

# 2011-2012 President and Executive Team Online Evaluation Summary

by

Administrative Policy Committee

Gerard Caneba, Chair

Sezi Fleming

Ranjit Pati

Kelly Kallio

Rhianna Williams (Outgoing)

Jeremy Goldman (New Member)

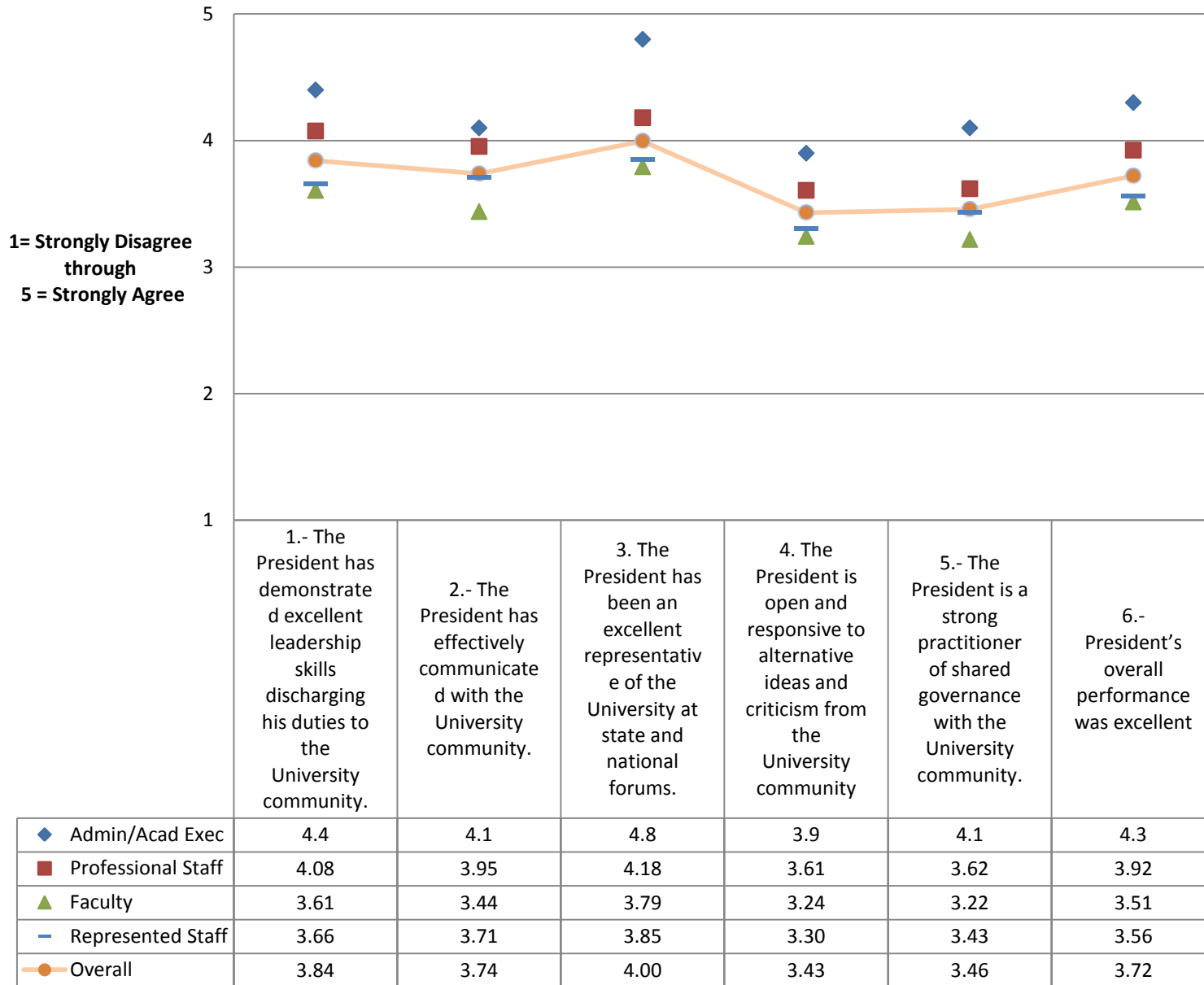
# Survey Announcements and Responses

- Online survey response period: March 8 – April 16
- Total counted electronic survey responses: 613 out of 1355 invitations
- Responses relative to Invitations (faculty, executive/academic administration, staff): 45.2% (34% in 2010-11, 23% in 2009-10 and 18% in 2008-9)  
Faculty, Executive/Academic Admin, Professional Staff, Represented Staff respondents – 202/468, 10/17, 276/542, 125/328, respectively

