2016/2017 Report on the Evaluation of the President

Michigan Technological University

MTU University Senate Administrative Policy Committee

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February 17, 2017

Overview of 2017 Survey

- Survey issued 1/23/2017, open through 2/6/2017
- Median completion time: 6.1 minutes
- 1431 invited, 568 responded (39%)

Response rate to 2017 Survey

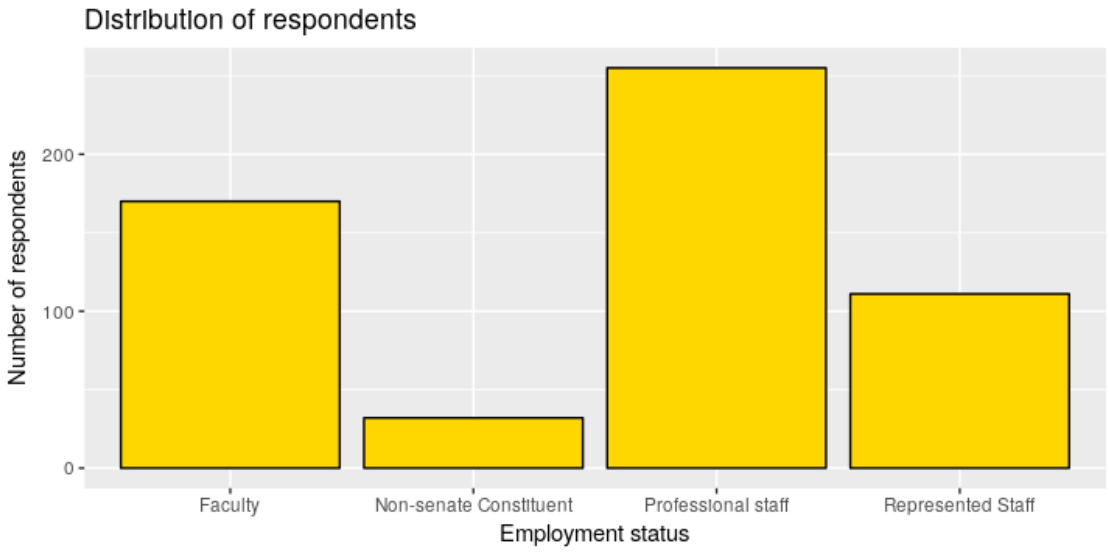
Group	Invitations	Responses	Rate
Non-constituents	68	32	48%
Faculty	458	170	37%
Represented staff	308	111	36%
Professional staff	597	255	43%

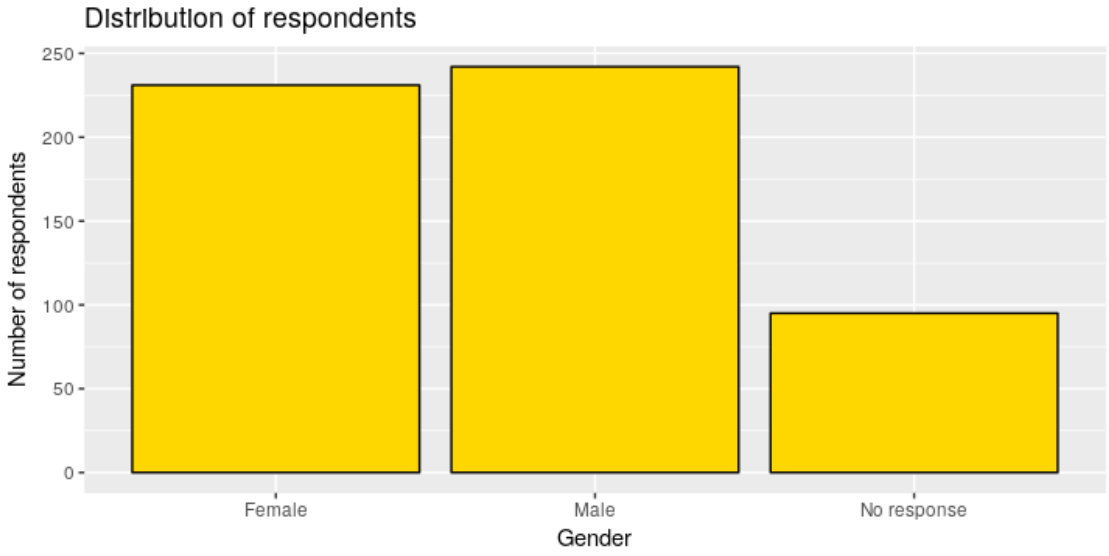
Categorized into four categories:

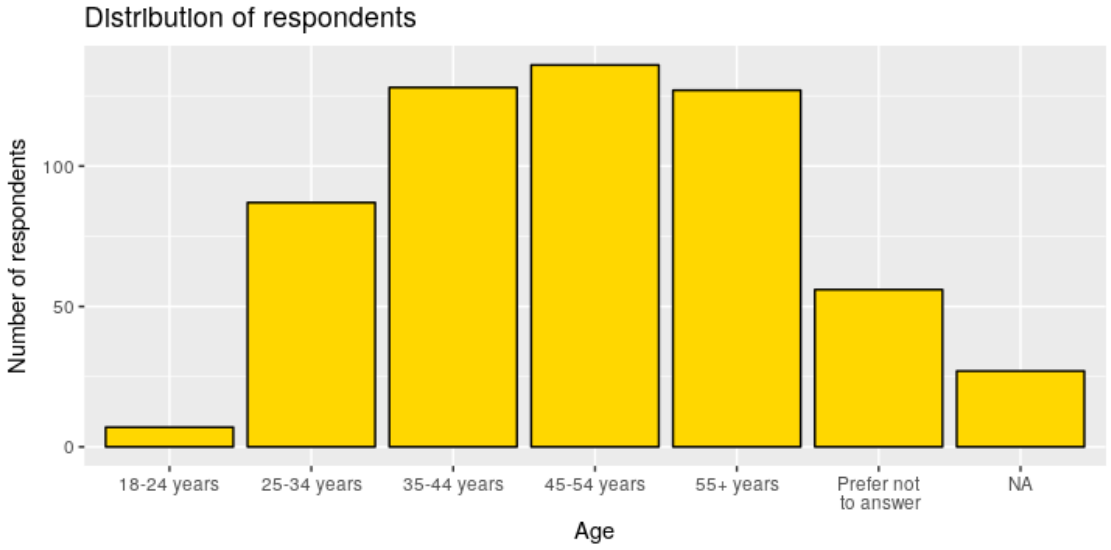
- Faculty
- Professional Staff
- Represented Staff
- Non-Senate constituents (mainly upper-level administration)

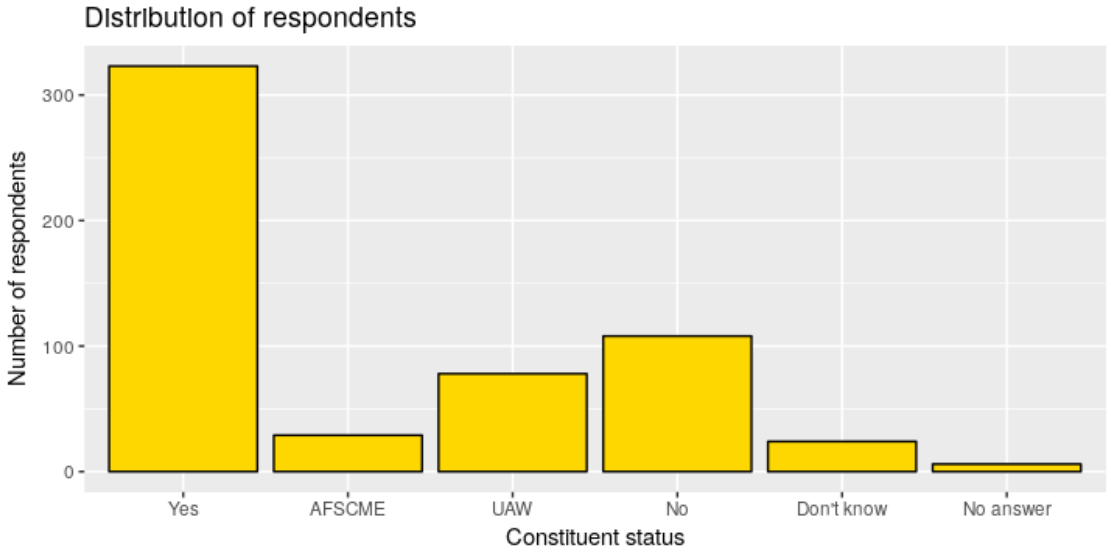
- A Large proportion of respondents did not know whether they were constituents (Faculty: 15%; Professional Staff: 35%; Non-Senate constituents: 23%)
- Questions had large overlap with the questions used in 2016
- Consolidated two pairs of questions on dental and medical cares, and added four based on suggestions form APC and respondents

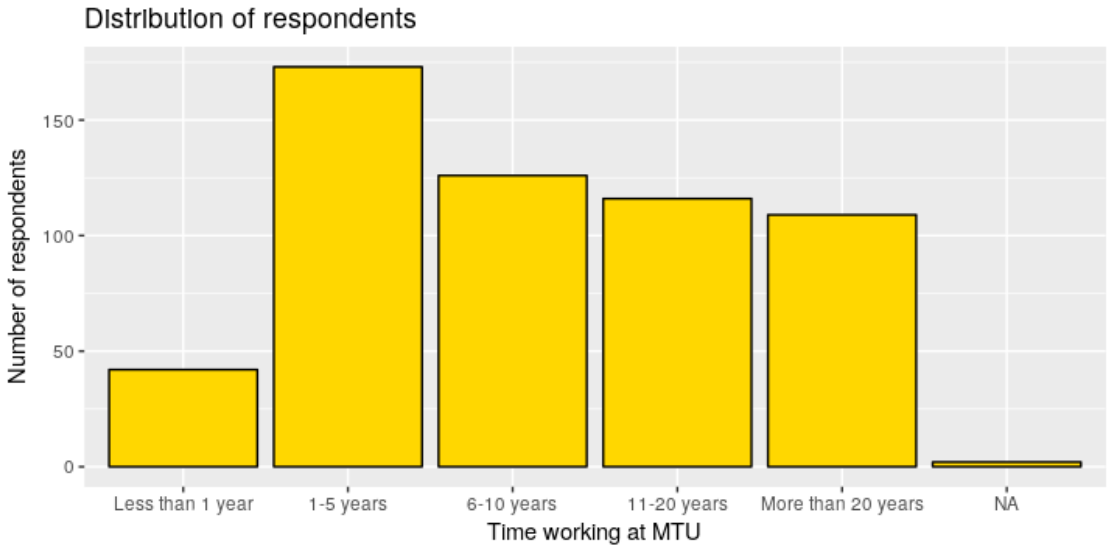
Demographic Results

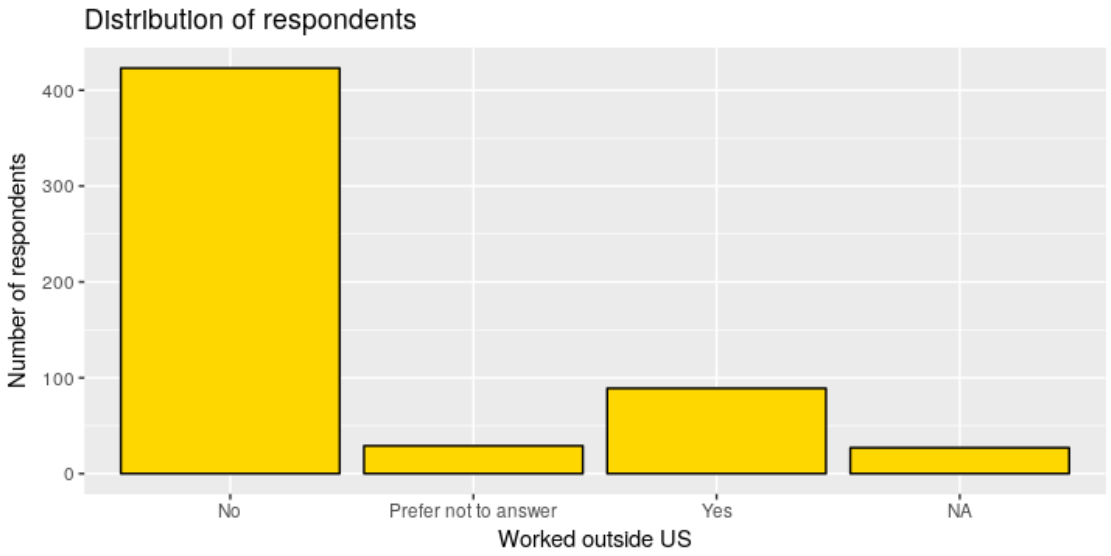


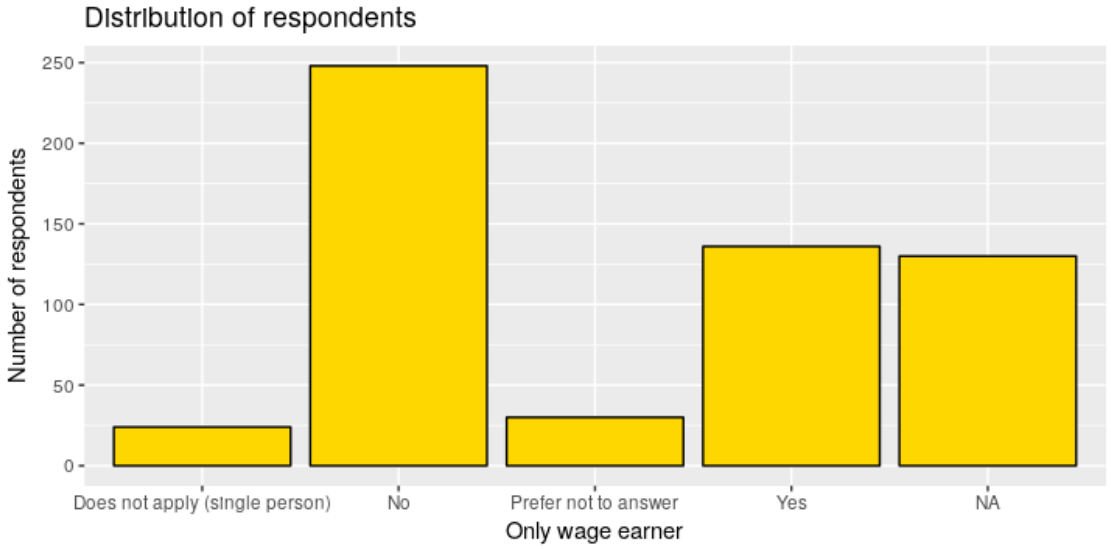



Distribution of respondents
Number of respondents
100
50
0
18-24 years
25-34 years
35-44 years
45-54 years
55+ years
Prefer not to answer
NA
Age


Distribution of respondents
Number of respondents
300
200
100
0
Yes
AFSCME
UAW
No
Don't know
No answer
Constituent status

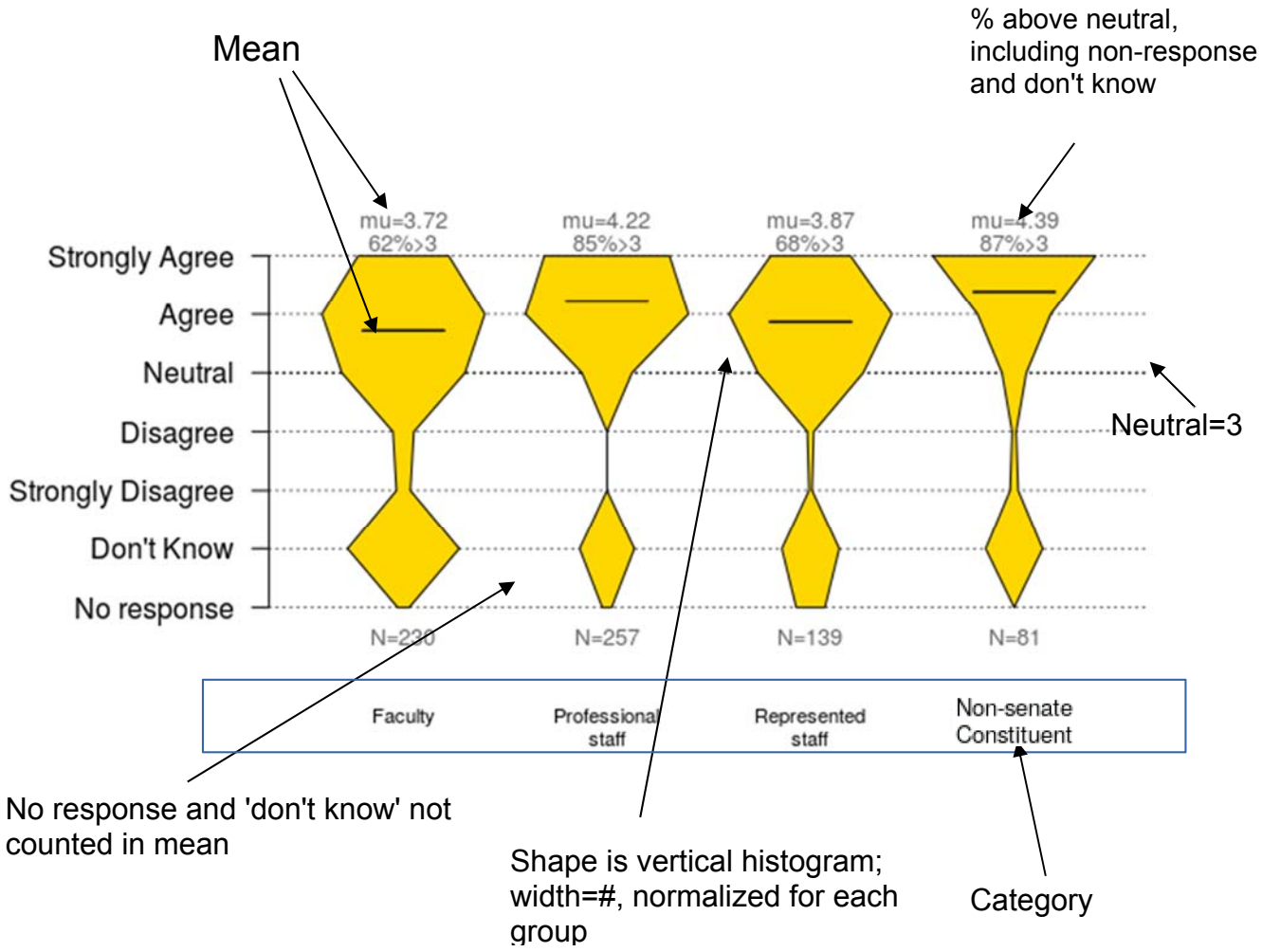

Distribution of respondents
Number of respondents
150
100
50
0
Less than 1 year
1-5 years
6-10 years
11-20 years
More than 20 years
NA
Time working at MTU


Distribution of respondents
Number of respondents
400
300
200
100
0
No
Prefer not to answer
Yes
NA
Worked outside US


Distribution of respondents
Number of respondents
250
200
150
100
50
0
Does not apply (single person)
No
Prefer not to answer
Yes
NA
Only wage earner

Interpreting violin Charts

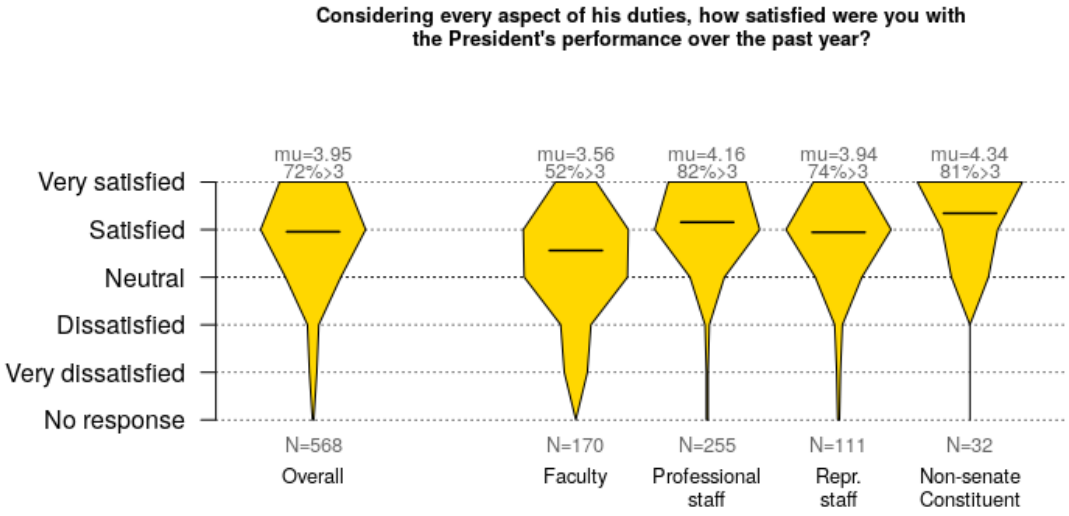
The remaining questions were asked on a 5-point scale, with 3 indicating neutral. Results are displayed via violin plots, which show vertical histograms of results across responses. Within chart, each profile shows a different subgroup of interest. Numerical information related to the mean, percent above neutral, number of respondents, are included. Mean values do not include 'don't know' or non-responses.

