

President's Evaluation Survey – 2014 / 2015

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; Executive Director, Financial Systems and Operations; Julie Seppala.

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.

Executive Team's Overall Performance

On the scale: *Poor* =1; *Unsatisfactory* =2; *Satisfactory* =3; *Very Good* =4; *Exemplary* =5 answer the following questions.

19. The executive team's overall performance over the past year was
20. The Provost & VP for academic affairs Max Seel's overall performance over the past year was
21. The VP for Research Dave Reed's overall performance over the past year was
22. The VP for Student Affairs and Advancement Les Cook's overall performance over the past year was
23. The VP for Administration Ellen Horsch's overall performance over the past year was
24. The VP for Government Relations Dale Tahtinen's overall performance over the past year was
25. The Executive Director, Financial Systems and Operations Julie Seppala's overall performance over the past year was
26. What has the executive team done well? List up to five items the executive team should continue doing.
27. What should the executive team change? List up to five items the executive team needs to improve upon.
28. Are there any issues with the executive team that were not addressed by this survey?

Evaluation of the President

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

29. The President has demonstrated excellent leadership skills discharging his duties to the University community.
30. The President has effectively communicated with the University community his vision and explanation of his actions.
31. The President has effectively communicated his efforts in explaining the key issues facing the University community at state and national forums.
32. The President is open and responsive to alternative ideas and criticism from the University community.
33. The President is a strong practitioner of shared governance with the University community and seeks ways and opportunities to incorporate feedback into strategic planning.
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.

President's Overall Performance

On the scale: *Poor* =1; *Unsatisfactory* =2; *Satisfactory* =3; *Very Good* =4; *Exemplary* =5 answer the following questions.

35. The President's overall performance over the past year was
36. What has the President has done well? List up to five items the President should continue doing.

37. What should the President change? List up to five items the President needs to improve upon.
38. Are there any issues with the President that have not been addressed in this survey?

The last three questions are from President Mroz.

39. Do you enjoy working at Michigan Tech? *Answer choices: (not at all, not often, about half the time, usually, yes) Why or why not?*

40. Do you feel optimistic about the future of Michigan Tech? *Answer choices: (not at all, not often, about half the time, usually, yes) Why or why not?*

41. What type of education or training would you like to have available to you so that you can advance in your career?

Demographics

What is your gender? *Answer choices: (Male, Female)*

What is your age? *Answer choices: (18-29, 30-49, 50-65, over 65)*

How many years have you worked for Michigan Tech? *Answer choices: (0-2 years, 3-5 years, 6-9 years, 10-15 years, over 15 years)*

What is your annual Michigan Tech salary? *Answer choices: (under \$10,000, \$10,000-\$25,000, \$25,000-\$50,000, \$50,000-\$75,000, \$75,000-\$100,000, over \$100,000)*