2019/2020 Report on the Evaluation of the President

MICHIGAN TECHNOLOGICAL UNIVERSITY

MTU University Senate Administrative Policy Committee

Mark Rudnicki (Chair)
Yun Hang Hu
Petra Huentemeyer
Kette Thomas
Zhiying Shan

Data Analysis, Shane Mueller on Behalf of Senate APC

May 10, 2021
Overview of 2018/2019 Survey

Survey issued April 5, 2021 and was open for two weeks.

Survey was sent to 1,400 non-student employees.

We received responses from 443 persons for a 32% response rate.

- Results are grouped into 4 categories:
  - Overall
  - Faculty, Professional Staff, Union Represented Staff & Other Non-Senate Constituents
  - MTU longevity (>1yr, 1-5yrs, 6-10yrs, 11-20yrs, 20+yrs)
  - Women & Men

- Questions had overlap with the questions used in 2018/19
Interpreting violin charts

The remaining questions were asked on a 5-point scale, with 3 indicating neutral. Results are displayed via violin plots, which show vertical histograms of results across responses. Within chart, each profile shows a different subgroup of interest. Numerical information related to the mean, percent above neutral, number of respondents, are included. Mean values do not include ‘don’t know’ or nonresponses.
Do you agree or disagree with the following statements about your experience at Michigan Tech? (1-3)

1. My work is appreciated.

![Survey Results](chart.png)

My work is appreciated.

- **Strongly agree:**
  - Overall: mu=3.17, 48% agree
  - Faculty: mu=2.99, 44% agree
  - Professional staff: mu=3.32, 53% agree
  - Union Rep. staff: mu=3.05, 46% agree
  - Non-senate Constituent: mu=3.6, 60% agree

- **Agree:**
  - Overall: mu=3.27, 65% agree
  - Faculty: mu=2.79, 33% agree
  - Professional staff: mu=3.18, 49% agree
  - Union Rep. staff: mu=3.22, 47% agree
  - Non-senate Constituent: mu=3.24, 51% agree

- **Neutral:**
  - Overall: mu=3.3, 87% agree

- **Disagree:**
  - Overall: mu=3.07, 65% agree

- **Strongly disagree:**
  - Overall: mu=2.79, 33% agree

- **Don't know:**
  - Overall: N=441
  - Faculty: N=144
  - Professional staff: N=177
  - Union Rep. staff: N=58
  - Non-senate Constituent: N=5

- **No response:**
  - Overall: N=16
  - Faculty: N=109
  - Professional staff: N=88
  - Union Rep. staff: N=93
  - Non-senate Constituent: N=155
  - Male: N=132
  - Female: N=193

- **Years of service:**
  - <1 year: N=14
  - 1-5 years: N=106
  - 6-10 years: N=88
  - 11-20 years: N=93
  - 20+ years: N=59
2. I am proud to work here.
3. I have an acceptable work life balance.
Do you agree or disagree with the following statements about your salary and benefits? (4-6)

4. I am provided with a high quality package of fringe benefits (medical, dental, Insurance).
5. My retirement benefits are adequate.

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
<th>No response</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=441</td>
<td>N=144</td>
<td>N=177</td>
<td>N=58</td>
<td>N=5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

My retirement benefits are adequate.

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
<th>No response</th>
</tr>
</thead>
<tbody>
<tr>
<td>N=16</td>
<td>N=109</td>
<td>N=88</td>
<td>N=93</td>
<td>N=59</td>
<td>N=155</td>
<td>N=132</td>
</tr>
</tbody>
</table>

<1 year 1-5 years 6-10 years 11-20 years 20+ years Female Male
6. My salary is fair.
Do you agree or disagree with the following general statements about the President? (7-14)

7. Promotes positive relationships between the university and the community.
8. Has demonstrated strong leadership skills.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- Don't know
- No response

Overall: N=441  
Faculty: N=144  
Professional staff: N=177  
Union/Repr. staff: N=58  
Non-senate Consilient: N=5

<1 year  1-5 years  6-10 years  11-20 years  20+ years  Female  Male

2019/2020 President’s Evaluation Report
MTU University Senate
9. Seeks others’ views and opinions.

Seeks others’ views and opinions.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- Don't know
- No response

N=441 Overall
N=144 Faculty
N=177 Professional staff
N=58 UnionRepr. staff
N=5 Non-senate Consiluent

Seeks others’ views and opinions.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- Don't know
- No response

<1 year 1-5 years 6-10 years 11-20 years 20+ years Female Male
10. Promotes positive relationships between the university and industry.
11. Promotes positive relationships between the university and the state government.
12. Keeps us informed about important issues on campus.

Keeps us informed about important issues on campus.

Keeps us informed about important issues on campus.

