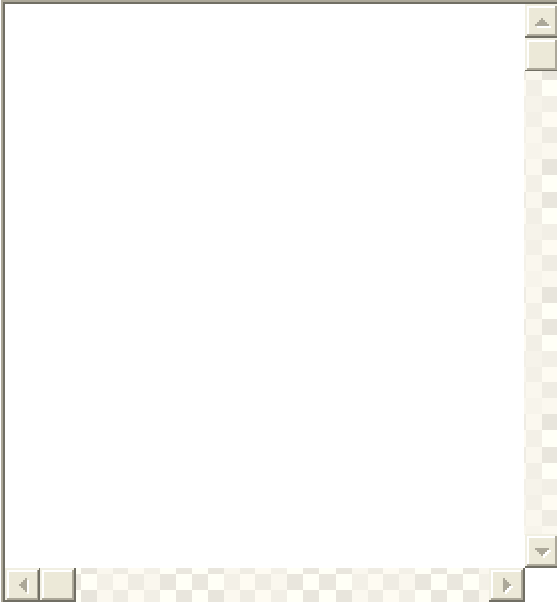
**14. provides for a high quality work life.**

- provides for a high quality work life. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

**15. demonstrates sound financial planning and management.**

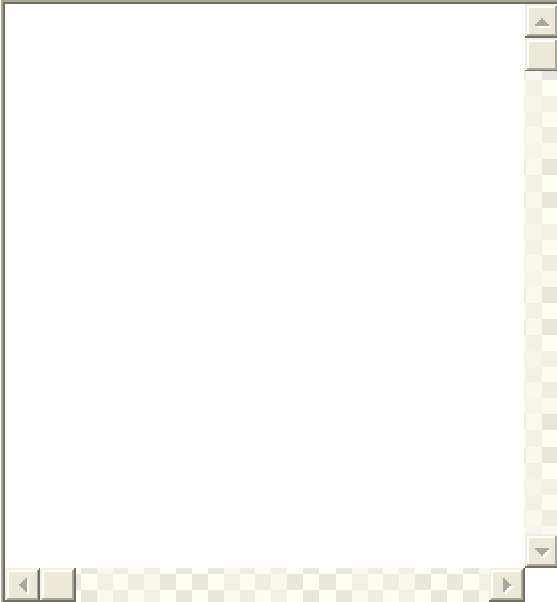
- demonstrates sound financial planning and management. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

**16. provides a high quality package of fringe benefits.**

- provides a high quality package of fringe benefits. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

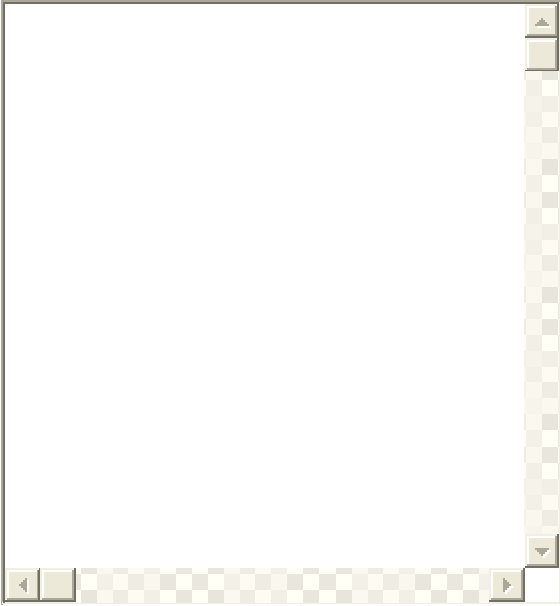


Comments 

**17. fills administrative positions with capable personnel.**

- fills administrative positions with capable personnel. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments