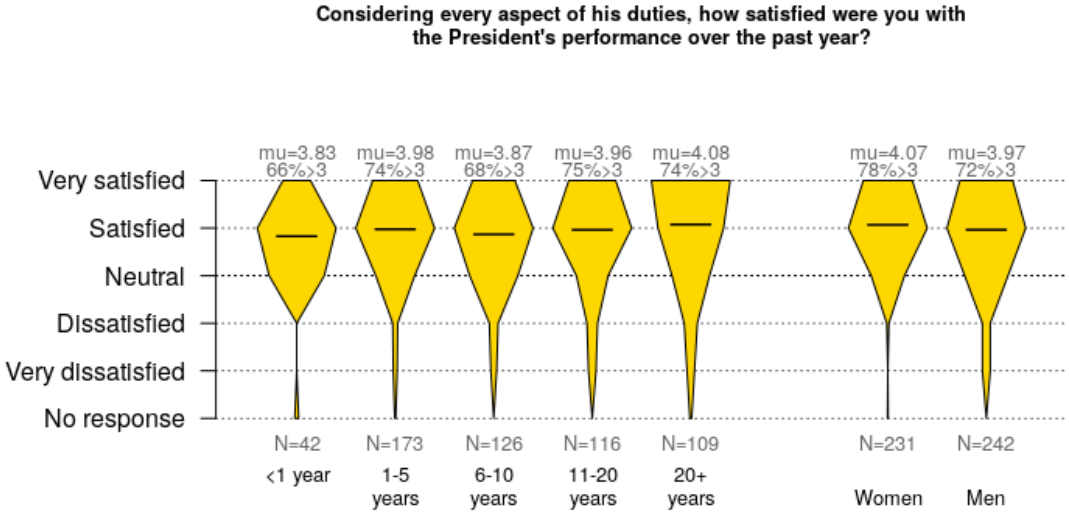


Responses to two overall questions

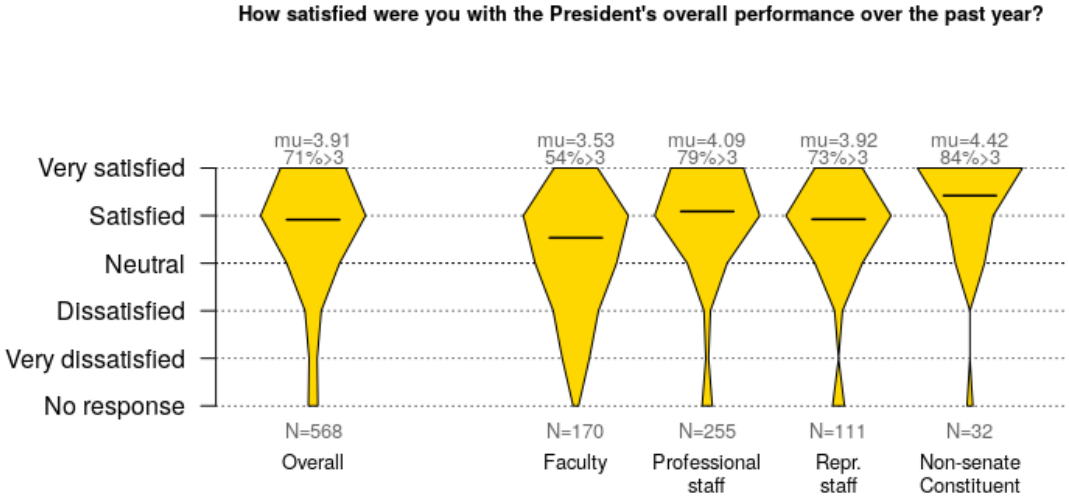
Respondents were asked at the beginning and end a similar question related to overall satisfaction in president's job performance.

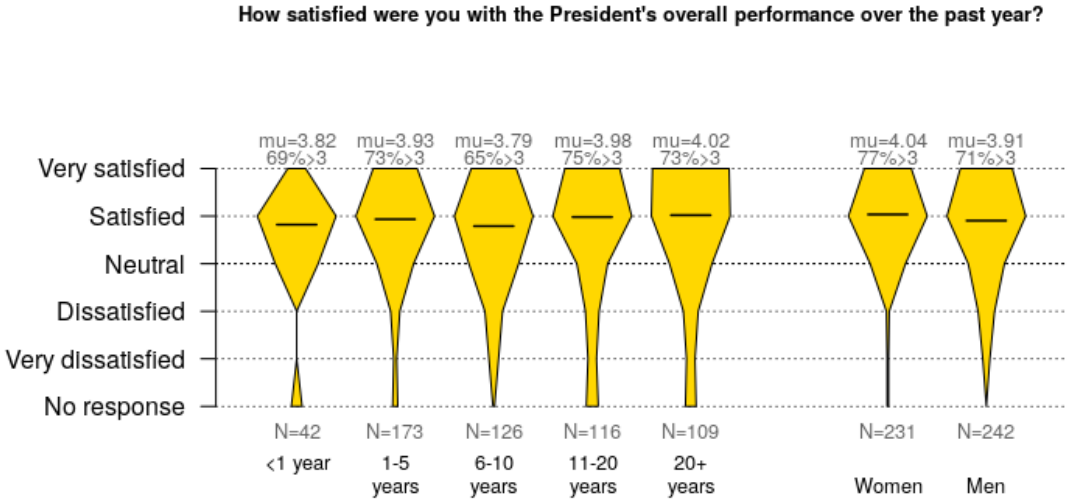
8. Considering every aspect of his duties, how satisfied were you with the President's performance over the past year?





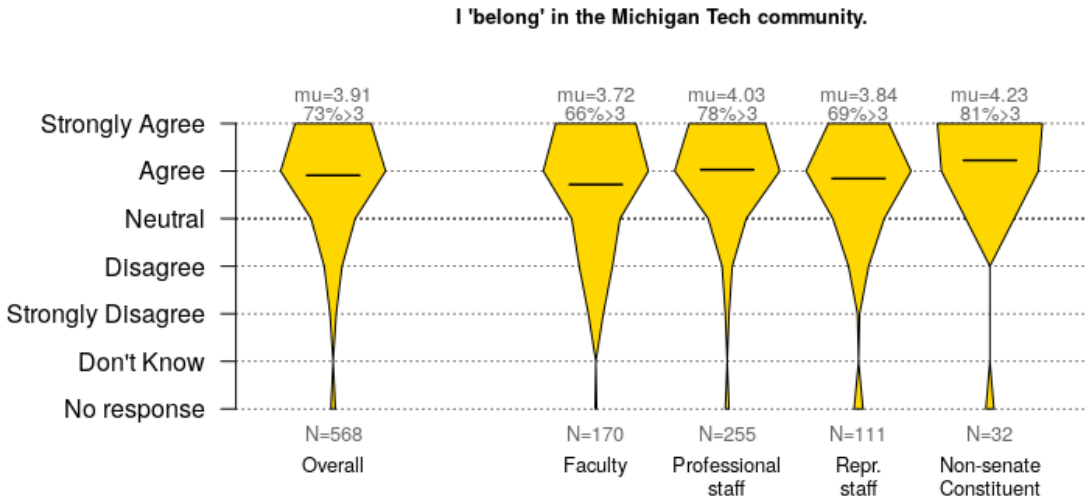
58. How satisfied were you with the President's overall performance over the past year?

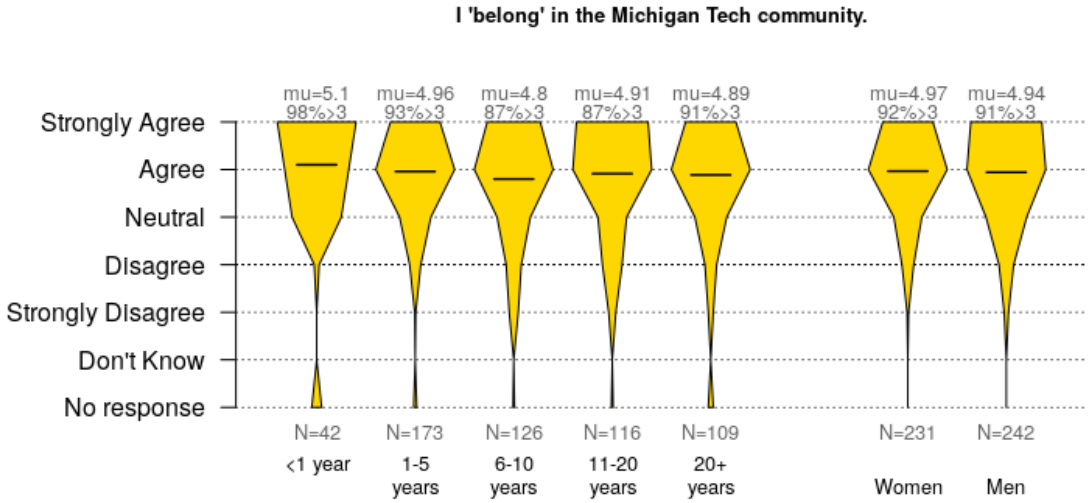




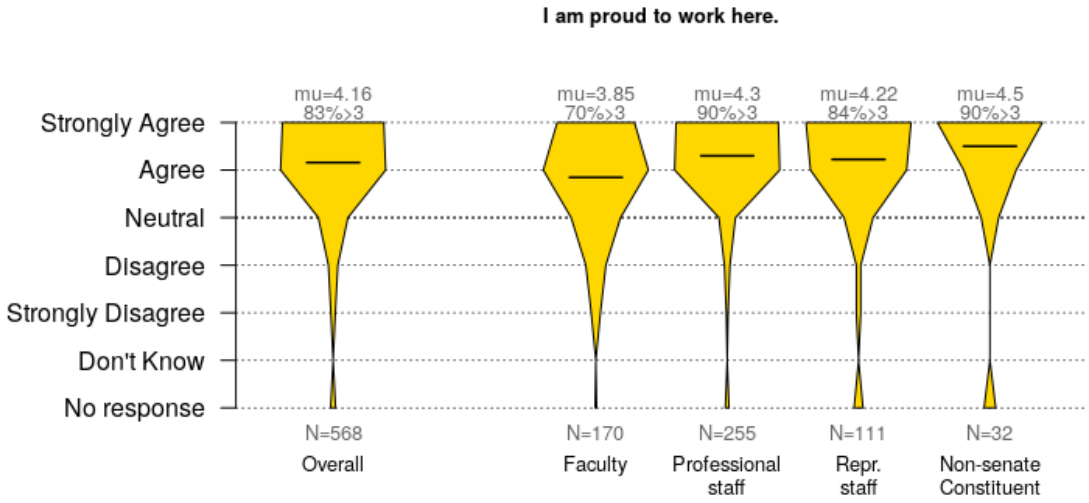
Questions about MTU Community, Benefits, Work Environment

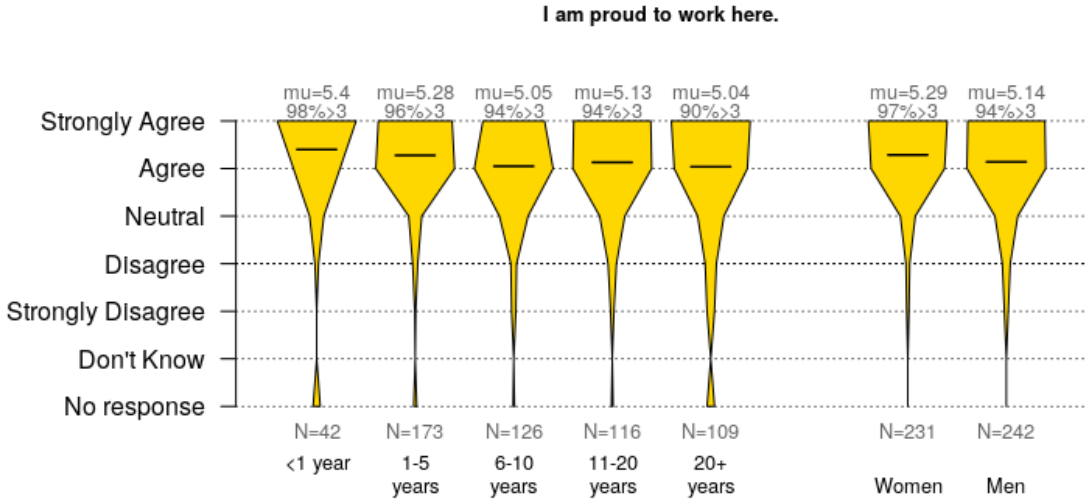
9. I 'belong' in the Michigan Tech community.



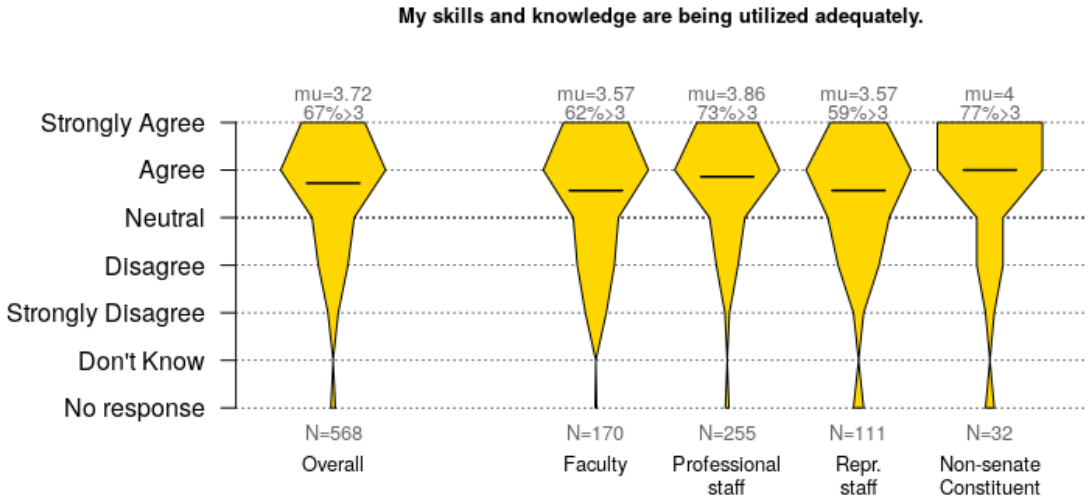


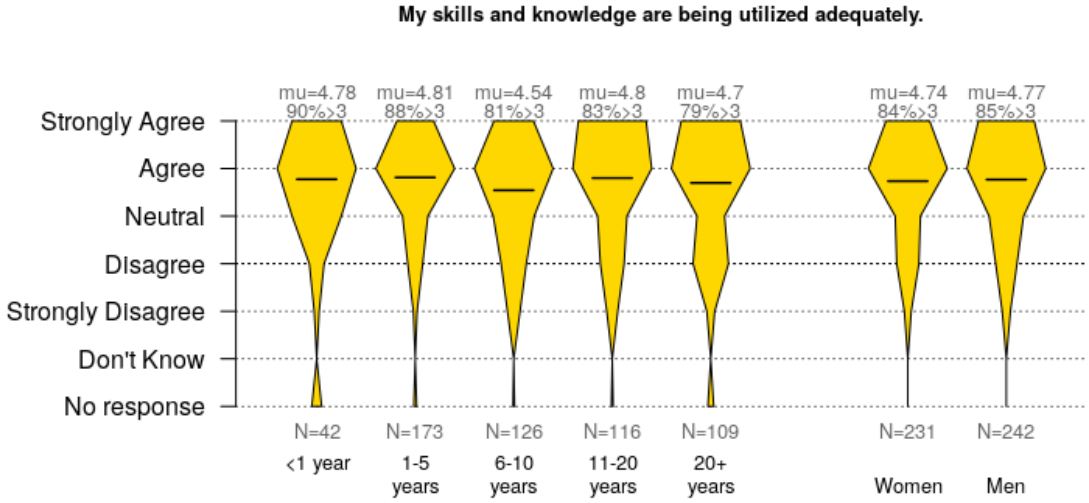
10. I am proud to work here.



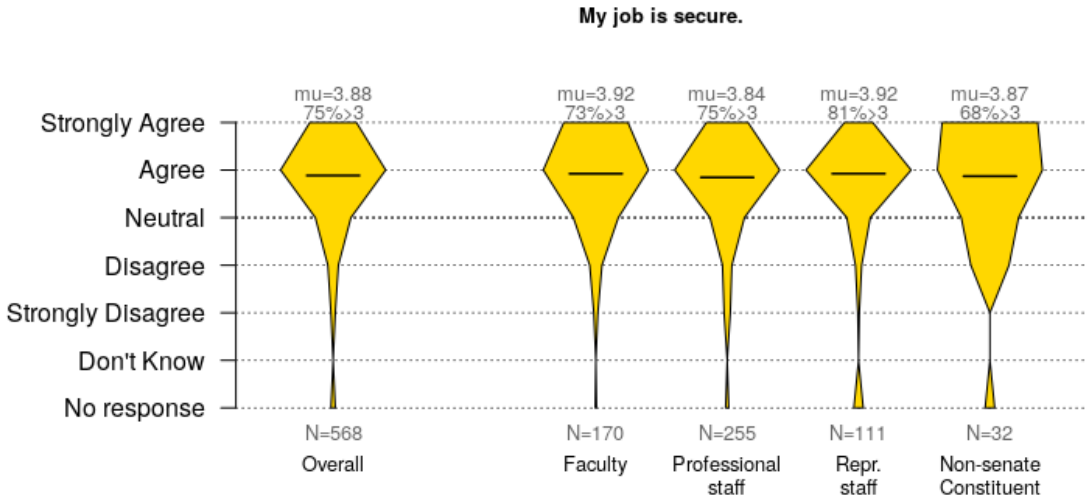


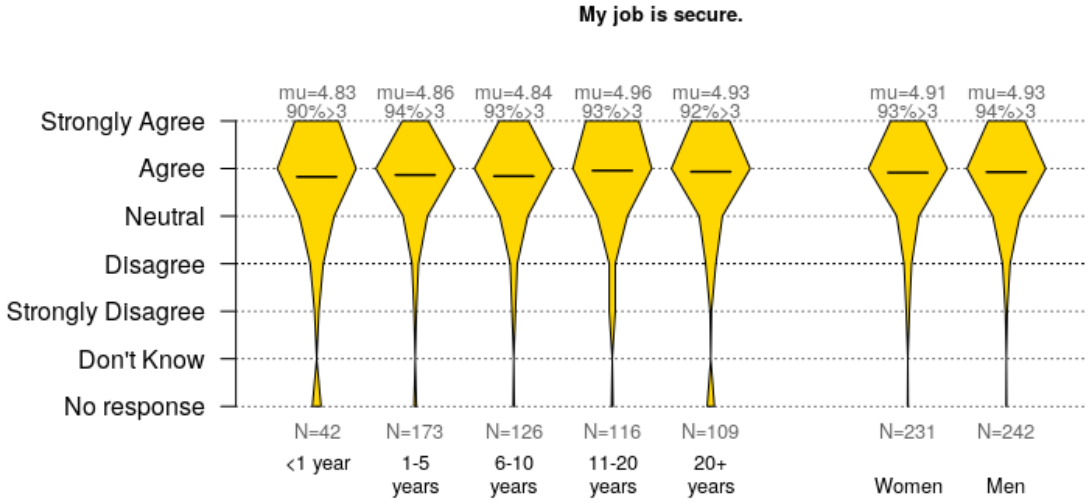
11. My skills and knowledge are being utilized adequately.