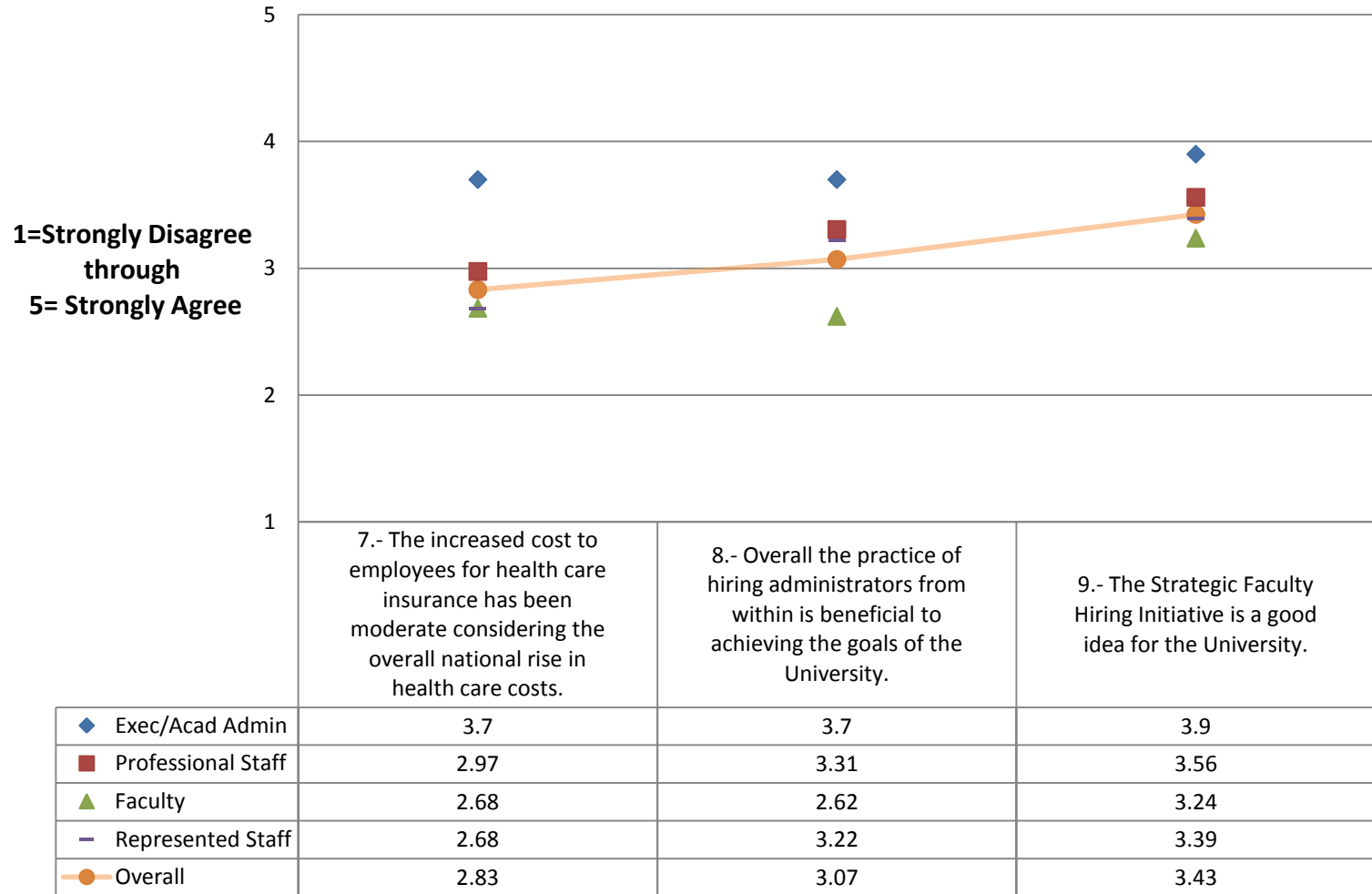
# Survey Layout

- 27 total survey questions plus comment boxes are provided for each of survey questions
- Questions # 1-6 pertain to president's performance
- Questions # 7-9 are issue questions
- Questions # 10-24 pertain to performance of executive team as a whole
- Questions # 25-27 are additional questions suggested by Pres. Mroz

