

President's Evaluation Survey – 2013 / 2014

Evaluation of Executive Team

Members of Executive Team: President Glenn Mroz; Provost & VP for Academic Affairs Max Seel; VP for Research Dave Reed; VP for Student Affairs & Advancement Les Cook; VP for Administration Ellen Horsch; VP for Government Relations Dale Tahtinen; Chief Information Officer Walt Milligan; Chief Financial Officer Dan Greenlee.

On the scale: *Strongly Disagree*=1; *Disagree* =2; *Neutral* =3; *Agree* =4; *Strongly Agree* =5 answer the following questions.

1. The executive team has created an environment in which my contributions are fairly compensated.
2. The executive team provides a high quality package of fringe benefits.
3. The executive team works to ensure fairness in the allocation of salaries and benefits within the university.
4. The executive team has created an environment in which teaching is valued.
5. The executive team has created an environment in which research is valued.
6. The executive team has created an environment in which committee service in the university is valued.
7. The executive team has developed structures (practices) that promote professional development.
8. The executive team demonstrates sound financial planning and management.
9. The executive team does a good job of keeping our people informed about matters that affect us.
10. The executive team is transparent in the university budgeting process.
11. The executive team does a good job recruiting the right people.
12. The executive team creates an environment in which promotion and advancement opportunities are awarded to the most qualified person.
13. The executive team works to ensure the active recruitment of a diverse faculty, staff and student body.
14. The executive team creates an inclusive environment where individual differences are respected and supported.
15. The executive team creates an environment in which I feel safe voicing my opinions.
16. The executive team encourages open discussion and debate when establishing institutional goals and objectives.
17. The executive team has created an IT environment that meets my work needs.

18. The executive team has earned the confidence of the faculty and staff.
19. The executive team's overall performance was excellent over the past year.
20. The Provost & VP for academic affairs Max Seel's overall performance was excellent over the past year.
21. The VP for Research Dave Reed's overall performance was excellent over the past year.
22. The VP for Student Affairs and Advancement Les Cook's overall performance was excellent over the past year.
23. The VP for Administration Ellen Horsch's overall performance was excellent over the past year.
24. The VP for Government Relations Dale Tahtinen's overall performance was excellent over the past year.
25. The Chief Financial Officer Dan Greenlee's overall performance was excellent over the past year.
26. Comment on what the executive team has done well and should continue doing.
27. Comment on what the executive team should change or improve upon.

Evaluation of the President

28. The President has demonstrated excellent leadership skills discharging his duties to the University community.
29. The President has effectively communicated with the University community his vision and explanation of his actions.
30. The President has effectively communicated his efforts in explaining the key issues facing the University community at state and national forums.
31. The President is open and responsive to alternative ideas and criticism from the University community.
32. The President is a strong practitioner of shared governance with the University community and seeks ways and opportunities to incorporate feedback into strategic planning.
33. The President's overall performance was excellent over the past year.
34. The President and the Executive Team have made changes based on the survey results in the past and communicated these changes to the University community.
35. Comment on what the President has done well and should continue doing.
36. Comment on what the President should change or improve upon.
37. Comment on what you would like to see the President and Executive Team do with the survey results.

Questions from the President

38. Do you enjoy working at Michigan Tech? Why or why not?
39. Do you feel optimistic about the future of Michigan Tech? Why or why not?
40. What type of education or training would you like to have available to you so that you can advance in your career?