<1 year 1-5 years 6-10 years 11-20 years 20+ years Female Male
13. Promotes positive relationships between the university and the federal government.
14. Considers the view and consults with the Senate in a shared governance model.

![Chart showing the evaluation results of various groups regarding the statement.](image-url)
How would you rate the President’s leadership in terms of the following? (15-18)

15. The overall Tech Forward initiative.
16. Comments on Tech Forward? (Open Text Box).

Comments are viewed ONLY by the MTU Board of Trustees
17. Diversity, inclusion and equity

Diversity, inclusion, and equity.

Excellent
Very good
Adequate
Below expectations
Poor
Don't know
No response

N=441
N=144
N=177
N=58
N=5
Overall
Faculty
Professional staff
Union Rep. staff
Non-senate Consilient

Diversity, inclusion, and equity.

Excellent
Very good
Adequate
Below expectations
Poor
Don't know
No response

N=16
N=109
N=88
N=93
N=59
N=155
N=132
<1 year
1-5 years
6-10 years
11-20 years
20+
Female
Male
18. Please give ways the President can improve leadership on diversity, inclusion and equity. (Open Text Box).

Comments are viewed ONLY by the MTU Board of Trustees
19. Considering every aspect of his duties, how satisfied were you with the President's performance over the past year?
20. Do you have any specific comments about any aspects of the President's performance over the past year in discharging his duties as the University's Chief Executive Officer? (Open Text Box).

Comments are viewed ONLY by the MTU Board of Trustees
The following questions (21-36) focus on the Presidents Council.

**How effectively has the Presidents Council** (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; Vice President for Governmental Relations: William Kordenbrock; Vice President for University Relations and Enrollment: John Lehman; Vice President for Research: David Reed; Vice President for Advancement and Alumni Engagement: William Roberts; Vice President for Diversity and Inclusion: Wayne M. Gersie) performed the following duties?

**21. Ensurance of a safe work environment**

![Ensurance of a safe work environment chart](chart.png)
22. Advancement of diversity and inclusion

Advancement of diversity and inclusion.

- Very adequate
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Overall: N=441
Faculty: N=144
Professional staff: N=177
Union/Repr. staff: N=58
Non-senate Consilient: N=5

Advancement of diversity and inclusion.

- Very adequate
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

<1 year: N=16
1-5 years: N=109
6-10 years: N=88
11-20 years: N=93
20+ years: N=59
Female: N=155
Male: N=132
23. Provision of high-quality resources for excellence in teaching and learning

![Chart showing provision of high-quality resources for excellence in teaching and learning.](image-url)
24. Expand student recruitment

Expand student recruitment.

Very adequate

Adequate

Neutral

Inadequate

Very inadequate

Don't know

No response

N=441
Overall

N=144
Faculty

N=177
Professional staff

N=58
Union/Repr. staff

N=5
Non-senate Consilient

Expand student recruitment.

Very adequate

Adequate

Neutral

Inadequate

Very inadequate

Don't know

No response

N=16
<1 year

N=109
1-5 years

N=88
6-10 years

N=93
11-20 years

N=59
20+ years

N=155
Female

N=132
Male
25. Supported staff recruitment

Supported staff recruitment:

Very adequate
Adequate
Neutral
Inadequate
Very inadequate
Don't know
No response

N=441
Overall
N=144
Faculty
N=177
Professional staff
N=58
Union Repr. staff
N=5
Non-senate Consilient

Supported staff recruitment:

Very adequate
Adequate
Neutral
Inadequate
Very inadequate
Don't know
No response

N=16
<1 year
N=109
1-5 years
N=88
6-10 years
N=93
11-20 years
N=59
20+ years
N=155
Female
N=132
Male
26. Supported faculty recruitment

Supported faculty recruitment.

- Very adequate
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

N=441 Overall
N=144 Faculty
N=177 Professional staff
N=58 Union/Repr. staff
N=5 Non-senate Consilient

Supported faculty recruitment.

- Very adequate
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

N=16 <1 year
N=109 1-5 years
N=88 6-10 years
N=93 11-20 years
N=59 20+
N=155 Female
N=132 Male
27. Advanced the growth of undergraduate programs

Advanced the growth of undergraduate programs.

Advanced the growth of undergraduate programs.

Very adequate
Adequate
Neutral
Inadequate
Very inadequate
Don't know
No response

N=441
N=144
N=177
N=58
N=5
Overall Faculty Professional staff Union/Repr. staff Non-senate Constituent

N=16
N=109
N=88
N=93
N=59
N=155
N=132
<1 year 1-5 years 6-10 years 11-20 years 20+ years Female Male
28. Advanced the growth of graduate programs

Advanced the growth of graduate programs.