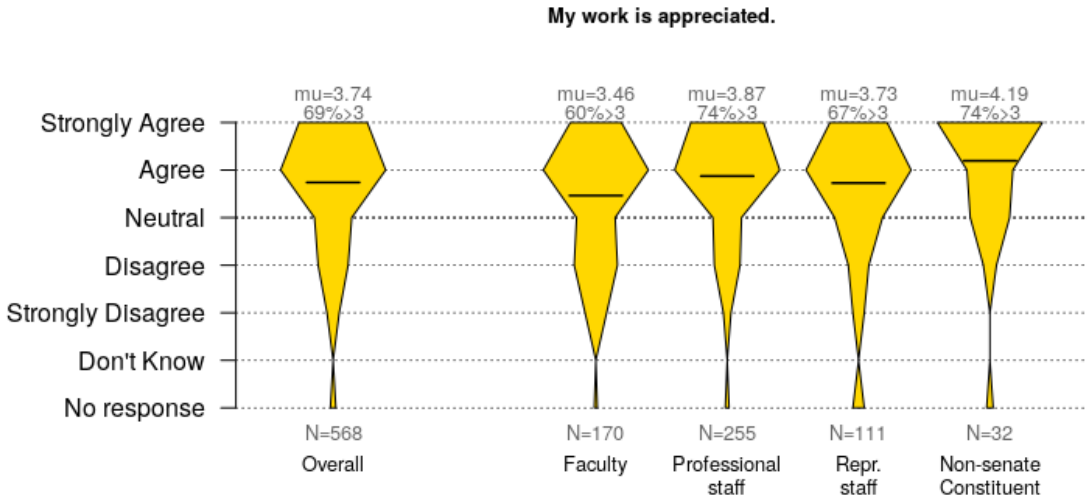


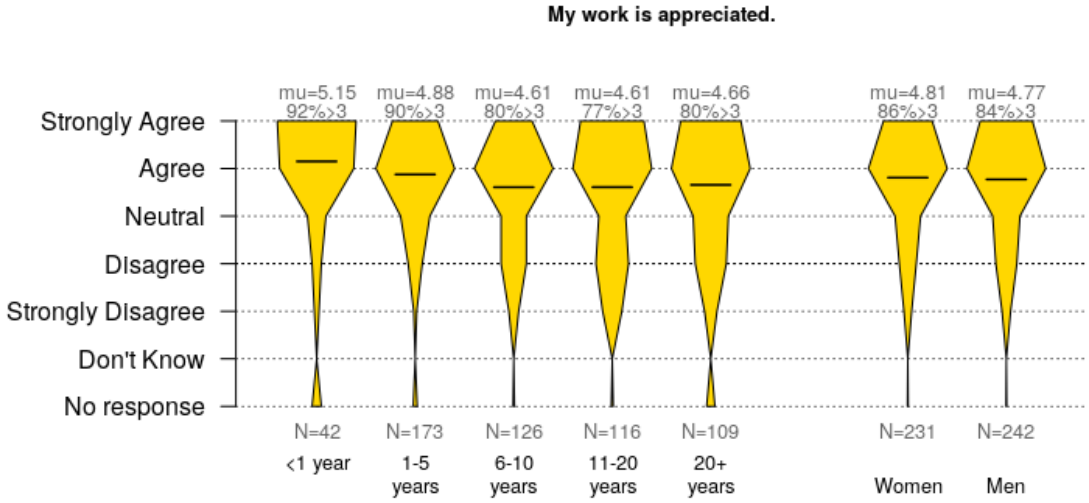
12. My job is secure.



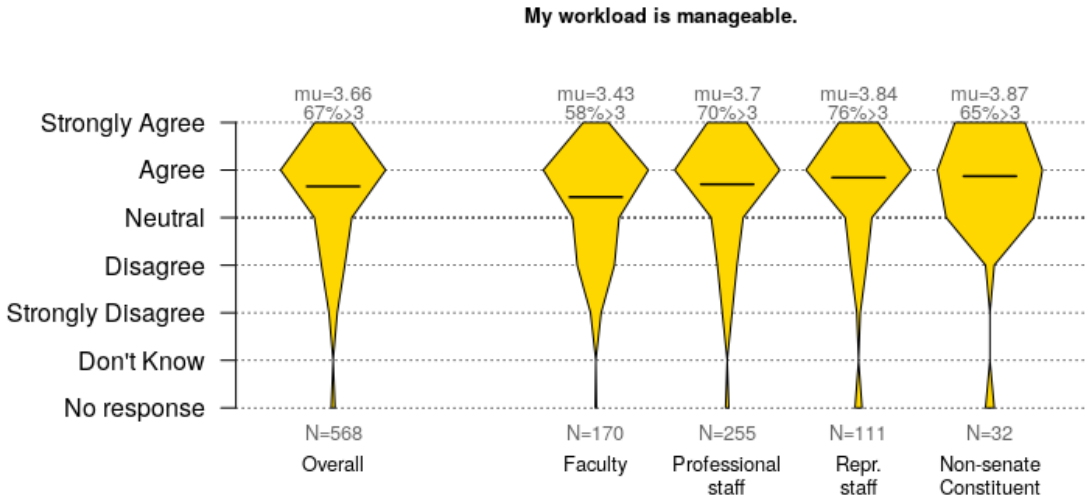


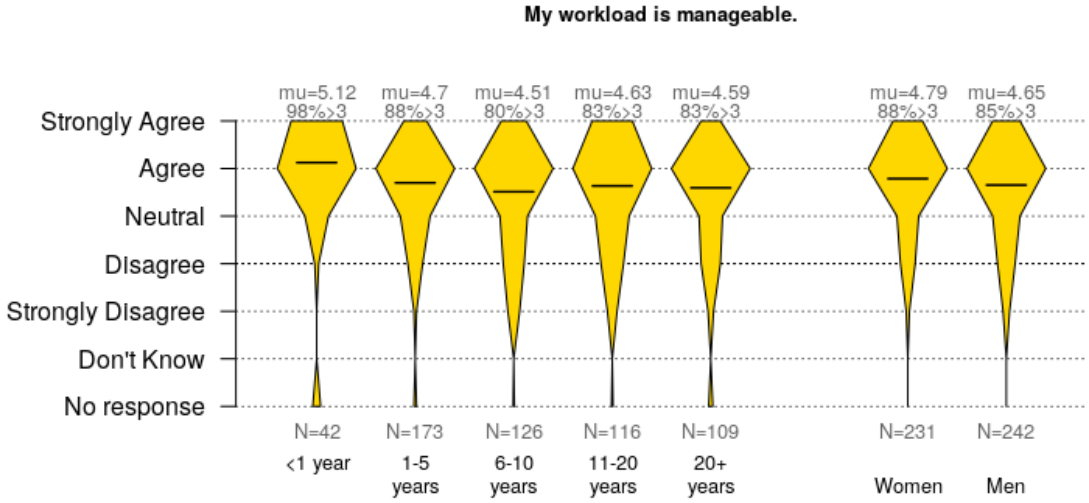
13. My work is appreciated.



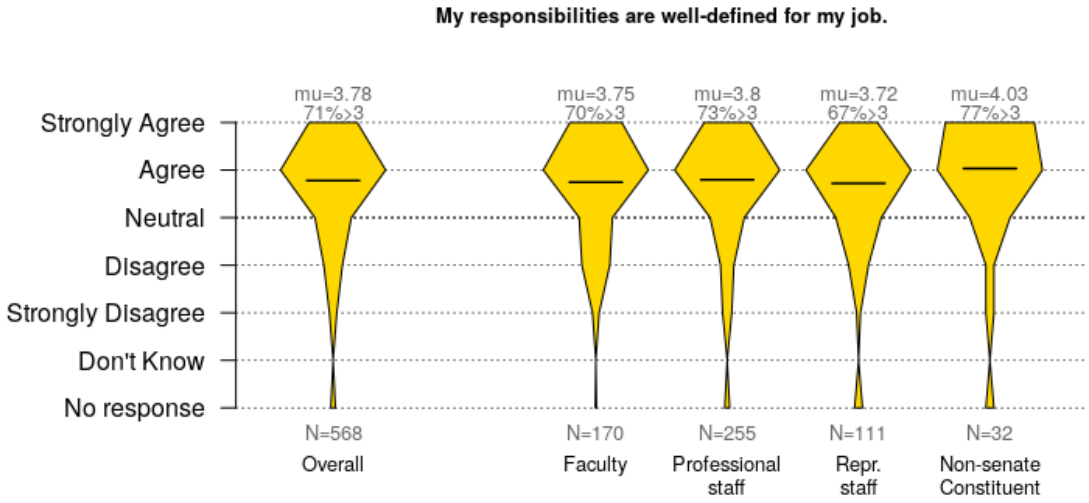


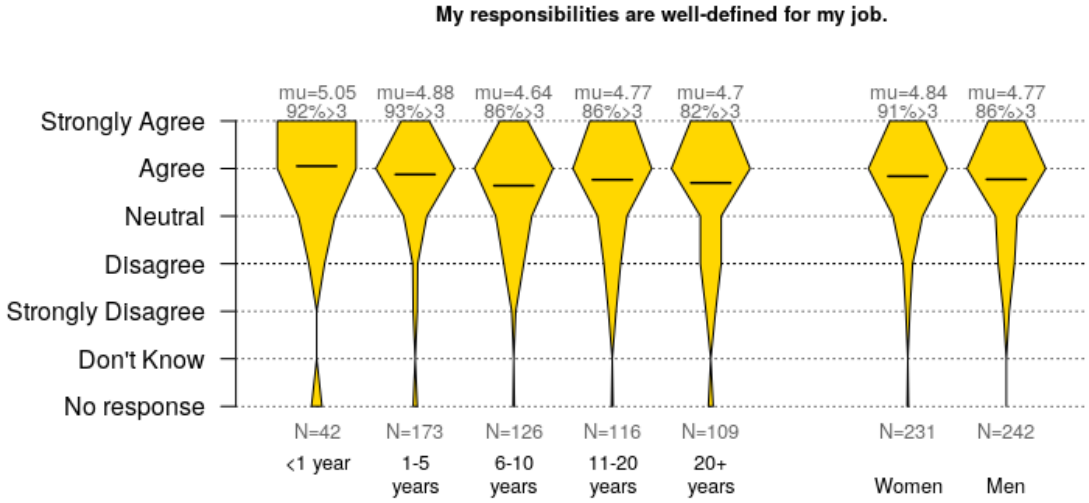
14. My workload is manageable.



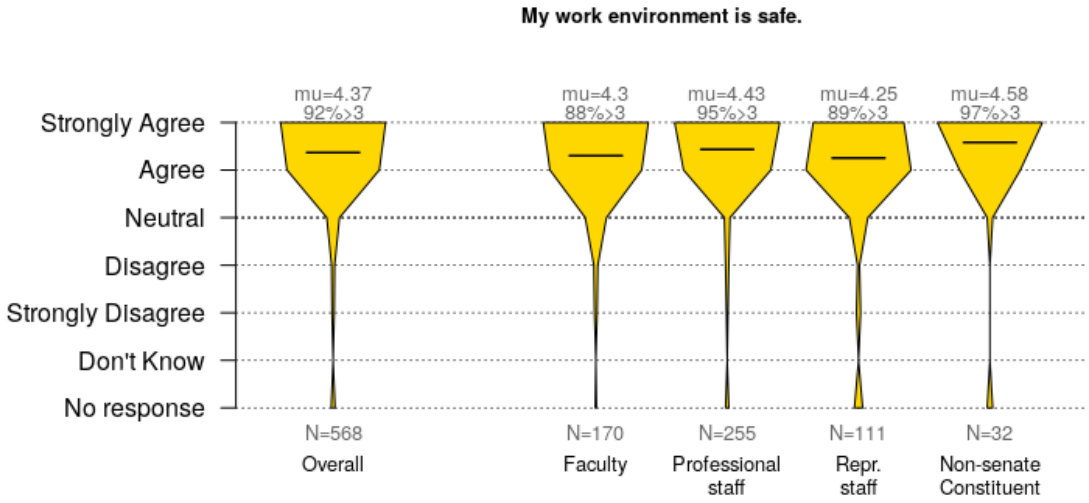


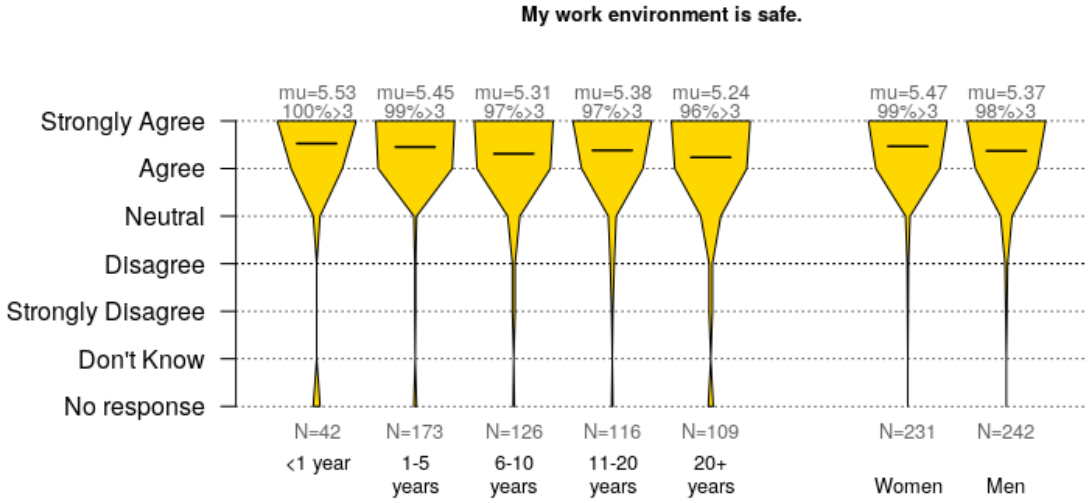
15. My responsibilities are well-defined for my job.



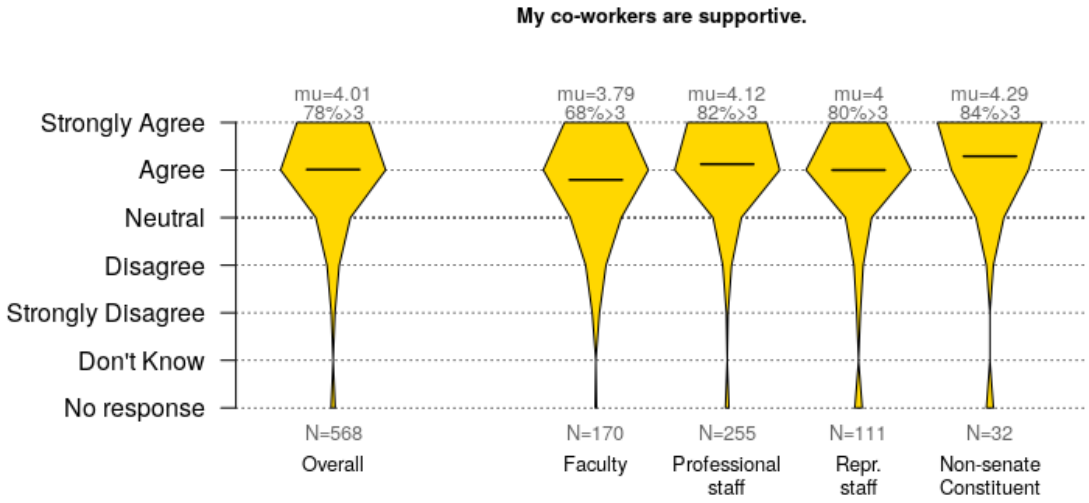


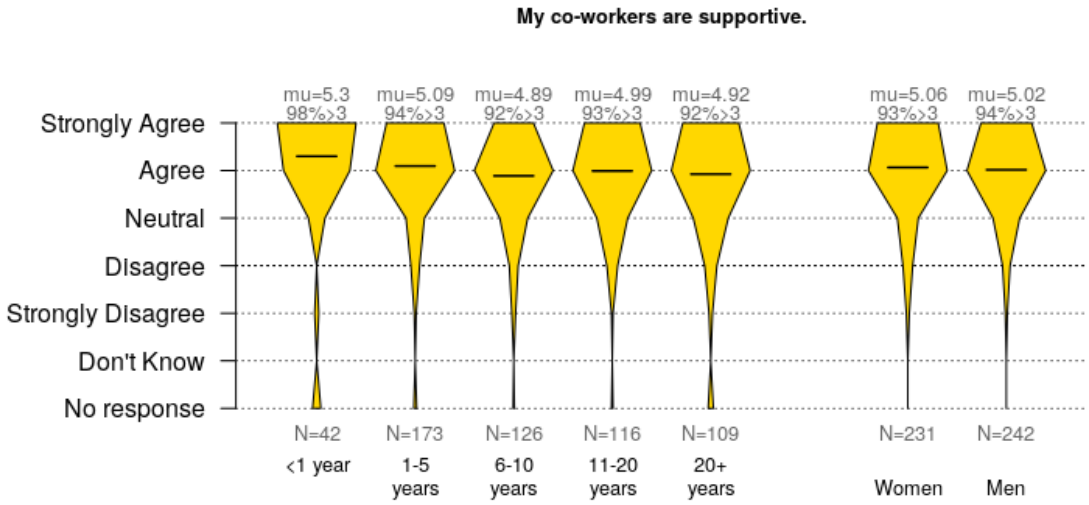
16. My work environment is safe.