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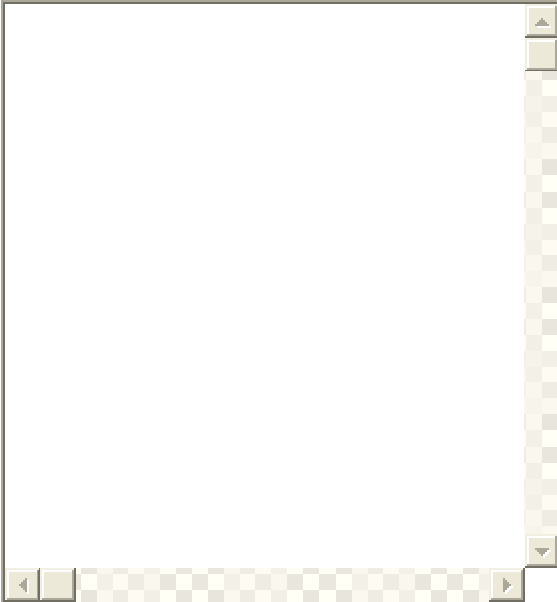
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## Evaluation of the Higher Administration as a Whole

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

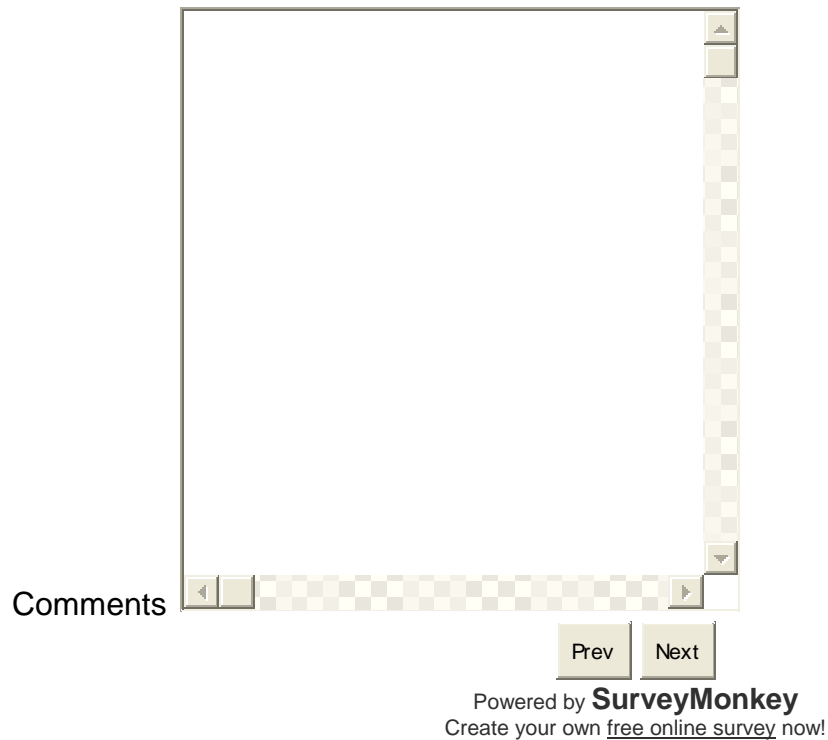
**18. has earned the confidence of the faculty and staff.**

- has earned the confidence of the faculty and staff. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

**19. has established effective and fair grievance procedures.**

- has established effective and fair grievance procedures. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

