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 2019/2020 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
Distribution of respondents

Number of respondents

Yes
No
Prefer not to answer

LGBTQ Identity

Distribution of respondents

Number of respondents

Yes
No
Prefer not to answer

Disabled Status

Distribution of respondents

Number of respondents

Yes
No
Prefer not to answer

Veteran Status
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.
2. I am proud to work here.

I am proud to work here.

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

N=441
Overall

N=144
Faculty

N=177
Professional staff

N=58
Union Rep. staff

N=5
Non-senate Constituent

I am proud to work here.

Strongly agree
Agree
Neutral
Disagree
Strongly disagree
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
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).

<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>
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</tr>
</tbody>
</table>

Overall  Faculty  Professional staff  Union/Repr. staff  Non-senate Consul

<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
5. My retirement benefits are adequate.

My retirement benefits are adequate.

- Strongly agree: μ=3.45, 55%<3
- Agree: μ=3.21, 44%<3
- Neutral: μ=3.6, 63%<3
- Disagree: μ=3.55, 56%<3
- Strongly disagree: μ=4.2, 100%<3

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

My retirement benefits are adequate.

- Strongly agree: μ=3.63, 73%<3
- Agree: μ=3.58, 58%<3
- Neutral: μ=3.08, 45%<3
- Disagree: μ=3.57, 53%<3
- Strongly disagree: μ=3.62, 64%<3
- Don't know: μ=3.62, 57%<3

<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
6. My salary is fair.

![Chart showing responses to My salary is fair.]

- Strongly agree: Overall 34%, Faculty 38%, Professional staff 36%, Union Repr. staff 19%, Non-senate Constituent 40%
- Agree: Overall 83%, Faculty 83%, Professional staff 83%, Union Repr. staff 83%, Non-senate Constituent 83%
- Neutral: Overall 24%, Faculty 24%, Professional staff 24%, Union Repr. staff 24%, Non-senate Constituent 24%
- Disagree: Overall 3%, Faculty 3%, Professional staff 3%, Union Repr. staff 3%, Non-senate Constituent 3%
- Strongly disagree: Overall 3%, Faculty 3%, Professional staff 3%, Union Repr. staff 3%, Non-senate Constituent 3%

- Don't know: Overall 0%, Faculty 0%, Professional staff 0%, Union Repr. staff 0%, Non-senate Constituent 0%
- No response: Overall 3%, Faculty 3%, Professional staff 3%, Union Repr. staff 3%, Non-senate Constituent 3%
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.

Has demonstrated strong leadership skills.

<table>
<thead>
<tr>
<th>Rating</th>
<th>Overall</th>
<th>Faculty</th>
<th>Professional staff</th>
<th>Union/Repr. staff</th>
<th>Non-senate Consilient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>mu=2.98</td>
<td>mu=2.62</td>
<td>mu=3.18</td>
<td>mu=3.27</td>
<td>mu=3.4</td>
</tr>
<tr>
<td>Agree</td>
<td>38%</td>
<td>30%</td>
<td>42%</td>
<td>47%</td>
<td>60%</td>
</tr>
<tr>
<td>Neutral</td>
<td>4%</td>
<td>7%</td>
<td>7%</td>
<td>3%</td>
<td>4%</td>
</tr>
<tr>
<td>Disagree</td>
<td>10%</td>
<td>17%</td>
<td>12%</td>
<td>11%</td>
<td>14%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>12%</td>
<td>13%</td>
<td>10%</td>
<td>10%</td>
<td>4%</td>
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<td>Don't know</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
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<td>1%</td>
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<td>No response</td>
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<td>N=5</td>
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</table>

Has demonstrated strong leadership skills.

<table>
<thead>
<tr>
<th>Rating</th>
<th>&lt;1 year</th>
<th>1-5 years</th>
<th>6-10 years</th>
<th>11-20 years</th>
<th>20+ years</th>
<th>Female</th>
<th>Male</th>
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<tbody>
<tr>
<td>Strongly agree</td>
<td>mu=4.07</td>
<td>mu=3.13</td>
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<td>mu=2.97</td>
<td>mu=2.96</td>
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<tr>
<td>Agree</td>
<td>79%</td>
<td>48%</td>
<td>23%</td>
<td>36%</td>
<td>40%</td>
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<td>Neutral</td>
<td>7%</td>
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<td>15%</td>
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<tr>
<td>Disagree</td>
<td>12%</td>
<td>14%</td>
<td>22%</td>
<td>26%</td>
<td>30%</td>
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<tr>
<td>Strongly disagree</td>
<td>13%</td>
<td>10%</td>
<td>17%</td>
<td>18%</td>
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<td>Don't know</td>
<td>1%</td>
<td>2%</td>
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9. Seeks others’ views and opinions.