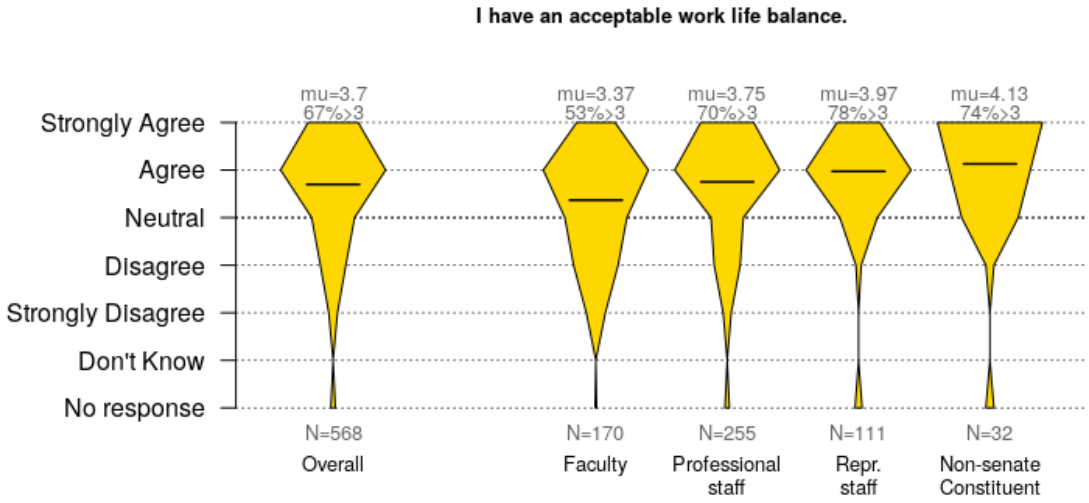


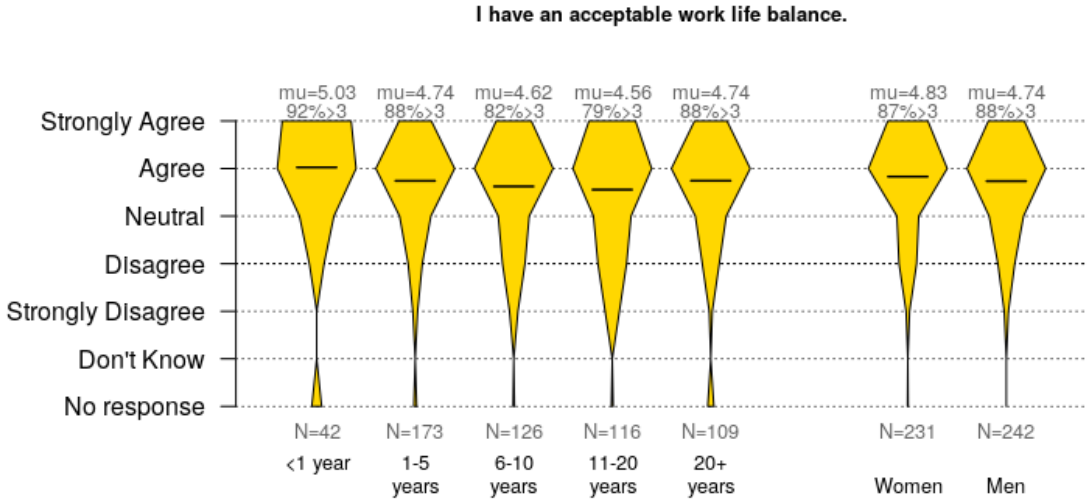
17. My co-workers are supportive.



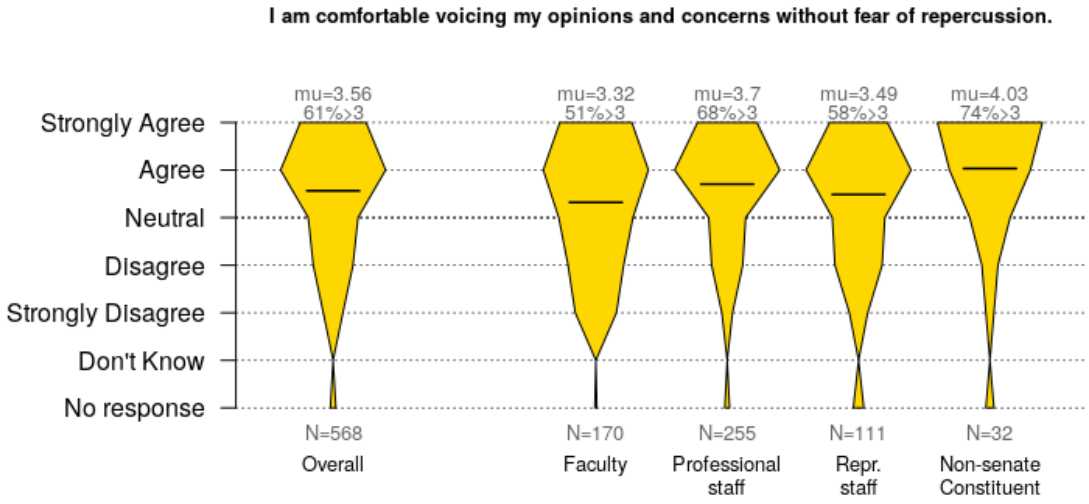


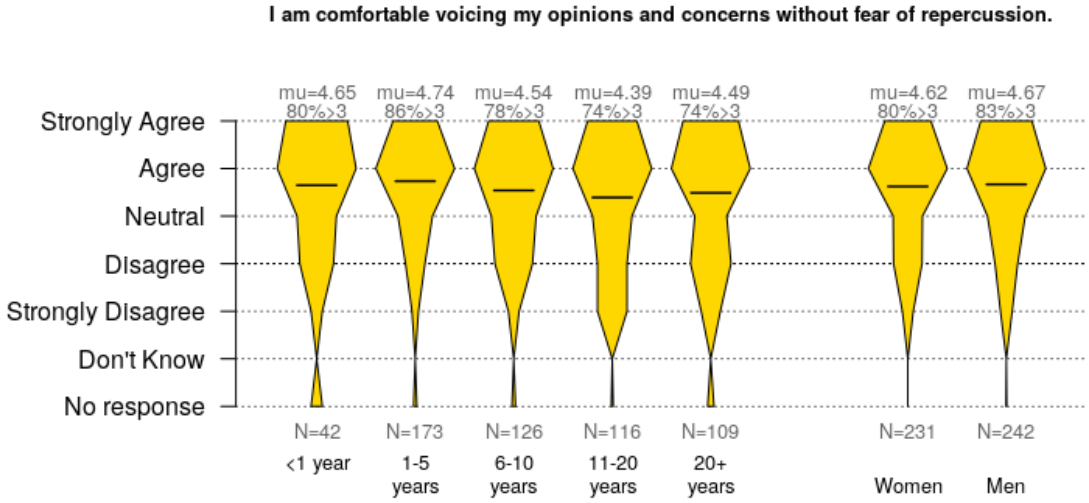
18. I have an acceptable work life balance.



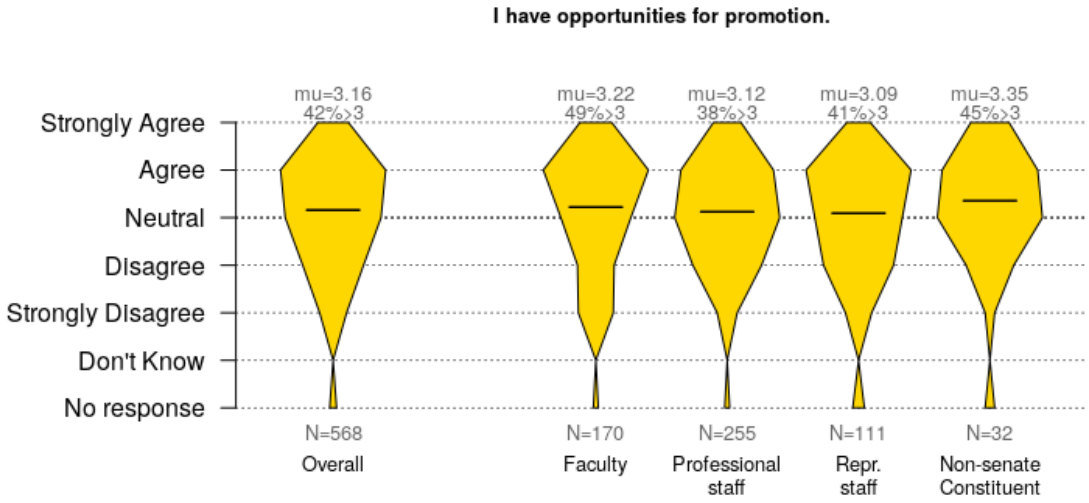


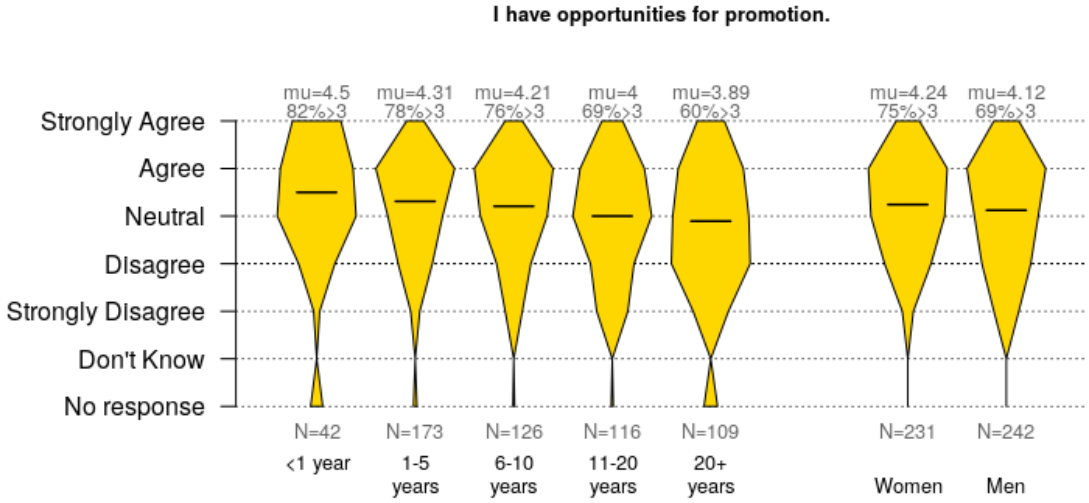
19. I am comfortable voicing my opinions and concerns without fear of repercussion.



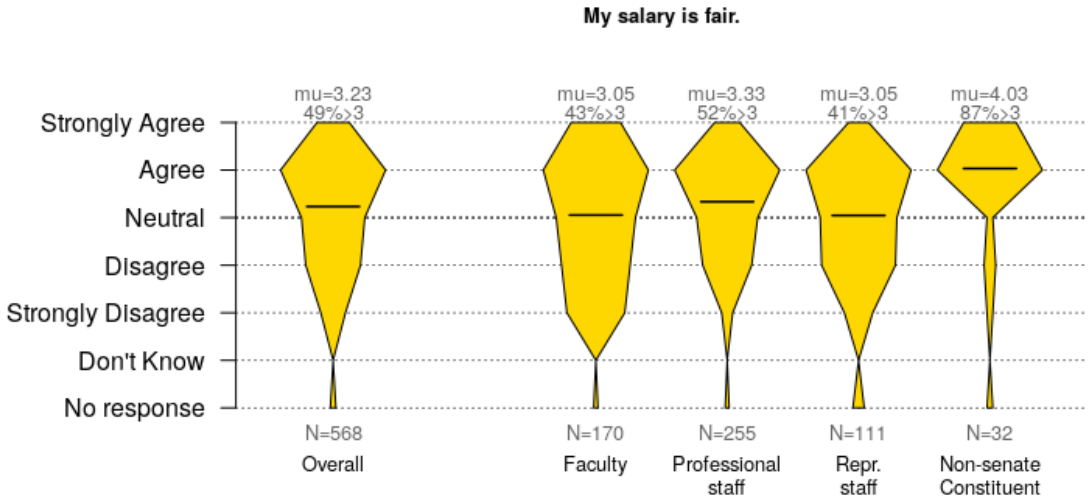


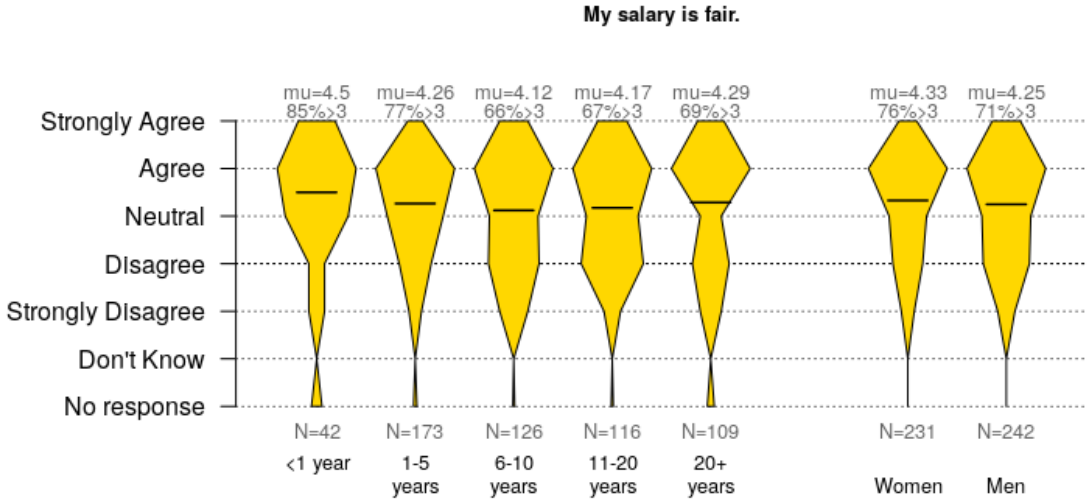
20. I have opportunities for promotion.



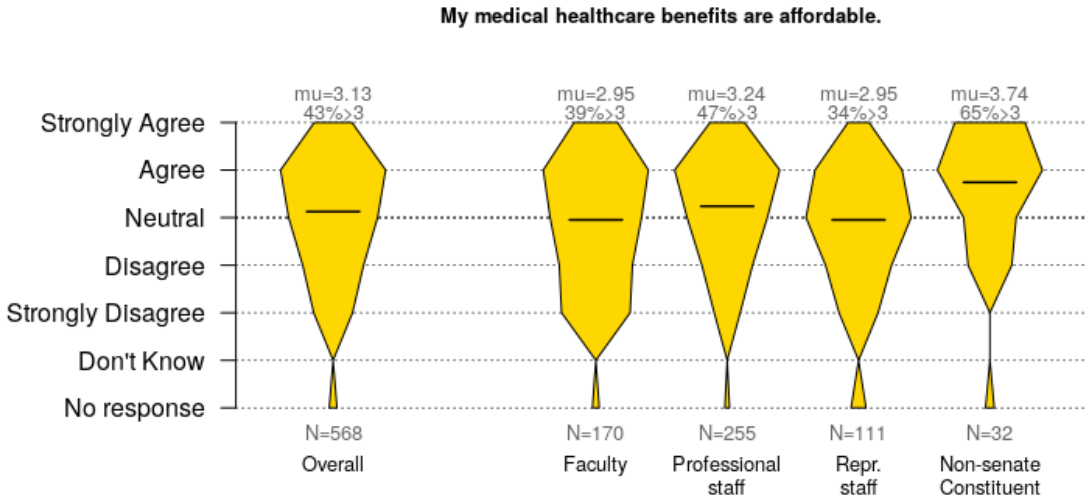


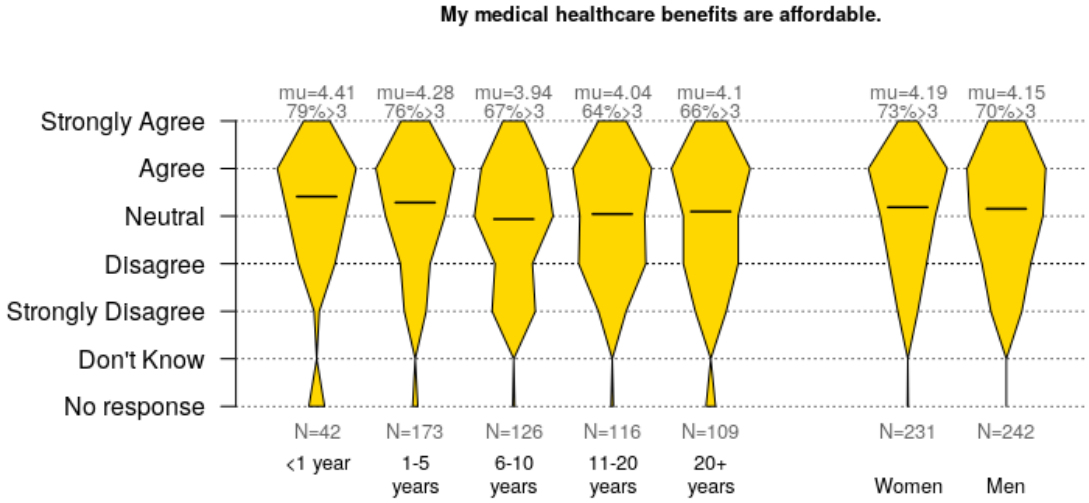
21. My salary is fair.



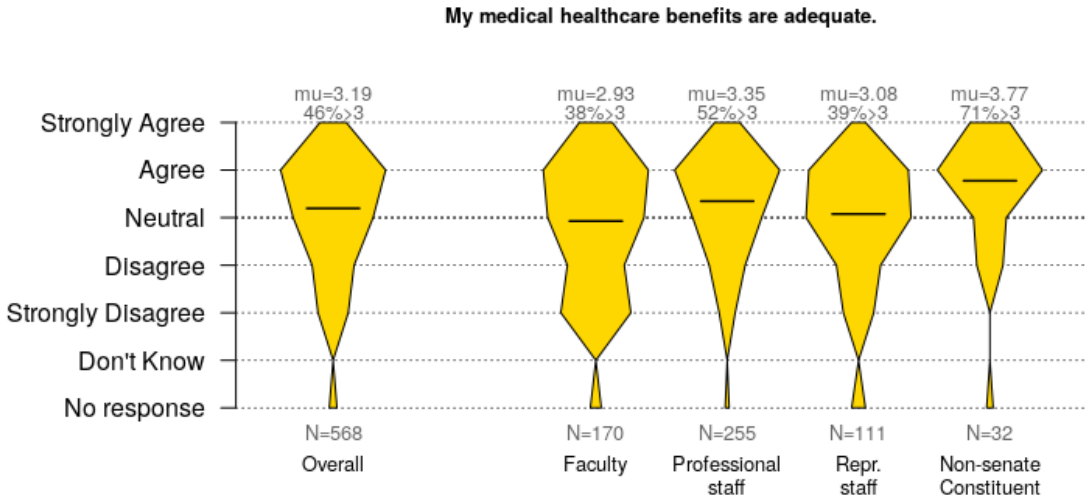


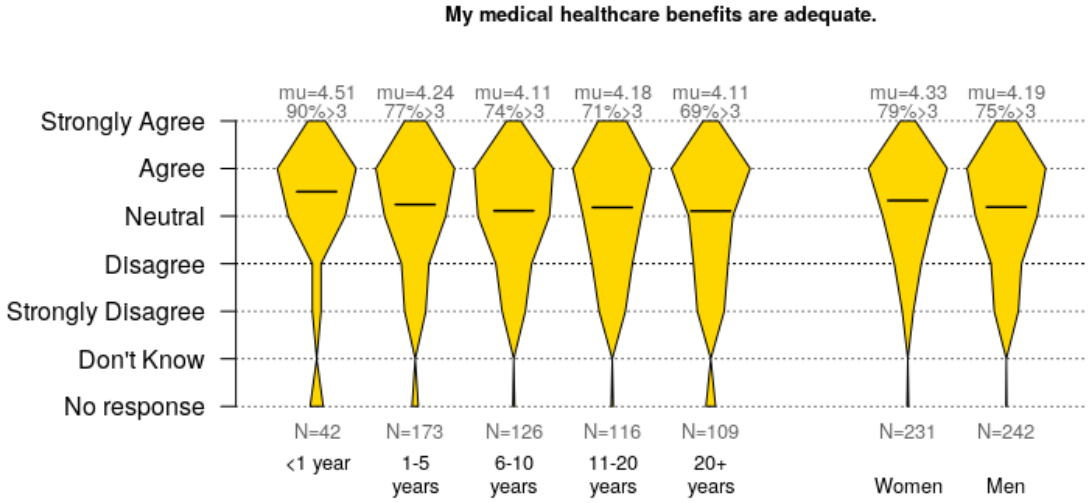
22. My medical healthcare benefits are affordable.