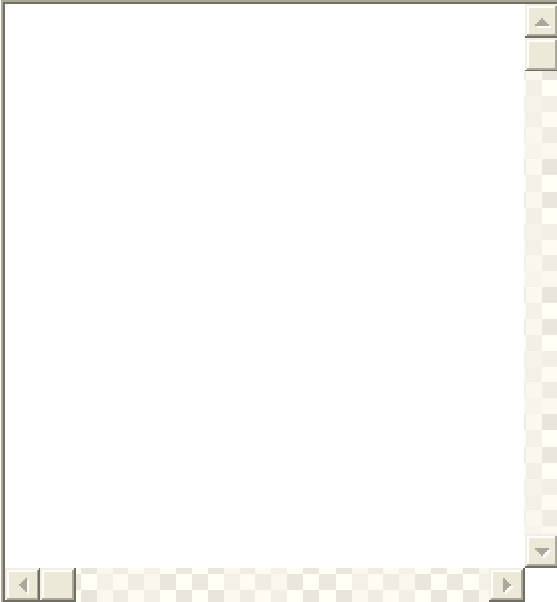


## Evaluation of the Higher Administration as a Whole

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

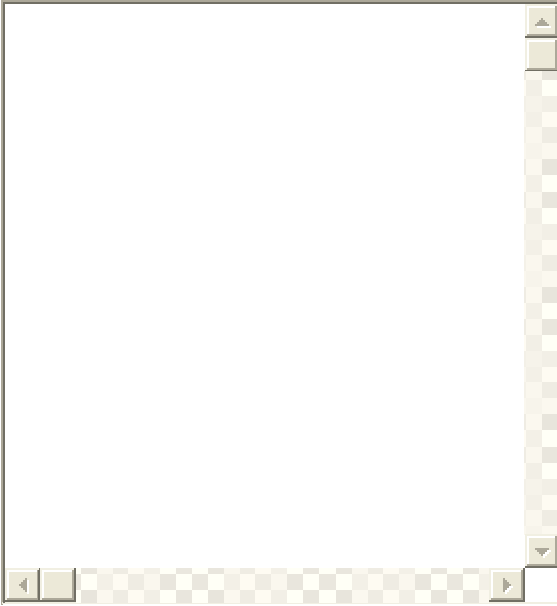
**20. provides good support for undergraduate education.**

- provides good support for undergraduate education. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

**21. provides good support for graduate education.**

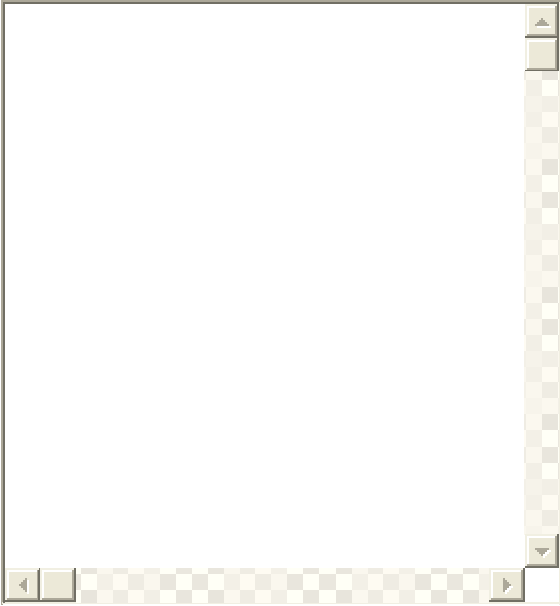
- provides good support for graduate education. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments 

**22. promotes diversity in the faculty and student body.**

- promotes diversity in the faculty and student body. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree
- 5. Strongly Agree

Comments



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## Evaluation of the Higher Administration as a Whole

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

**23. encourages open discussion and debate when establishing institutional goals and objectives.**

- encourages open discussion and debate when establishing institutional goals and objectives. 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion
- 4. Agree

5. Strongly Agree

Comments

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## Evaluation of the Higher Administration as a Whole