Seeks others' views and opinions.

<table>
<thead>
<tr>
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<th>Disagree</th>
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<td>38%</td>
<td>&gt;3</td>
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<tr>
<td>N=441 Overall</td>
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Seeks others' views and opinions.

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<td>mu=3.82</td>
<td>82%</td>
<td>&gt;3</td>
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<td>N=16 &lt;1 year</td>
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<td>&gt;3</td>
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<td>&gt;3</td>
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<td>N=88 6-10 years</td>
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<td>mu=2.91</td>
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<td>&gt;3</td>
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<td></td>
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<tr>
<td>N=93 11-20 years</td>
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<tbody>
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<td>mu=3.02</td>
<td>41%</td>
<td>&gt;3</td>
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<td>N=59 20+ years</td>
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<tr>
<td>mu=2.97</td>
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<td>&gt;3</td>
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<tr>
<td>N=155 Female</td>
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<tr>
<td>mu=3.19</td>
<td>43%</td>
<td>&gt;3</td>
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<tr>
<td>N=132 Male</td>
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</table>
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.

Keep us informed about important issues on campus.

<table>
<thead>
<tr>
<th>Strongly agree</th>
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<tr>
<td>N=441 Overall</td>
<td>N=144 Faculty</td>
<td>N=177 Professional staff</td>
<td>N=58 Union Rep. staff</td>
<td>N=5 Non-senate Constituent</td>
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Keep us informed about important issues on campus.

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<tr>
<td>N=16 &lt;1 year</td>
<td>N=109 1-5 years</td>
<td>N=88 6-10 years</td>
<td>N=93 11-20 years</td>
<td>N=59 20+ years</td>
<td>N=155 Female</td>
<td>N=132 Male</td>
</tr>
</tbody>
</table>
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.

Consider the view and consults with the Senate in a shared governance model.

- **Strongly agree**:
  - Overall: $\mu = 3.09$, $38\% > 3$
  - Faculty: $\mu = 2.84$, $34\% > 3$
  - Professional staff: $\mu = 3.21$, $39\% > 3$
  - Union Rep: $\mu = 3.27$, $39\% > 3$
  - Non-senate Constituent: $\mu = 3.75$, $78\% > 3$

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

**Overall**: $N=441$

**Faculty**: $N=144$

**Professional staff**: $N=177$

**Union Rep**: $N=58$

**Non-senate Constituent**: $N=5$

Consider the view and consults with the Senate in a shared governance model.

- **Strongly agree**:
  - Overall: $\mu = 4.17$, $92\% > 3$
  - 1-5 years: $\mu = 2.95$, $34\% > 3$
  - 6-10 years: $\mu = 2.75$, $23\% > 3$
  - 11-20 years: $\mu = 3.07$, $36\% > 3$
  - 20+ years: $\mu = 3.22$, $43\% > 3$
  - Female: $\mu = 3.16$, $38\% > 3$
  - Male: $\mu = 3.09$, $40\% > 3$

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

**Overall**: $N=16$

**1-5 years**: $N=109$

**6-10 years**: $N=88$

**11-20 years**: $N=93$

**20+ years**: $N=59$

**Female**: $N=155$

**Male**: $N=132$
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 Overall

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

N=16 <1 year
N=108 1-5 years
N=88 6-10 years
N=93 11-20 years
N=59 20+ years
N=155 Female
N=132 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?

![Graph showing satisfaction levels among different groups and tenure categories.](image-url)
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](image_url)
22. Advancement of diversity and inclusion

![Graph showing advancement of diversity and inclusion by role and tenure or gender.](image)

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MTU University Senate

2019/2020 President’s Evaluation Report
23. Provision of high-quality resources for excellence in teaching and learning
24. Expand student recruitment

Expand student recruitment.

Expand student recruitment.

Expand student recruitment.
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 Representative
N=5
Non-senate Consultant

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 Rep. 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
28. Advanced the growth of graduate programs

**Advanced the growth of graduate programs.**

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 Consultant

**Advanced the growth of graduate programs.**

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
Female Male
29. Ensured quality IT infrastructure and services

Ensured quality IT infrastructure and services.

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)

Ensured quality IT infrastructure and services.

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

(<1 year)
(1-5 years)
(6-10 years)
(11-20 years)
(20+ years)
(Female)
(Male)
30. Supported facilities management

Supported facilities management.

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 facilities management.

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
31. Provision of high quality research infrastructure

Provision of high quality research infrastructure.

- 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 Constituent: N=5

Provision of high quality research infrastructure.

- 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
32. Increased research funding

Increased research funding.

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

Increased research funding.

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
33. Improve fundraising

![Diagram of Improve fundraising satisfaction levels across different groups and tenure levels.]
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+
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