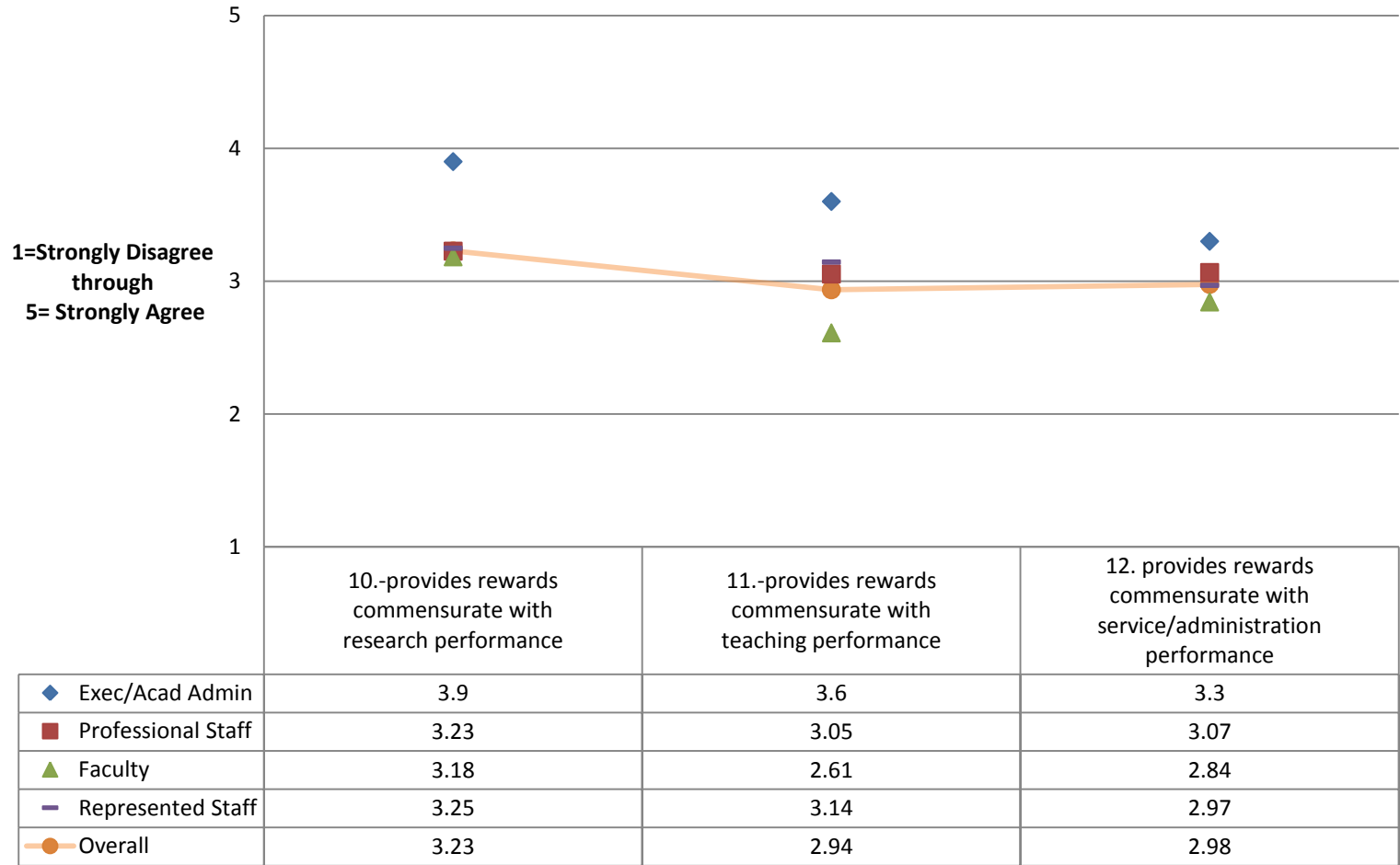
# 1 - 6. Evaluation of the President