<table>
<thead>
<tr>
<th>Very adequate</th>
<th>Adequate</th>
<th>Neutral</th>
<th>Inadequate</th>
<th>Very inadequate</th>
<th>Don't know</th>
<th>No response</th>
</tr>
</thead>
<tbody>
<tr>
<td>mu=3.1</td>
<td>mu=2.63</td>
<td>mu=3.51</td>
<td>mu=3.49</td>
<td>mu=3.67</td>
<td></td>
<td></td>
</tr>
<tr>
<td>41%&gt;3</td>
<td>29%&gt;3</td>
<td>55%&gt;3</td>
<td>43%&gt;3</td>
<td>67%&gt;3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

N=441 Overall
N=144 Faculty
N=177 Professional staff
N=58 Union/Repr. staff
N=5 Non-senate Constulient

Advanced the growth of graduate programs.

<table>
<thead>
<tr>
<th>Very adequate</th>
<th>Adequate</th>
<th>Neutral</th>
<th>Inadequate</th>
<th>Very inadequate</th>
<th>Don't know</th>
<th>No response</th>
</tr>
</thead>
<tbody>
<tr>
<td>mu=3.67</td>
<td>mu=3.1</td>
<td>mu=3.1</td>
<td>mu=3.29</td>
<td>mu=3.15</td>
<td></td>
<td></td>
</tr>
<tr>
<td>67%&gt;3</td>
<td>38%&gt;3</td>
<td>40%&gt;3</td>
<td>44%&gt;3</td>
<td>46%&gt;3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

N=16 <1 year
N=109 1-5 years
N=88 6-10 years
N=93 11-20 years
N=59 20+ years
N=155 Female
N=132 Male
29. Ensured quality IT infrastructure and services

Ensured quality IT infrastructure and services.

Ensured quality IT infrastructure and services.

Ensured quality IT infrastructure and services.
30. Supported facilities management

![Supported facilities management chart](image)

- **Very adequate**: 3.01 (40% > 3)
- **Adequate**: 3.18 (45% > 3), 3.05 (42% > 3)
- **Neutral**: 2.63 (21% > 3)
- **Inadequate**: 4 (100% > 3)
- **Very inadequate**:
- **Don't know**:
- **No response**: Overall (N=441), Faculty (N=144), Professional staff (N=177), Union/Repr. staff (N=58), Non-senate Consilient (N=5)

![Supported facilities management chart](image)

- **Very adequate**: 3.42 (67% > 3), 3.07 (42% > 3)
- **Adequate**: 3.82 (32% > 3), 3.03 (42% > 3)
- **Neutral**: 3.07 (42% > 3)
- **Inadequate**: 3.23 (47% > 3), 3.09 (42% > 3)
- **Very inadequate**:
- **Don't know**:
- **No response**: <1 year (N=16), 1-5 years (N=109), 6-10 years (N=88), 11-20 years (N=93), 20+ years (N=59), Female (N=155), Male (N=132)
31. Provision of high quality research infrastructure

![Provision of high quality research infrastructure chart](image-url)
32. Increased research funding

Increased research funding:

- Very adequate
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Overall: N=441
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Faculty: N=144
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Professional staff: N=177
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Union/Repr. staff: N=58
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Non-senate Constituent: N=5
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Increased research funding:

- Very adequate
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

<1 year: N=16
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

1-5 years: N=109
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

6-10 years: N=88
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

11-20 years: N=93
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

20+ years: N=59
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Female: N=155
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response

Male: N=132
- Increased
- Adequate
- Neutral
- Inadequate
- Very inadequate
- Don't know
- No response
33. Improve fundraising

![Diagram showing improvement in fundraising among different groups and tenure categories.](image)
34. Pursuit of capital investment

Pursuit of capital investment.

Very adequate
Adequate
Neutral
Inadequate
Very inadequate
Don't know
No response

N=441
Overall
N=144
Faculty
N=177
Professional staff
N=58
Union Repr. staff
N=5
Non-senate Consilient

Pursuit of capital investment.

Very adequate
Adequate
Neutral
Inadequate
Very inadequate
Don't know
No response

N=16
<1 year
N=109
1-5 years
N=88
6-10 years
N=93
11-20 years
N=59
20+ years
N=155
Female
N=132
Male
35. Managed the budget responsibly

Managed the budget responsibly.

Very adequate
Adequate
Neutral
Inadequate
Very inadequate
Don't know
No response

N=441 Overall
N=144 Faculty
N=177 Professional staff
N=58 Union/Repr. staff
N=5 Non-senate Constituent

Managed the budget responsibly.

Very adequate
Adequate
Neutral
Inadequate
Very inadequate
Don't know
No response

N=16 <1 year
N=109 1-5 years
N=88 6-10 years
N=93 11-20 years
N=59 20+ years
N=155 Female
N=132 Male
35. Do you have any specific comments about any aspects of the Council over the past year?

*Comments are viewed ONLY by the MTU Board of Trustees*