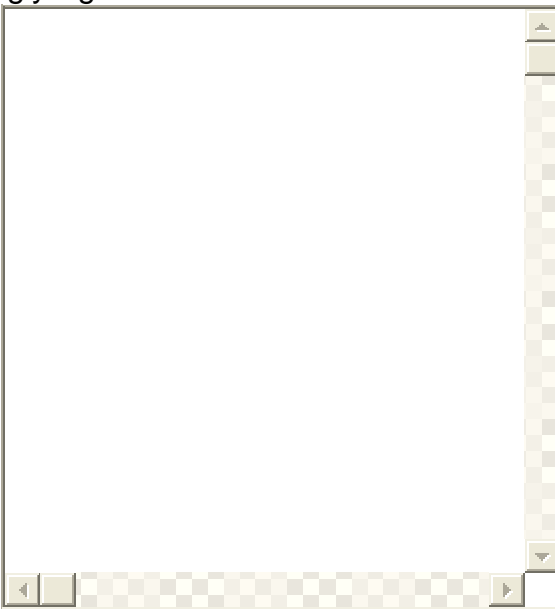
With Respect to External Relations, the executive team as a whole:

**24. successfully seeks funding support from outside sources (in addition to state appropriations).**

- successfully seeks funding support from outside sources (in addition to state appropriations). 1. Strongly Disagree
- 2. Disagree
- 3. No Opinion



- 4. Agree
- 5. Strongly Agree



Comments

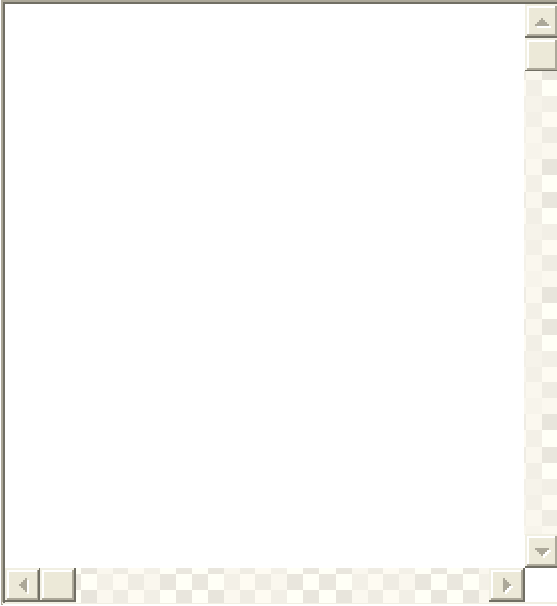
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The last three questions are from President Mroz.

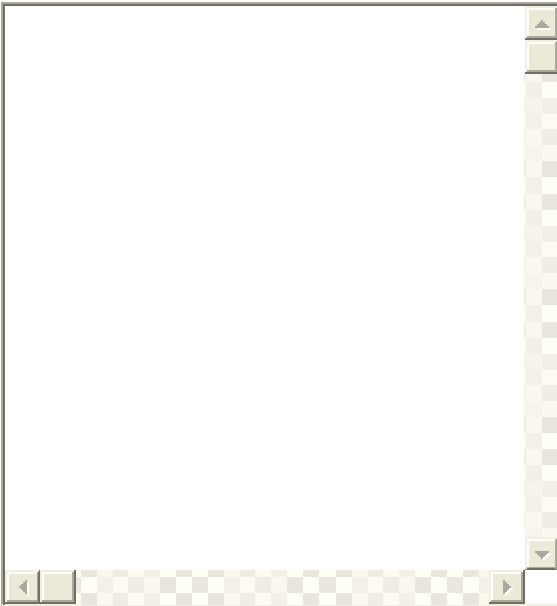
**25. I believe that Michigan Tech as an institution is moving in the right direction to position itself for the future of Michigan, the US and global economy.**

- I believe that Michigan Tech as an institution is moving in the right direction to position itself for the future of Michigan, the US and global economy. Yes
- No

Comments 

**26. Do you believe that there is an adequate promotional ladder for faculty and staff interested in increased administrative responsibility?**

- Do you believe that there is an adequate promotional ladder for faculty and staff interested in increased administrative responsibility? Yes
- No

Comments 

## 27. Do you enjoy working at Michigan Tech?

- Do you enjoy working at Michigan Tech? Yes
- No



Comment on Why or Why Not

Prev

Done

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Thank you for completing our survey!

Done