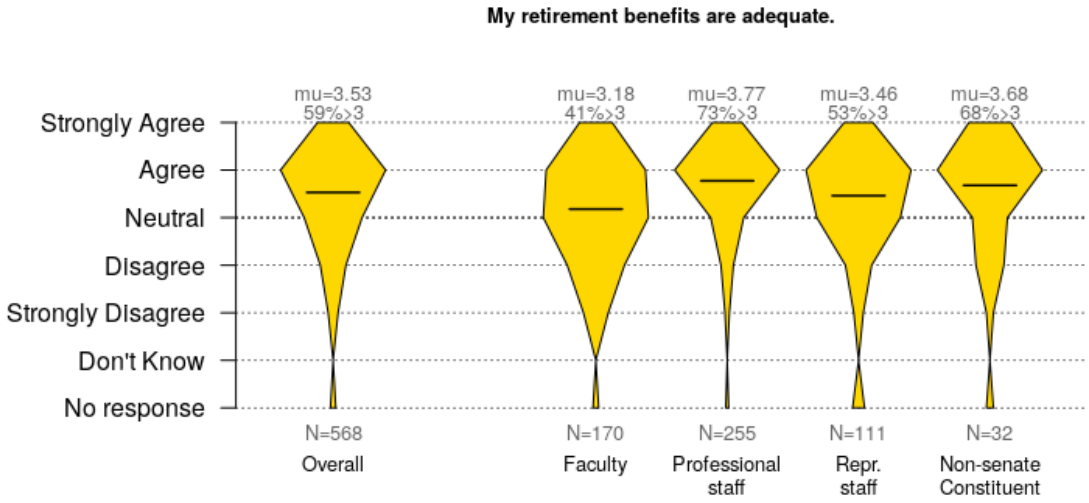


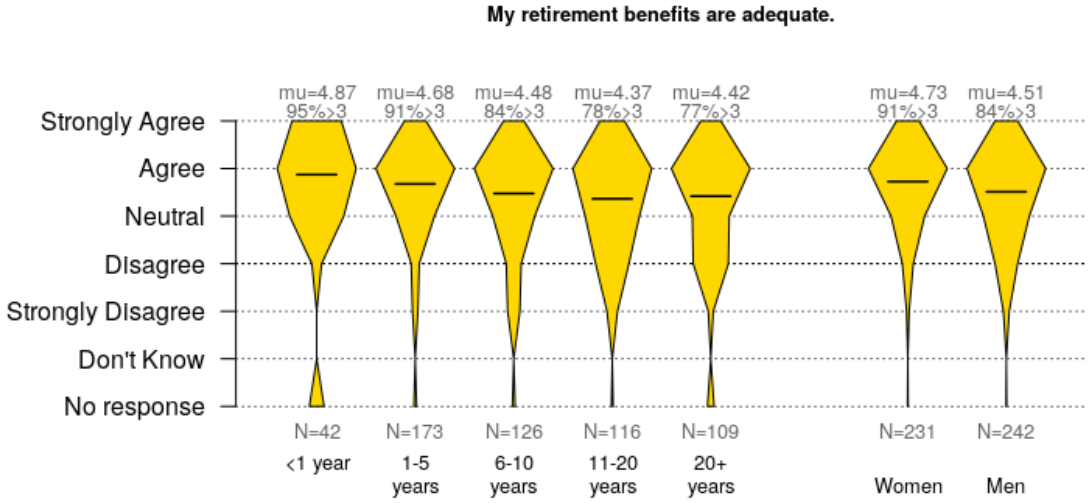
23. My medical healthcare benefits are adequate.



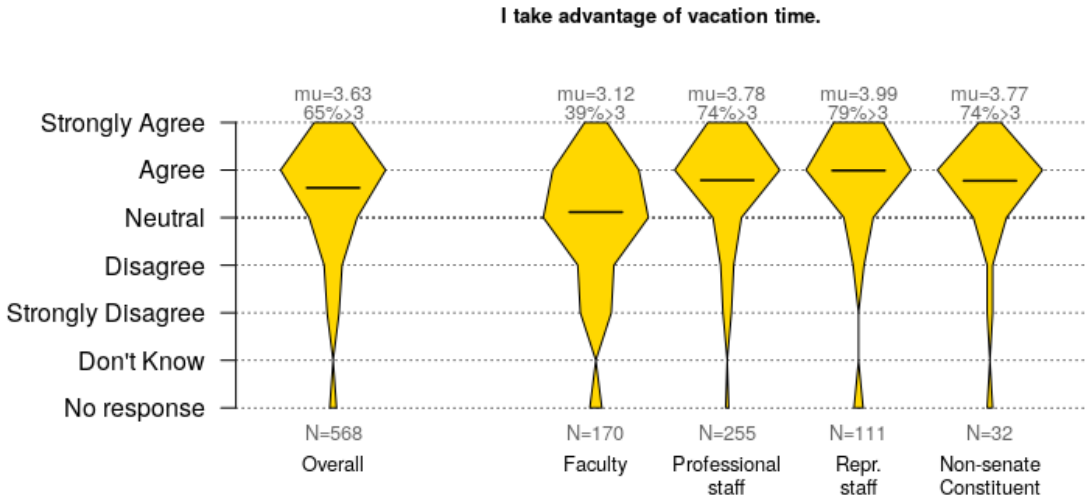


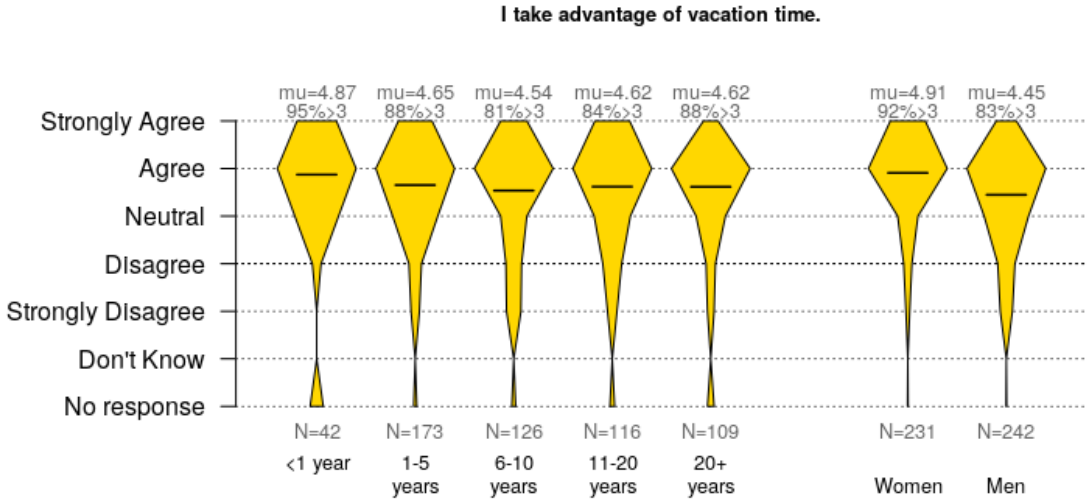
24. My retirement benefits are adequate.



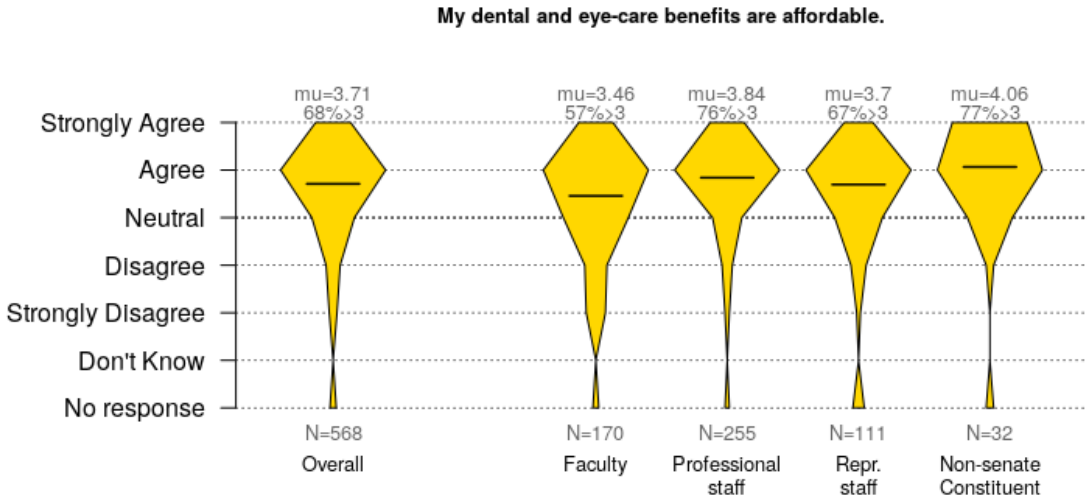


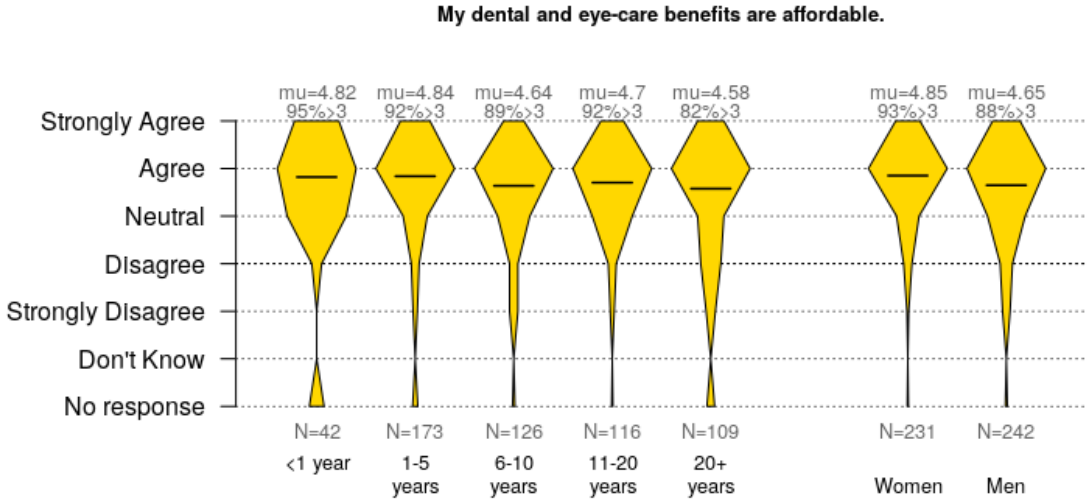
25. I take advantage of vacation time.



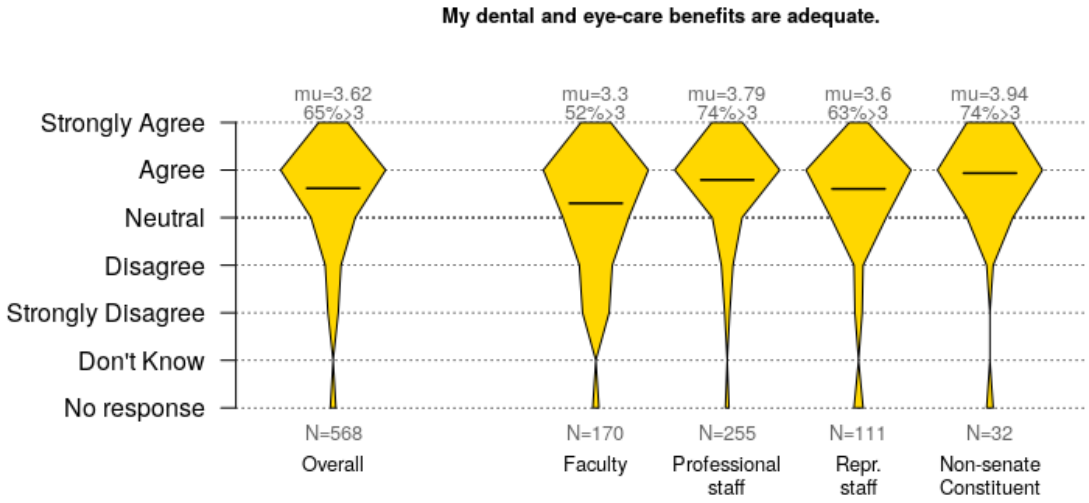


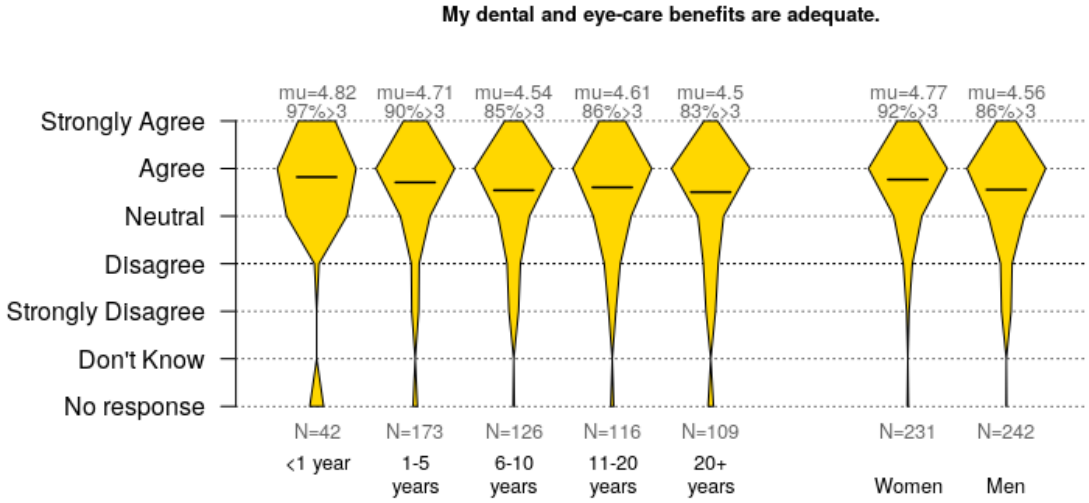
26. My dental and eye-care benefits are affordable.



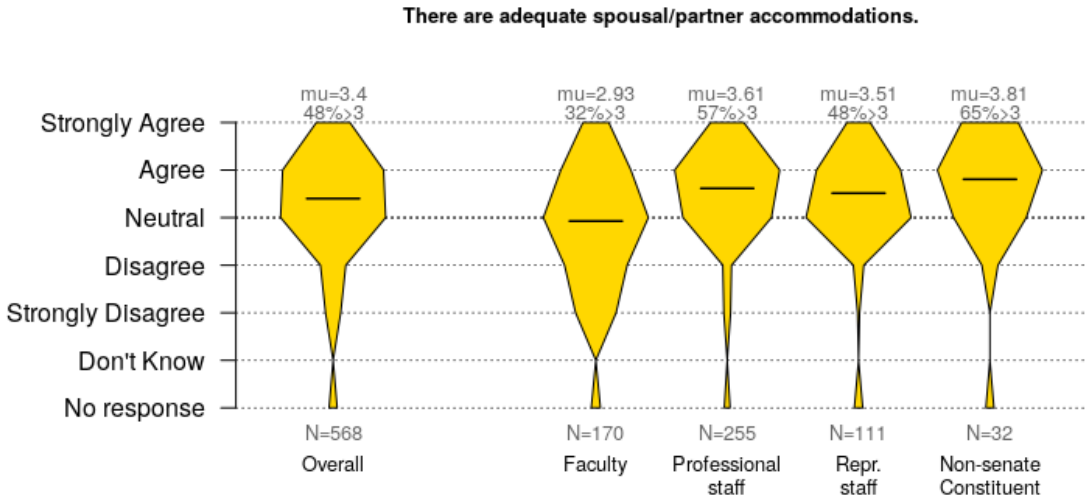


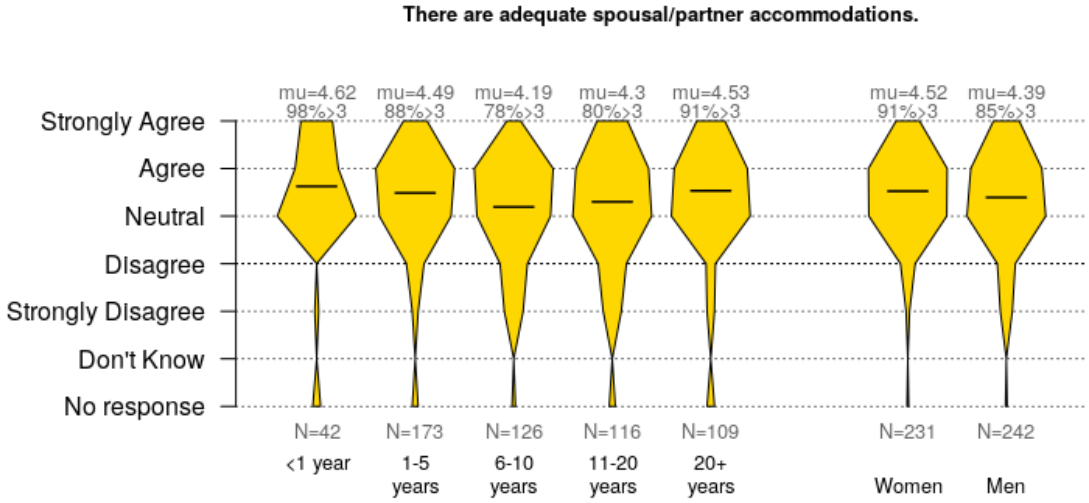
27. My dental and eye-care benefits are adequate.