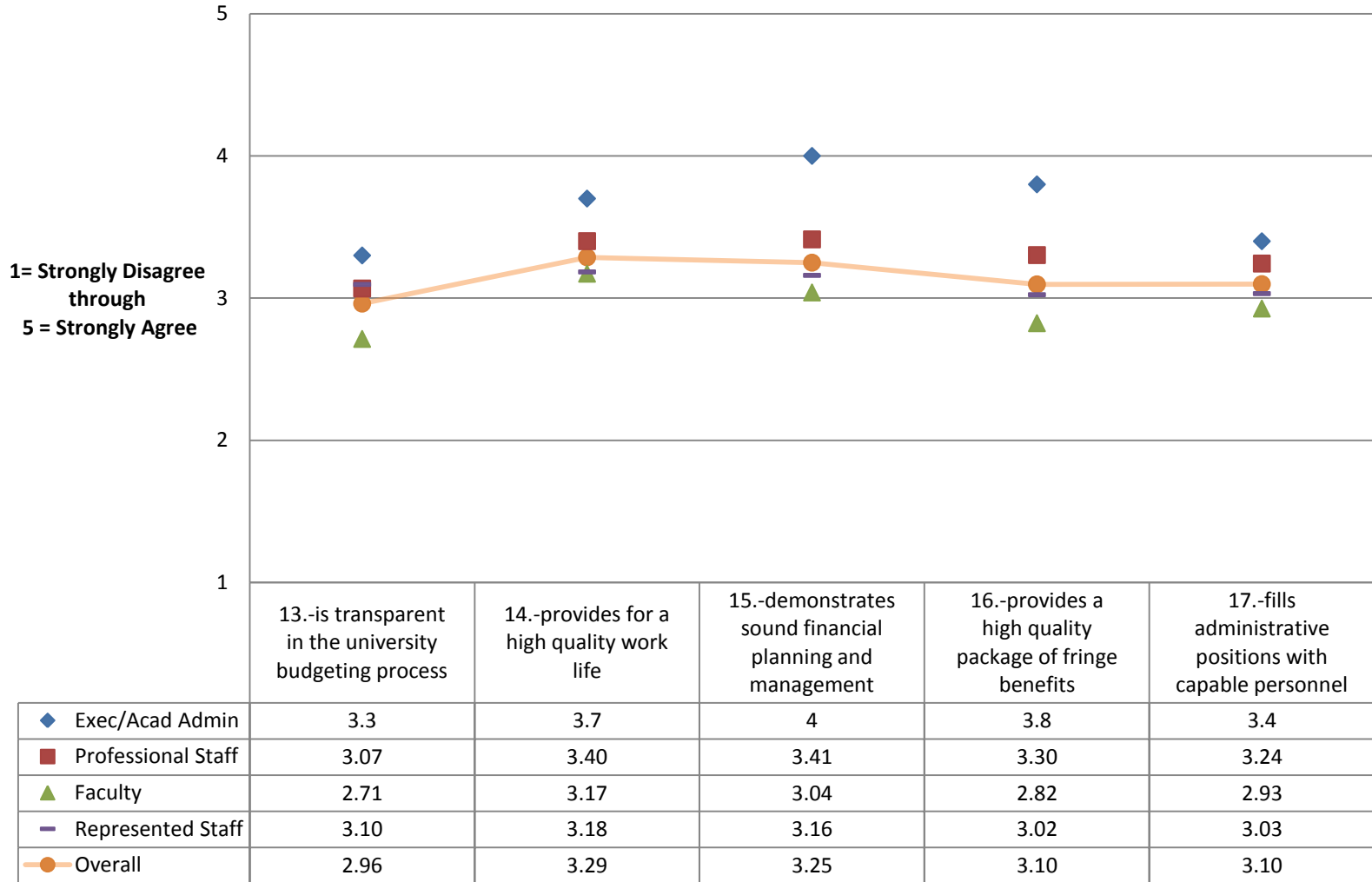
## 7 - 9. Issue Questions



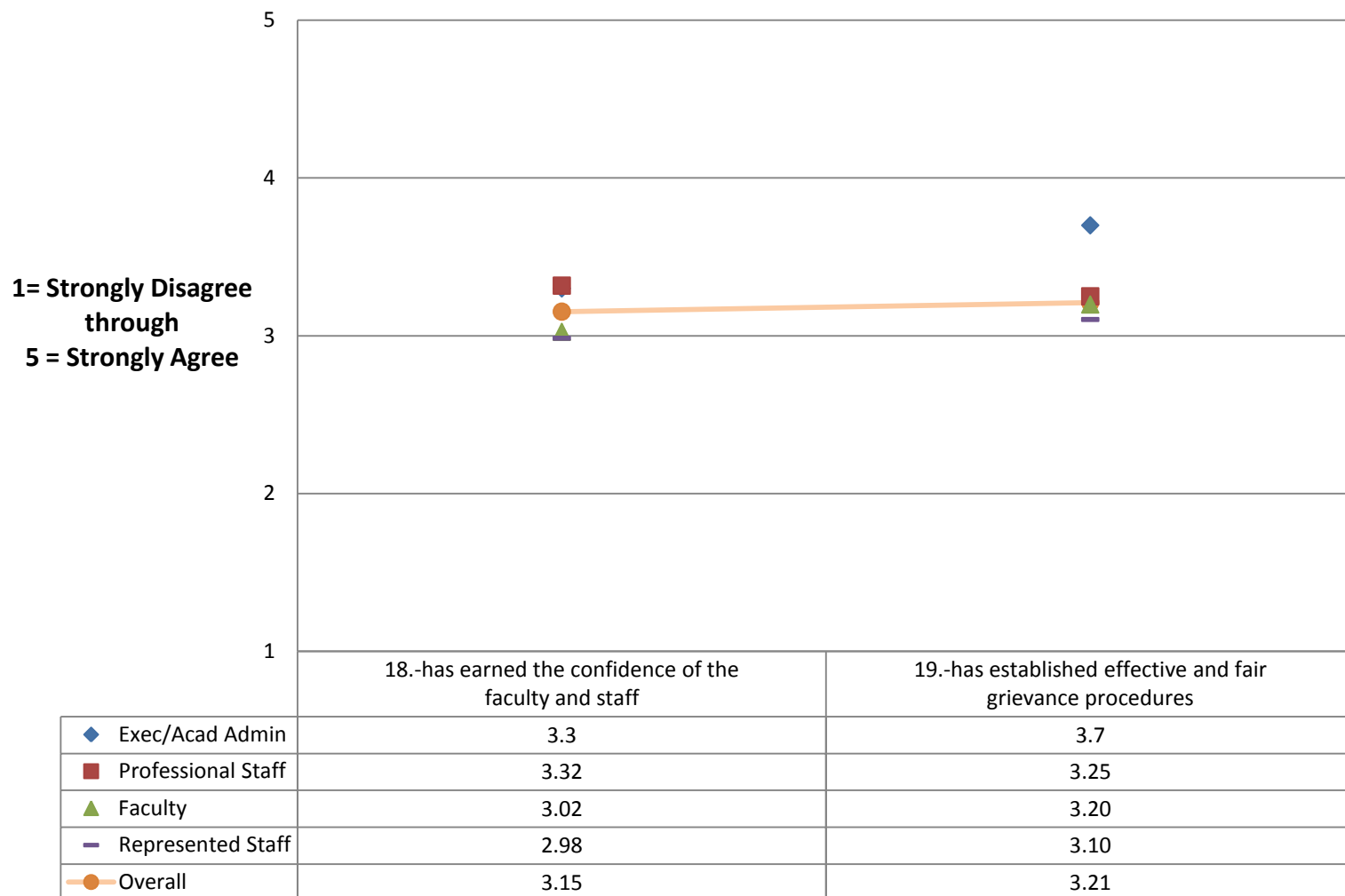
**10 - 12. With respect to Academic Affairs, the executive team as a whole...**