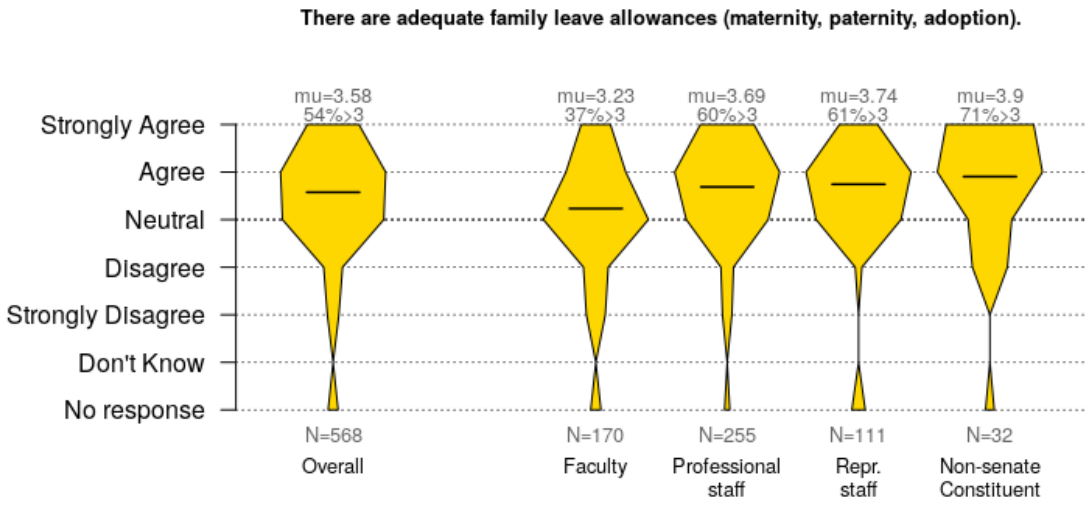


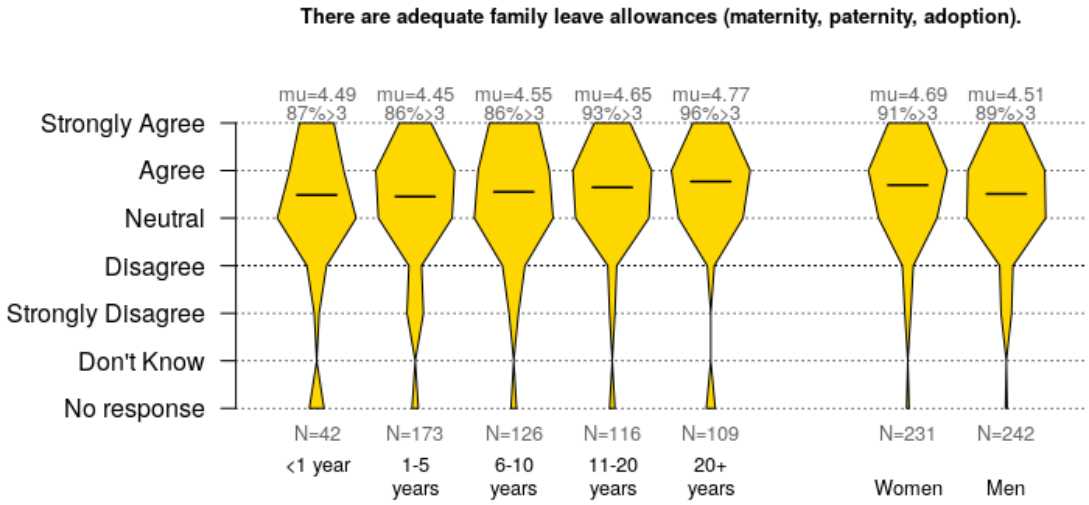
28. There are adequate spousal/partner accommodations.



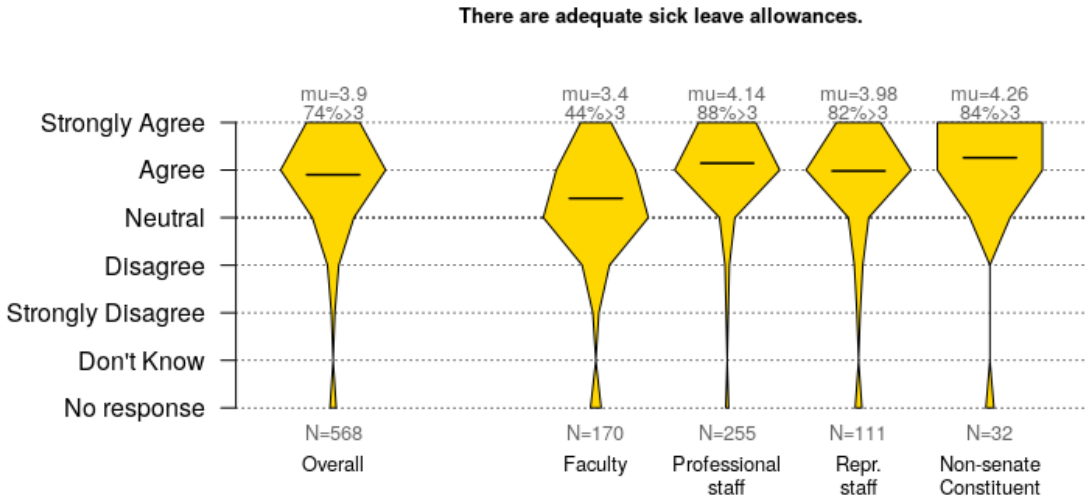


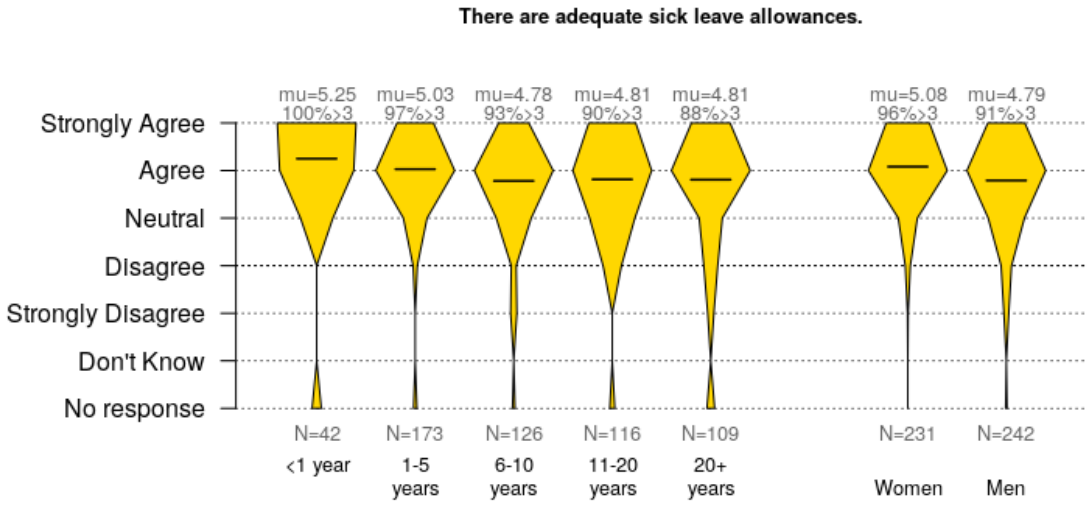
29. There are adequate family leave allowances (maternity, paternity, adoption).



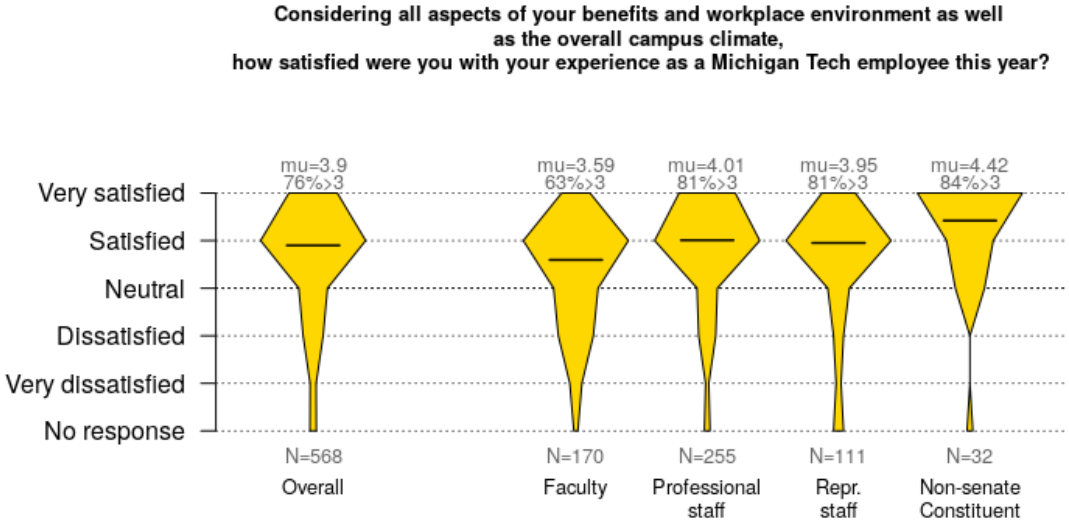


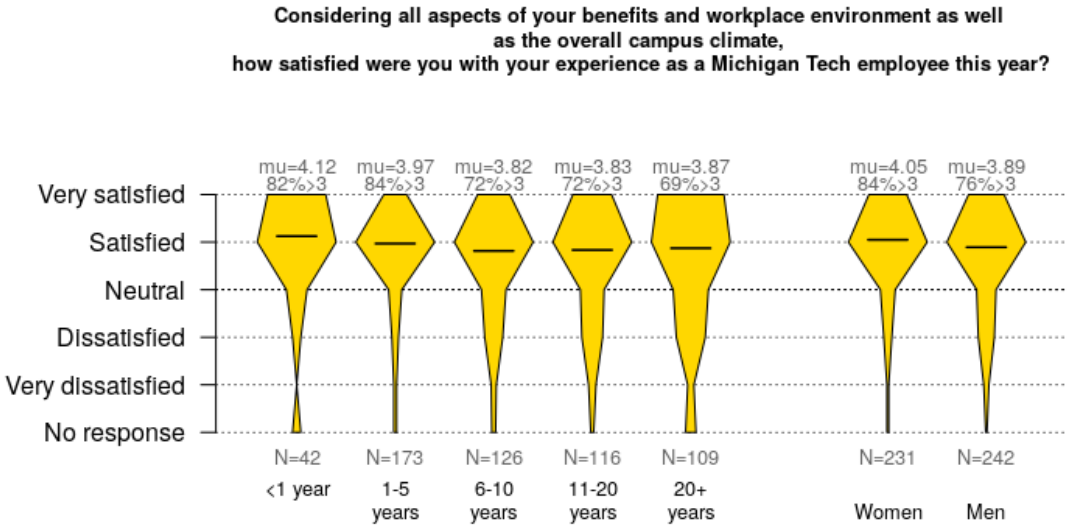
30. There are adequate sick leave allowances.





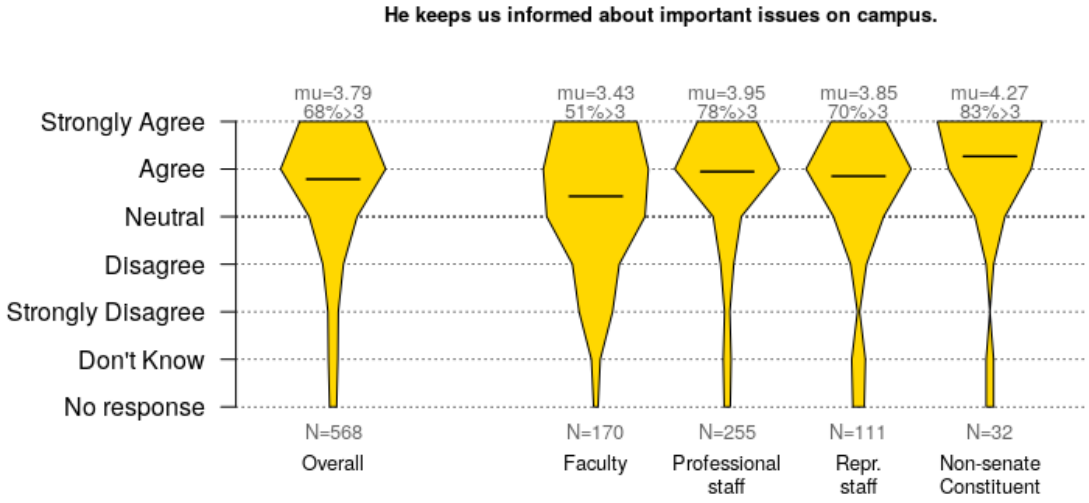
31. Considering all aspects of your benefits and workplace environment as well as the overall campus climate, how satisfied were you with your experience as a Michigan Tech employee this year?

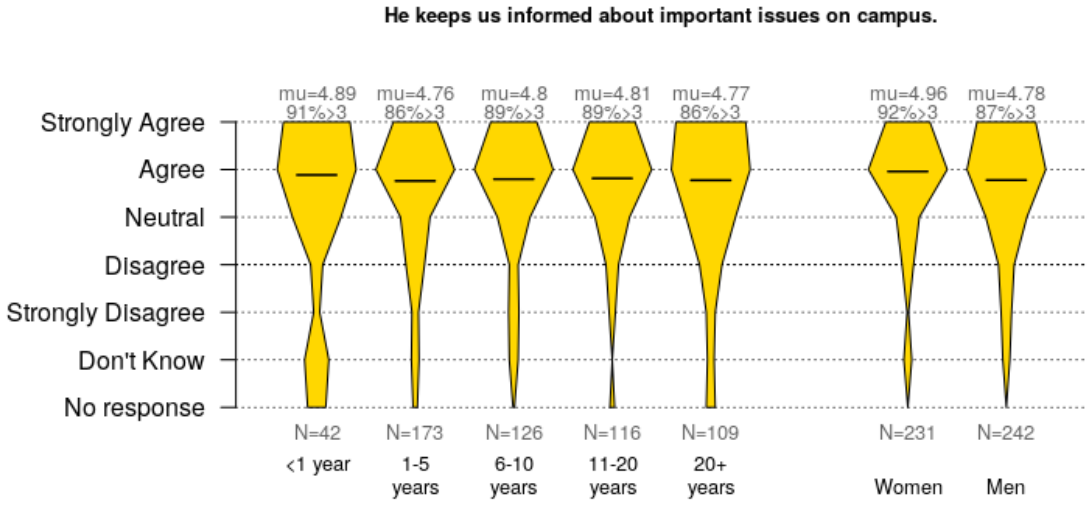




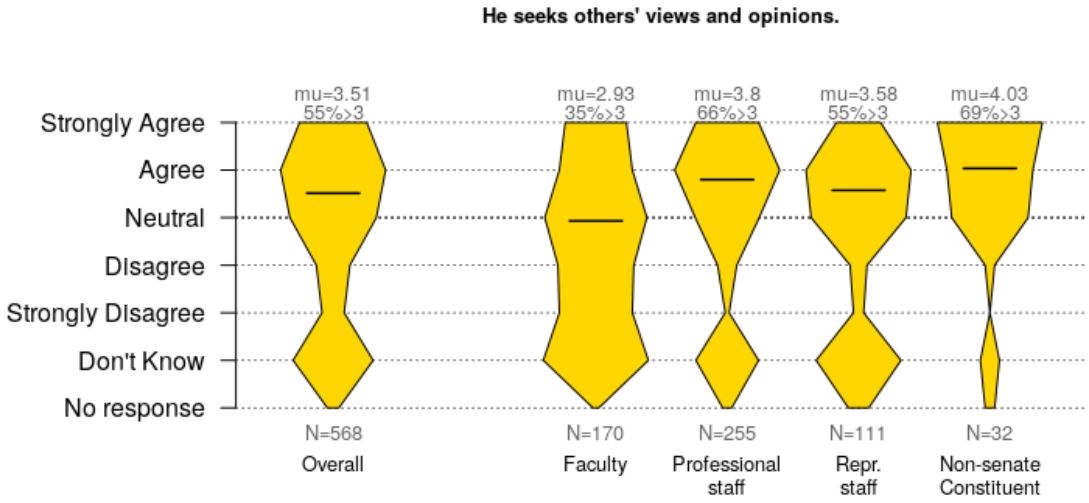
President Performance Questions

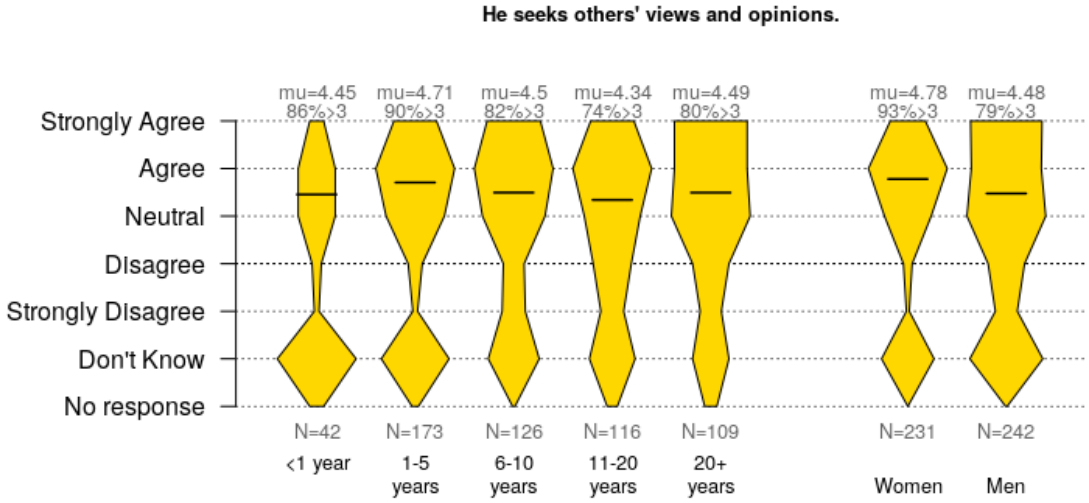
32. He keeps us informed about important issues on campus.



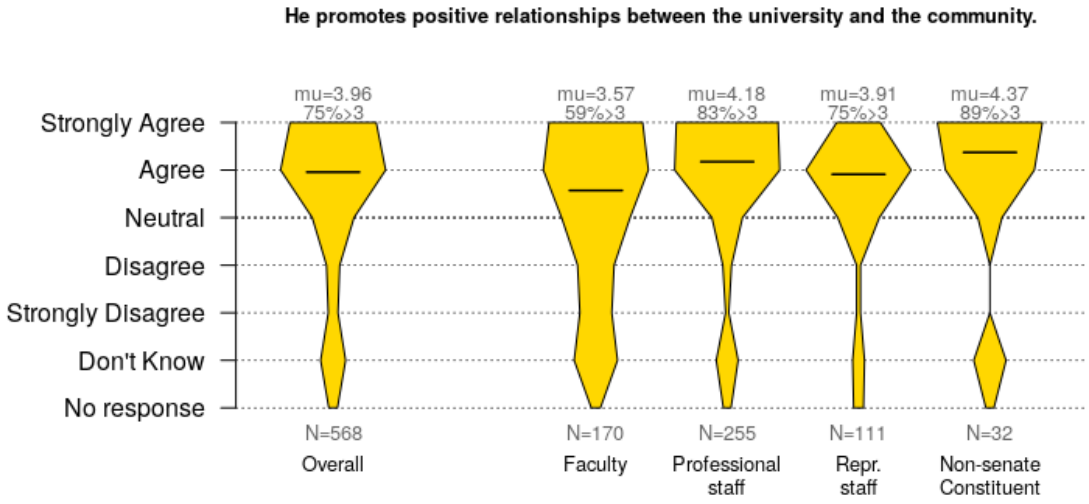


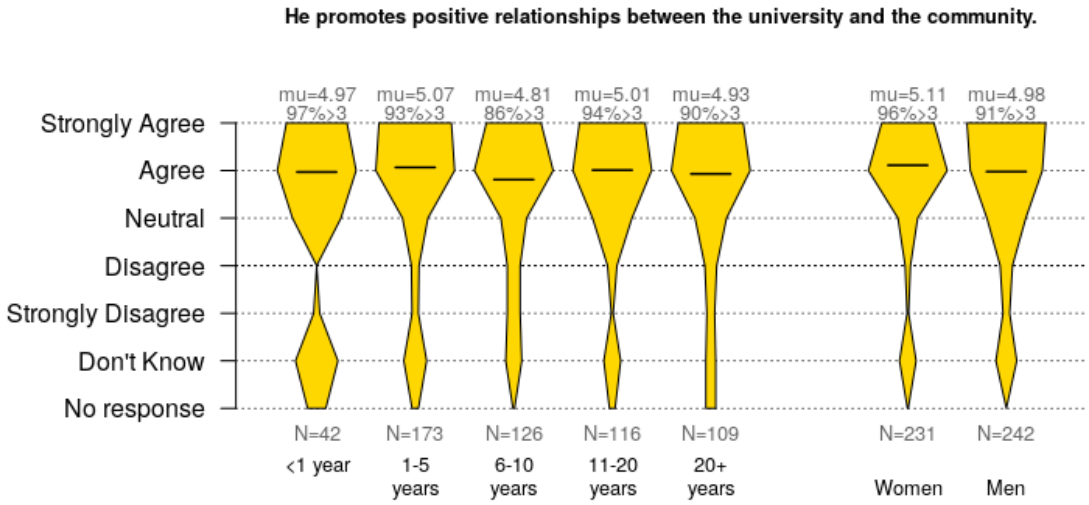
33. He seeks others' views and opinions.