### 13 - 17. With respect to administration of **Administrative Affairs**, the executive team as a whole...

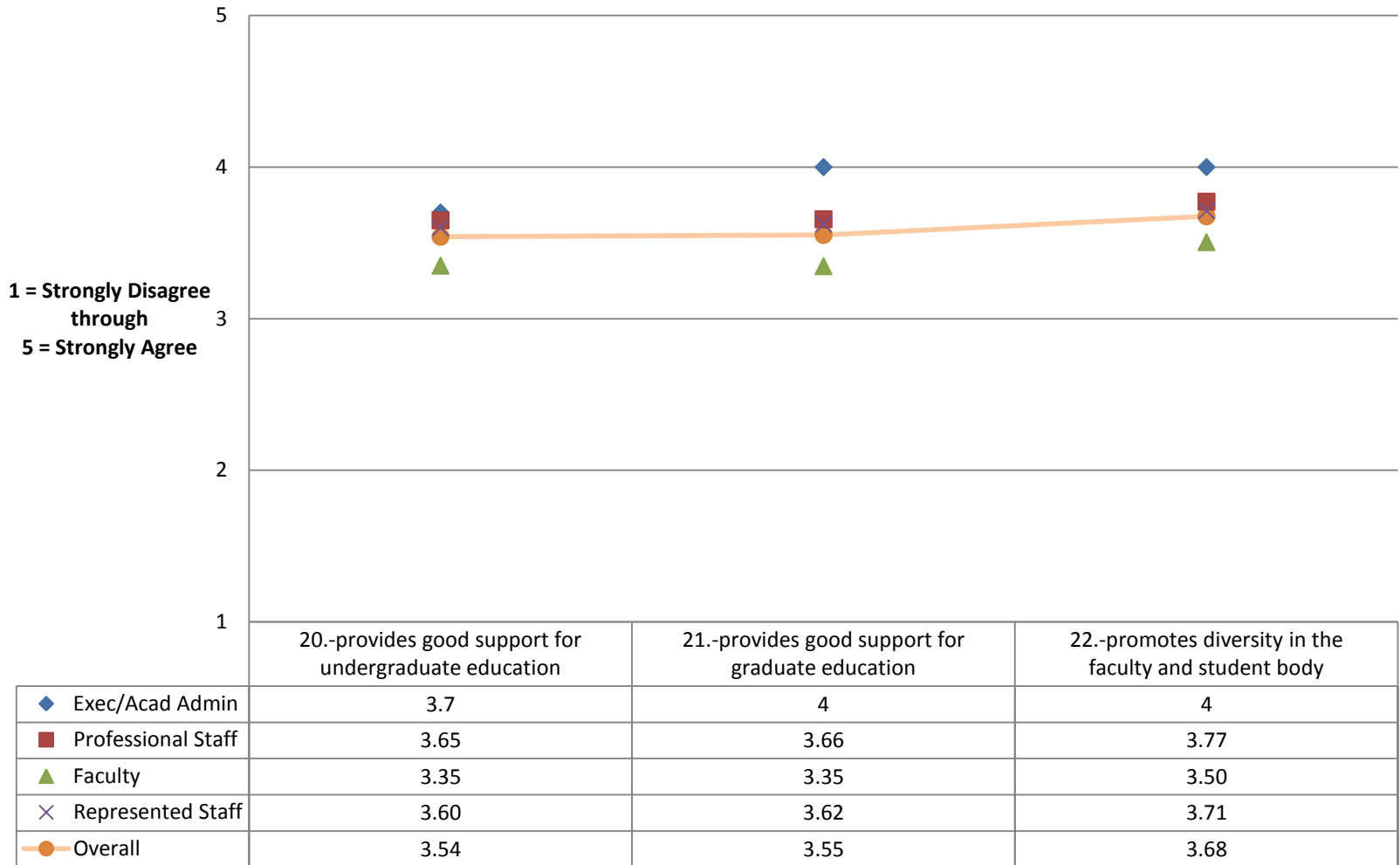


## 18, 19. With respect to **Personnel**, the executive team as a whole...

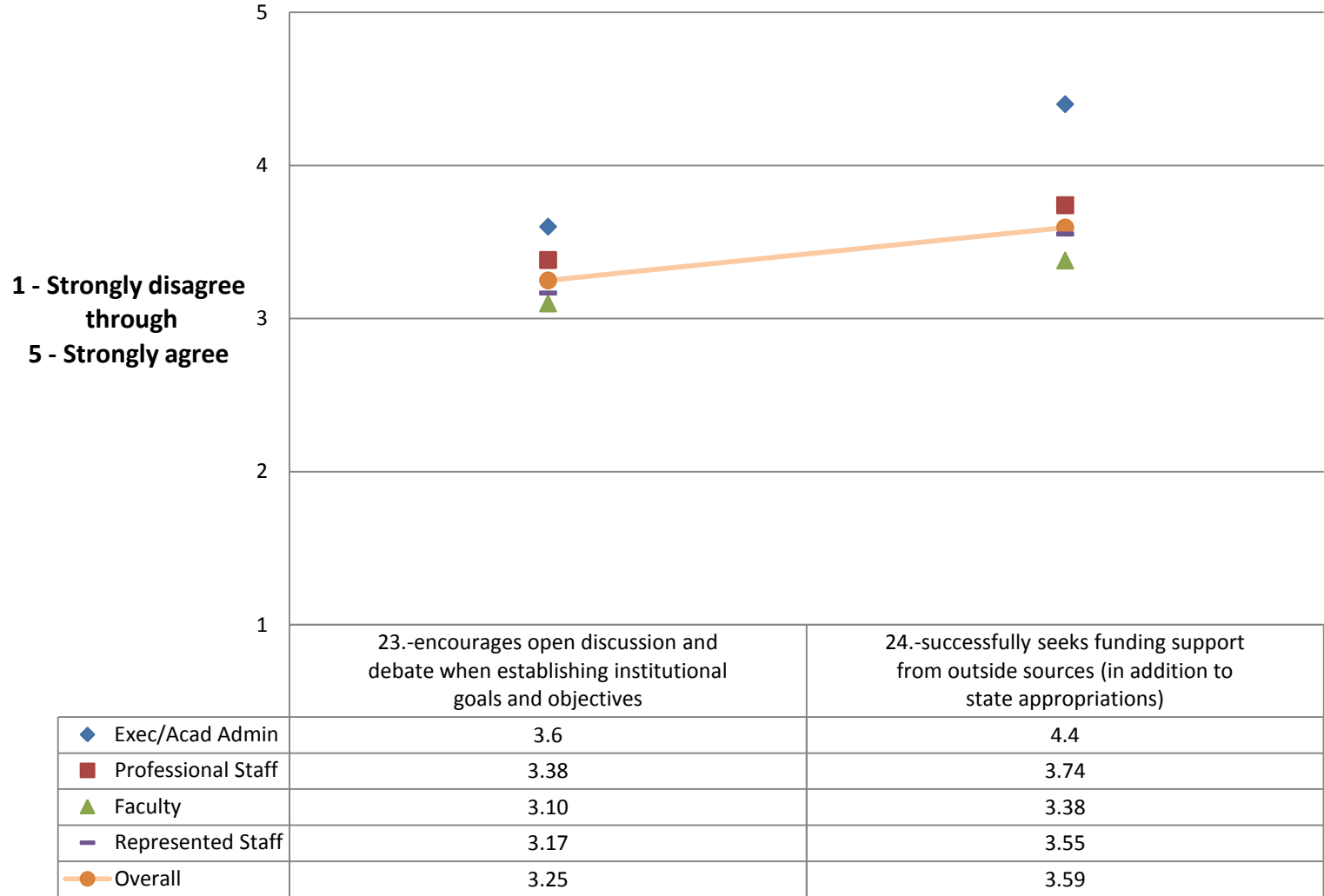




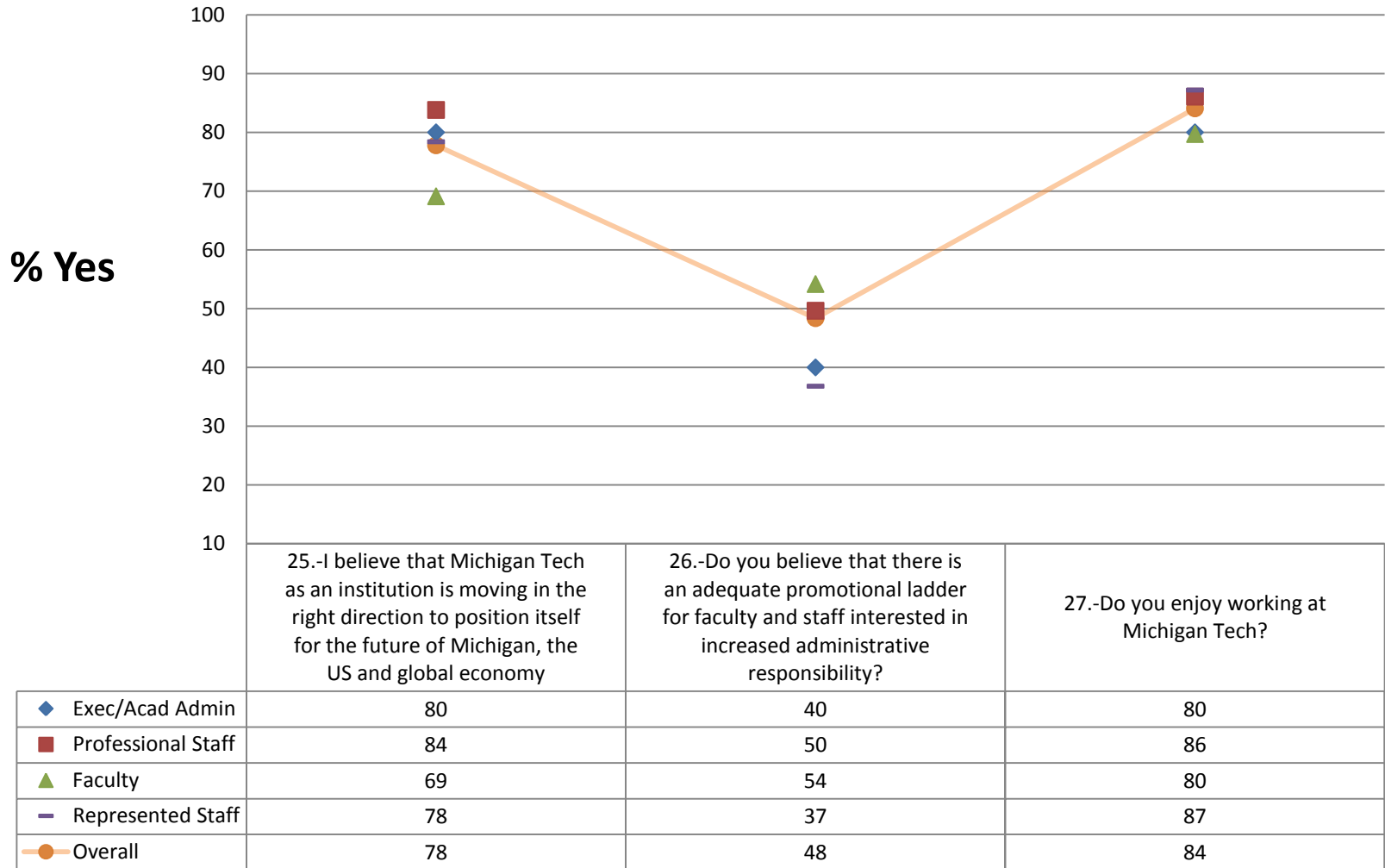
**20 - 22. With respect to **Balance and Diversity**, the executive team as a whole...**



## 23. Communication & 24. External Relations



## 25 - 27. Questions submitted by the President



# Summary of Comments

- In general, the university community is supportive of the president and performance of his duties; but concerns were raised about reduction in benefits, redistribution of University budget for SFHI, ageing research infrastructure, selecting and supporting weak leaders, inability to articulate and obtain consensus on academic/scholarly vision for the university, and the use of top-down approach instead of bottom up or matrix management approaches.
- Communication was primarily portrayed as a one-way mass-assembly communication rather than two-way communication between administration and faculty/staff. Informal and small group interaction including departmental meetings was suggested
- There is the sense that the university is drifting towards an administration-driven organization.
- Respondents stated that promotion/recognition is mostly based on research and the ability to bring in external funding—specifically the ‘quantity’ of research projects/initiatives and the amount of funding
- A lot of constructive and positive comments were provided, especially in regard to work environment
- Comments indicate wide resentment over the alleged lack of transparency on operations, budget, reward system, and various decisions in hiring more administrative personnel

# Summary of Comments - Cont

- Many respondents stated that there is not enough transparency. Some commented that, while the final result is communicated, there should be more discussion and input from the University community throughout the budgeting process
- Undergraduate tuition is too high. Budget cuts occur at the expense of undergraduate education.
- In terms of diversity, some respondents wrote that the university is doing a good job in this area. Most respondents had some complaint. Some would like a clearer definition of diversity and see a clearer plan.
- Most respondents felt that upper administrators' efforts in obtaining external resources for the university needed improvement

# 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.

# Questions/Reactions?