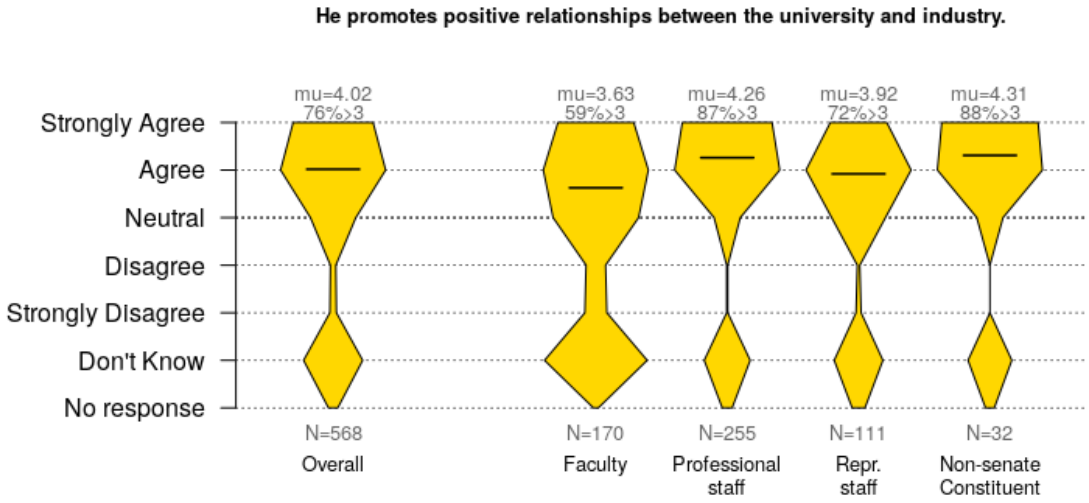


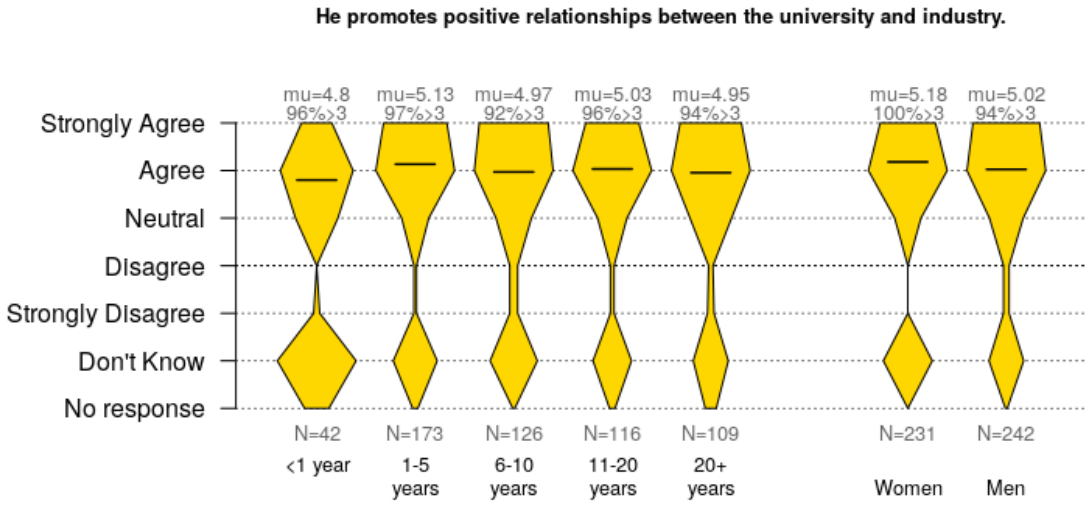
34. He promotes positive relationships between the university and the community.



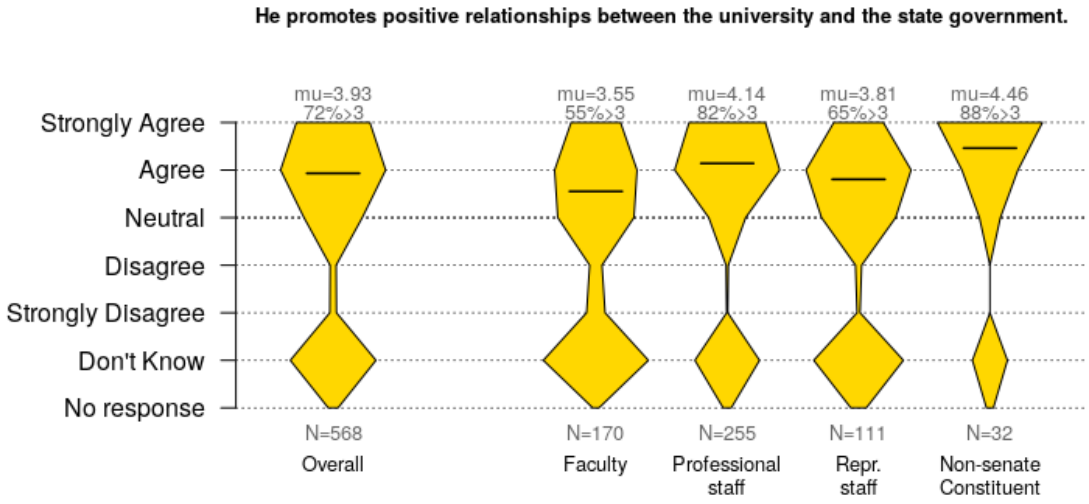


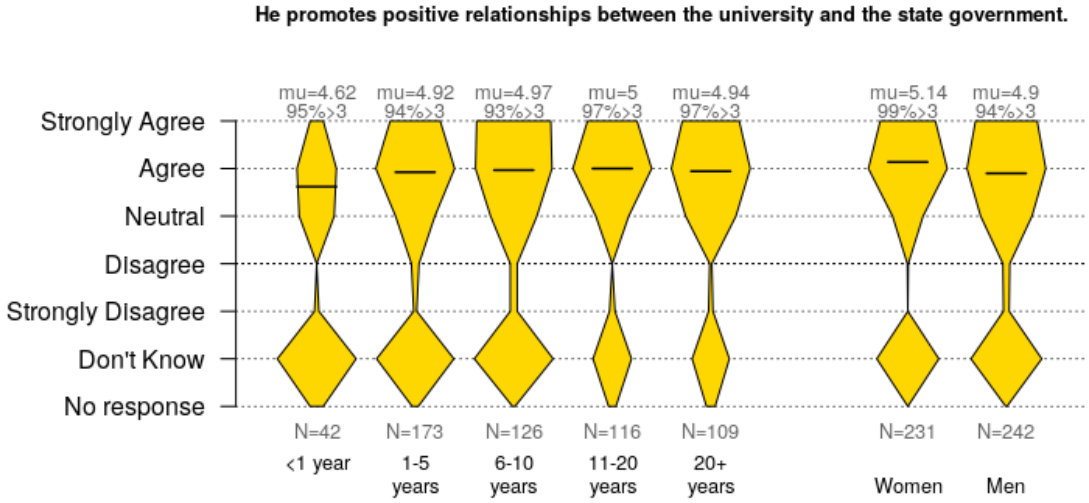
35. He promotes positive relationships between the university and industry.



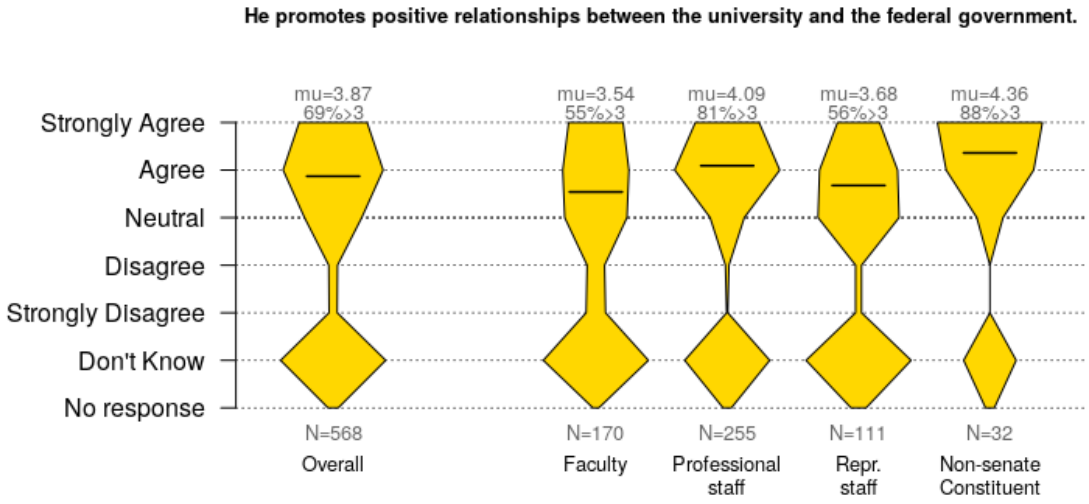


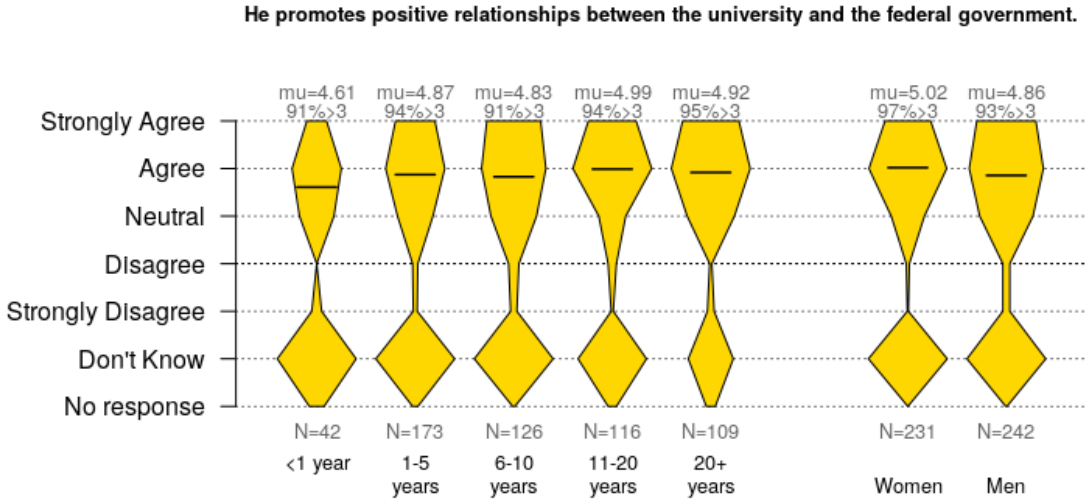
36. He promotes positive relationships between the university and the state government.



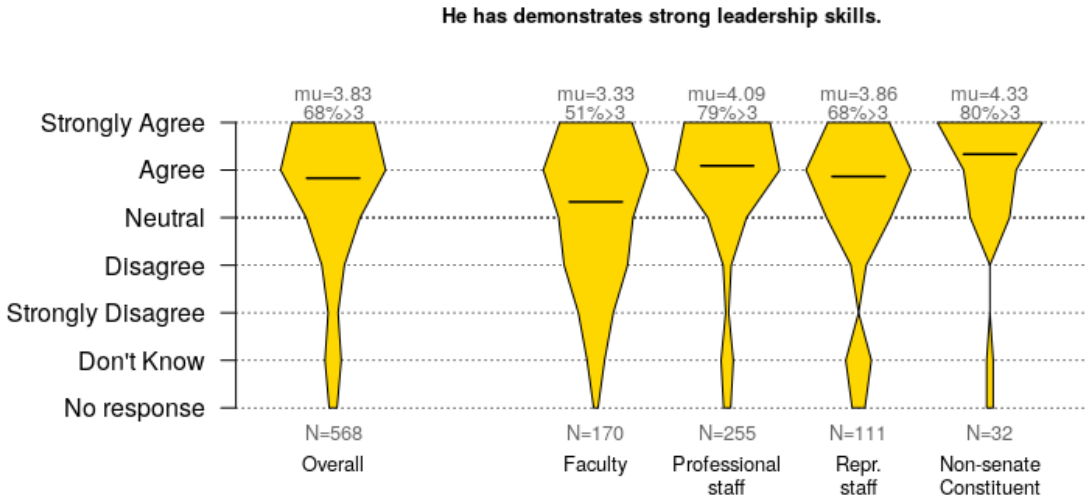


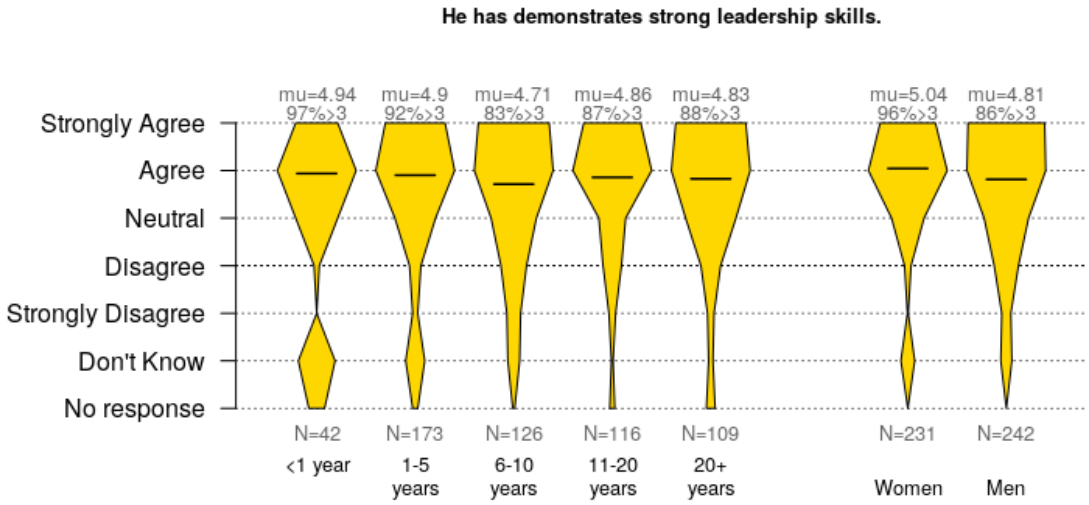
37. He promotes positive relationships between the university and the federal government.



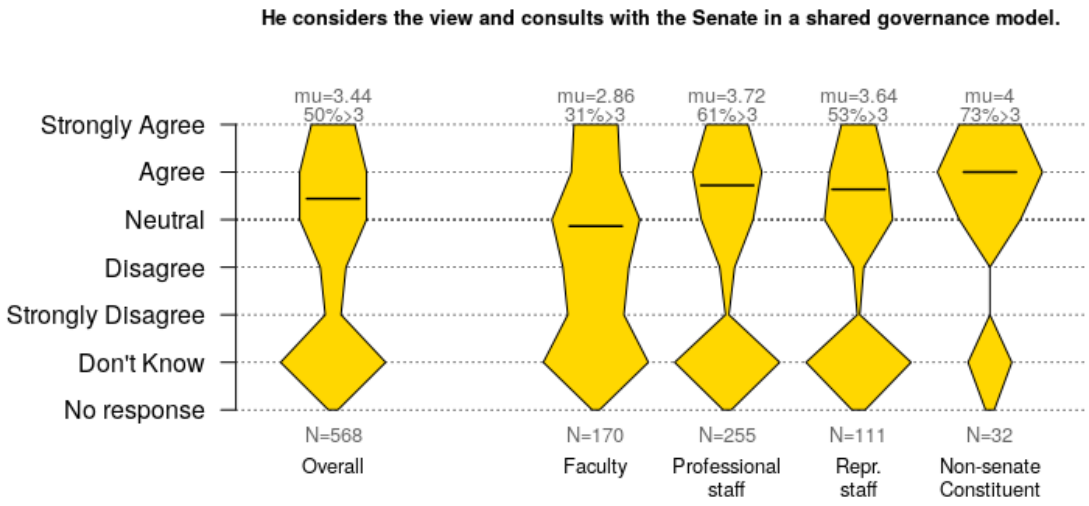


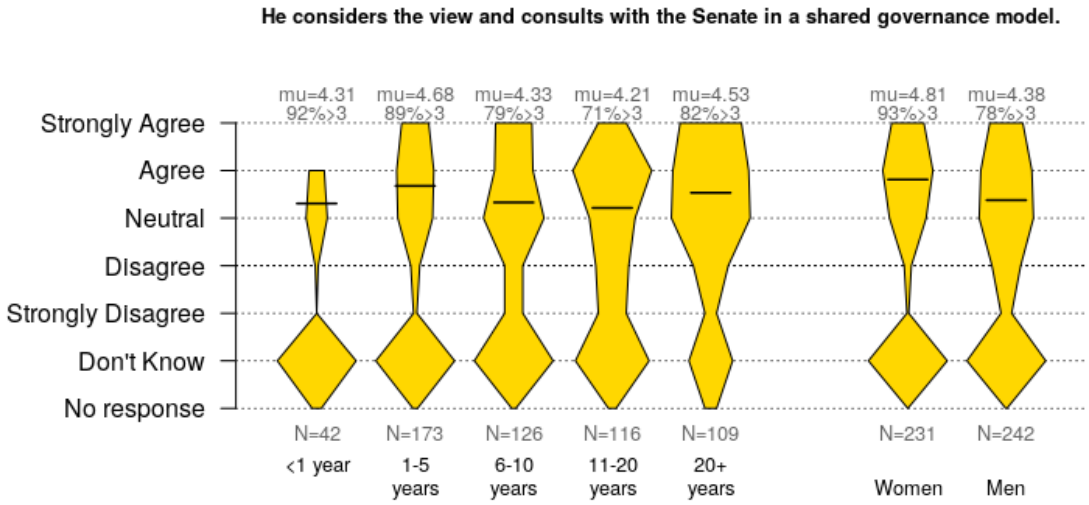
38. He has demonstrates strong leadership skills.



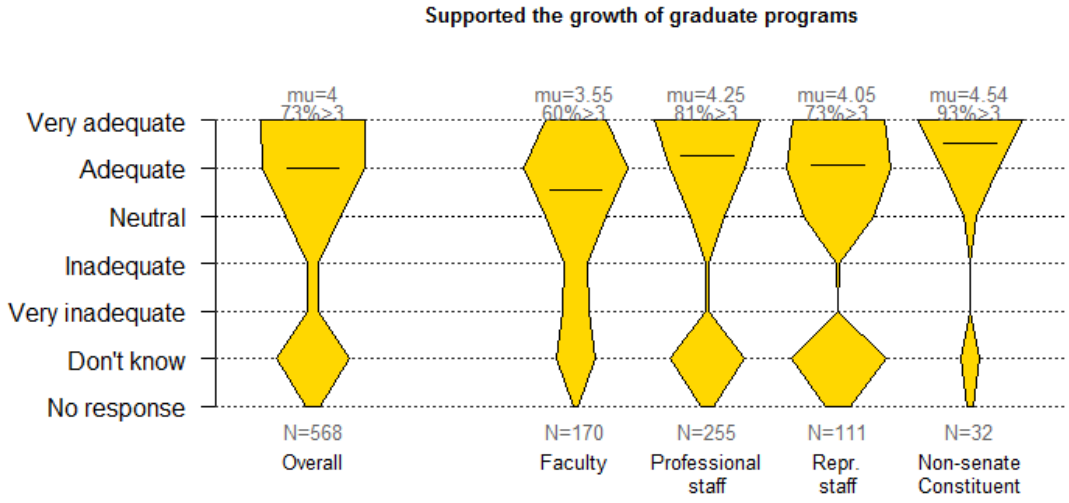


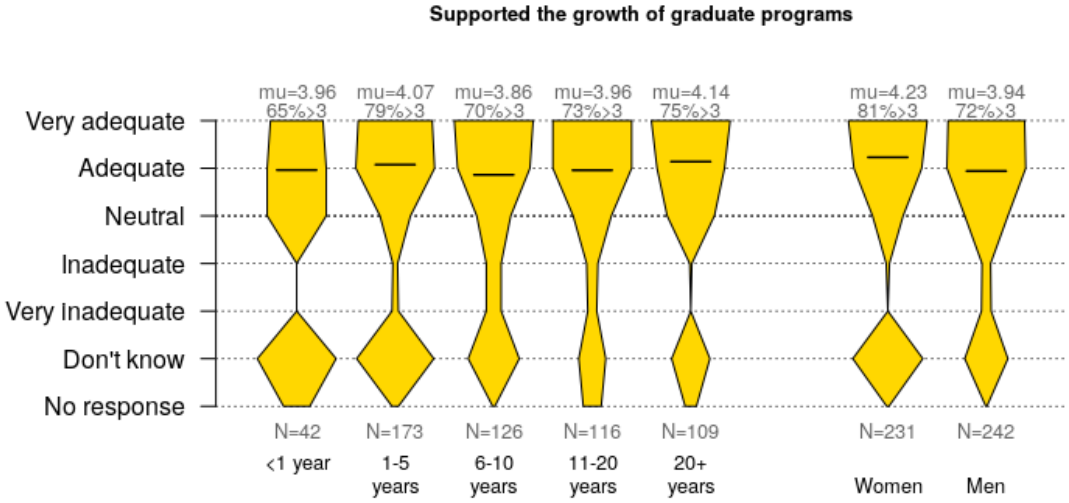
39. He considers the view and consults with the Senate in a shared governance model.



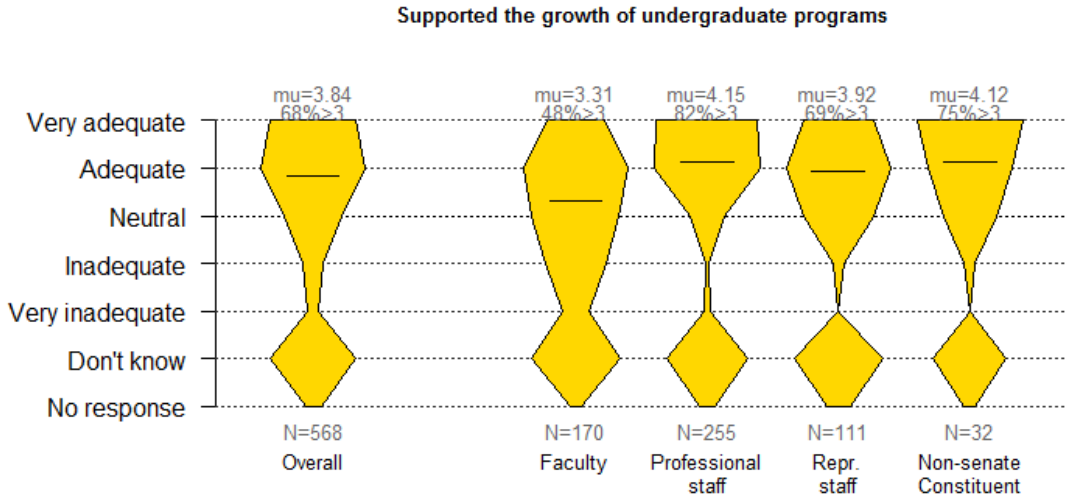


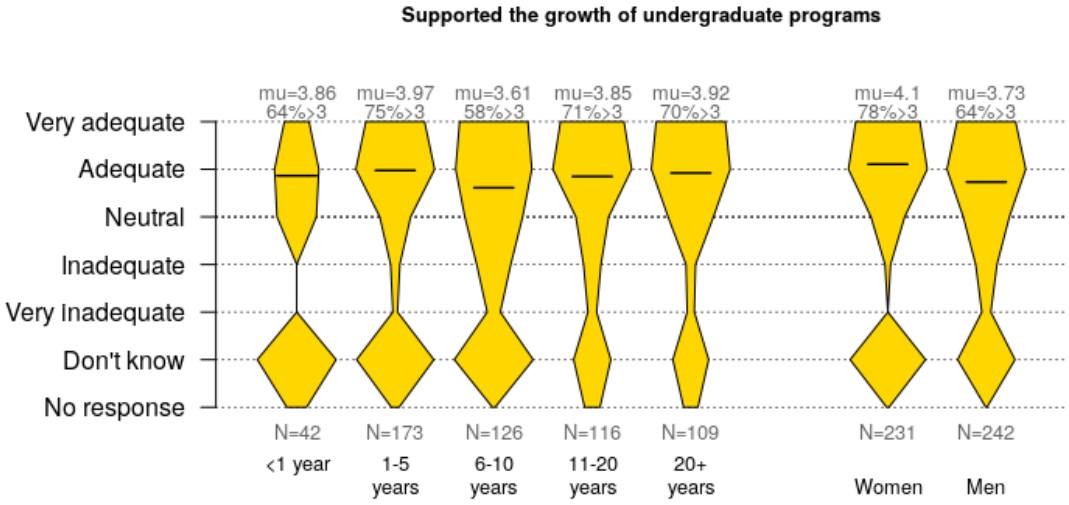
40. Supported the growth of graduate programs



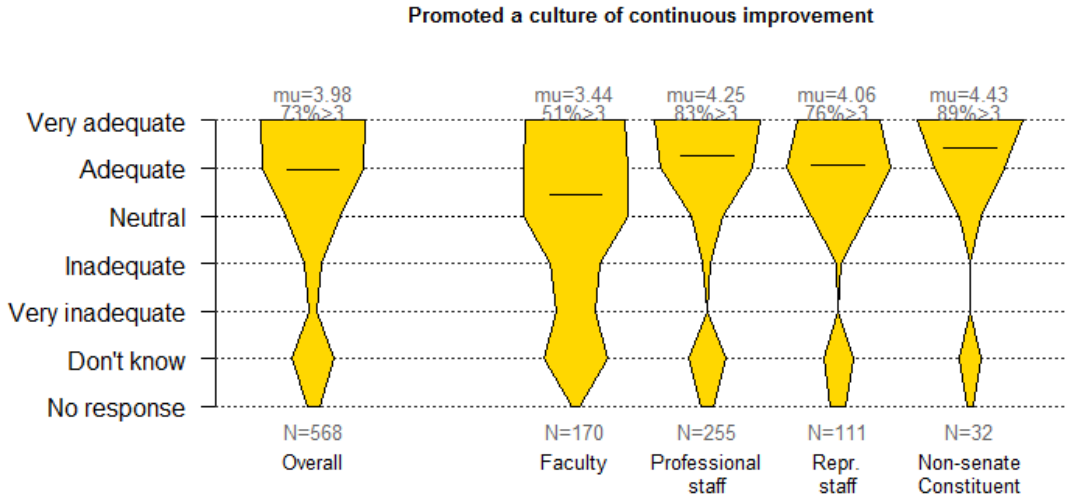


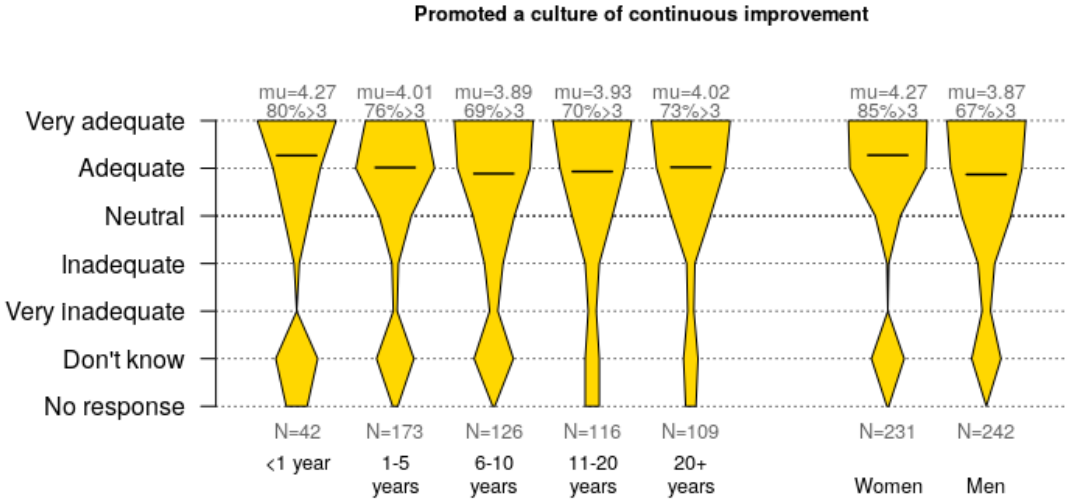
41. Supported the growth of undergraduate programs



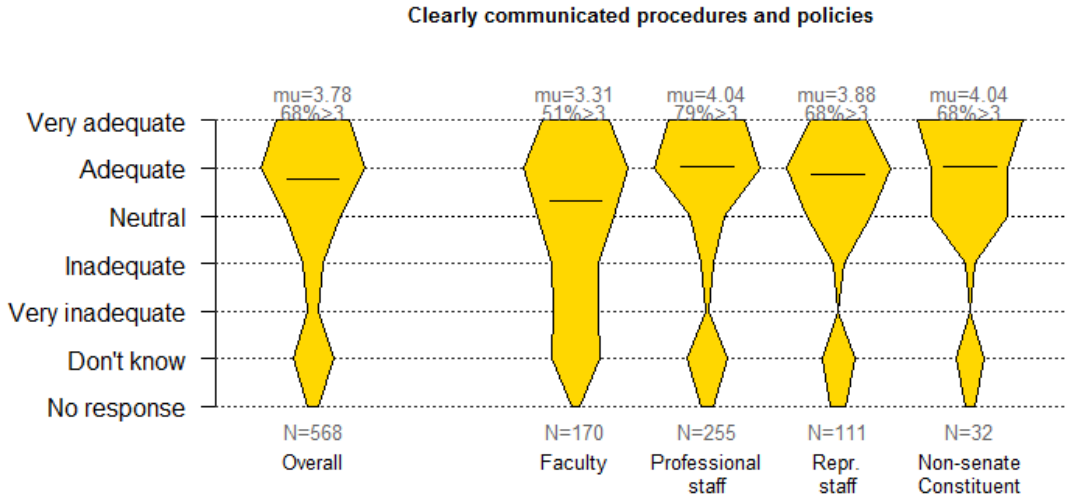


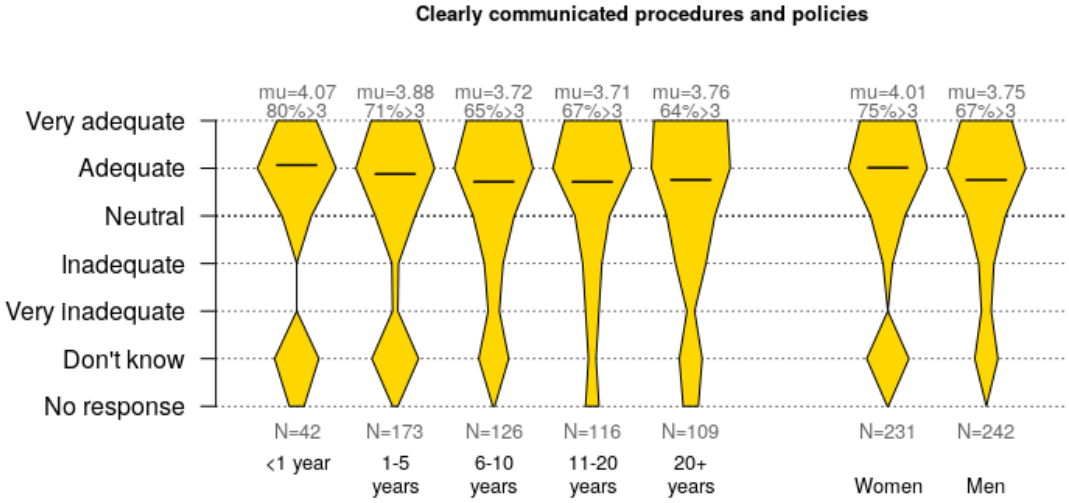
42. Promoted a culture of continuous improvement



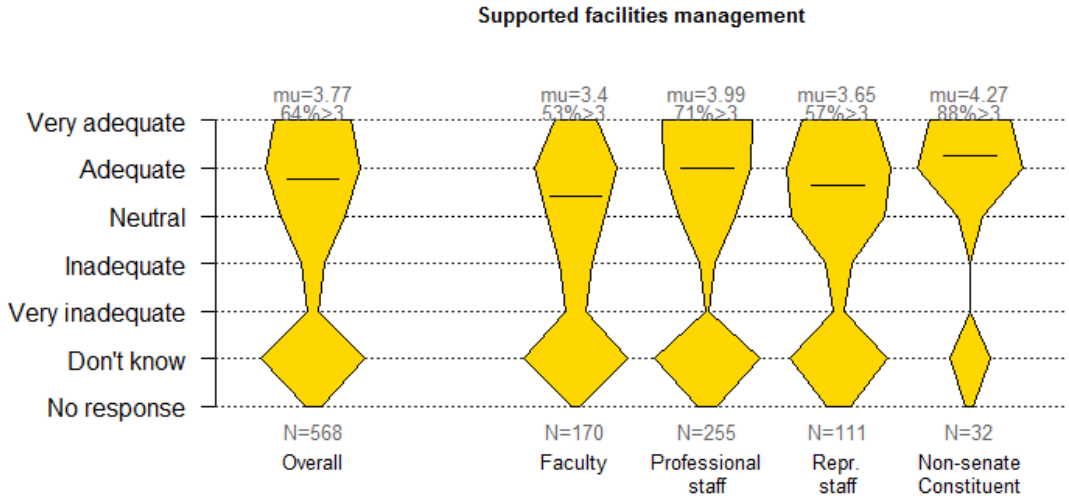


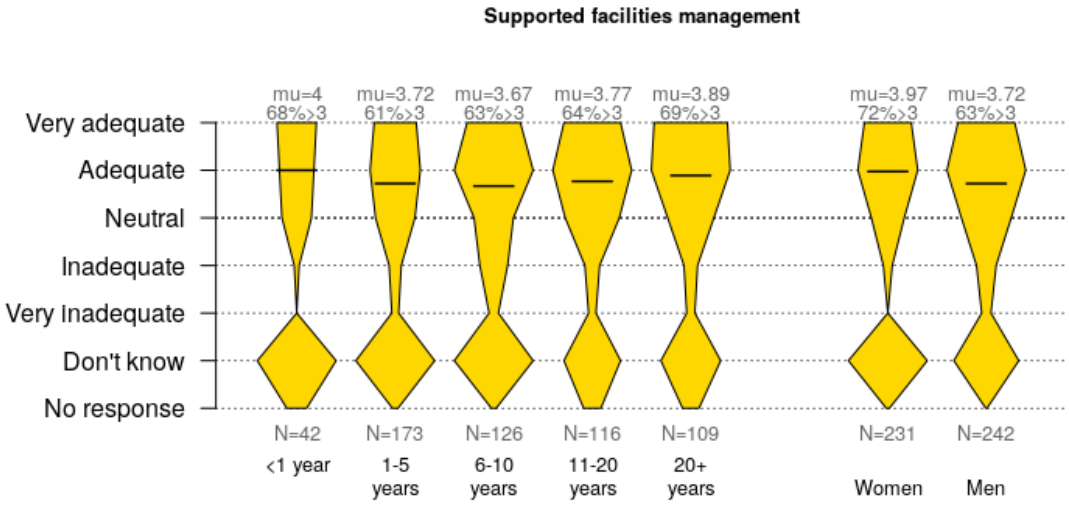
43. Clearly communicated procedures and policies



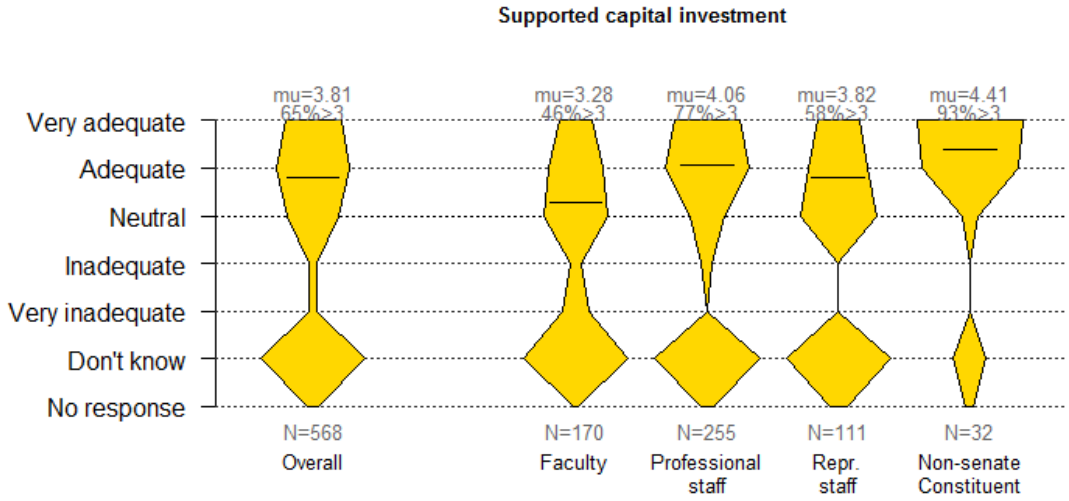


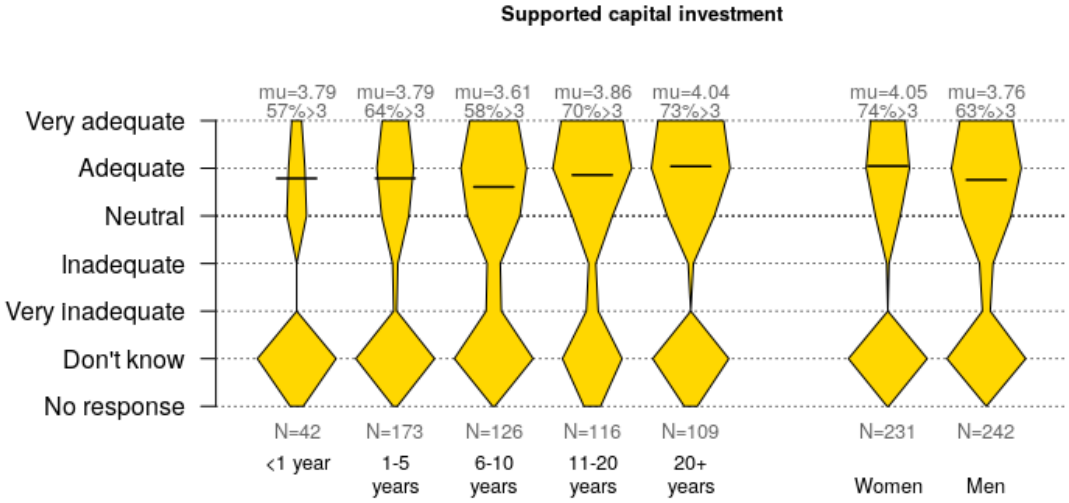
44. Supported facilities management



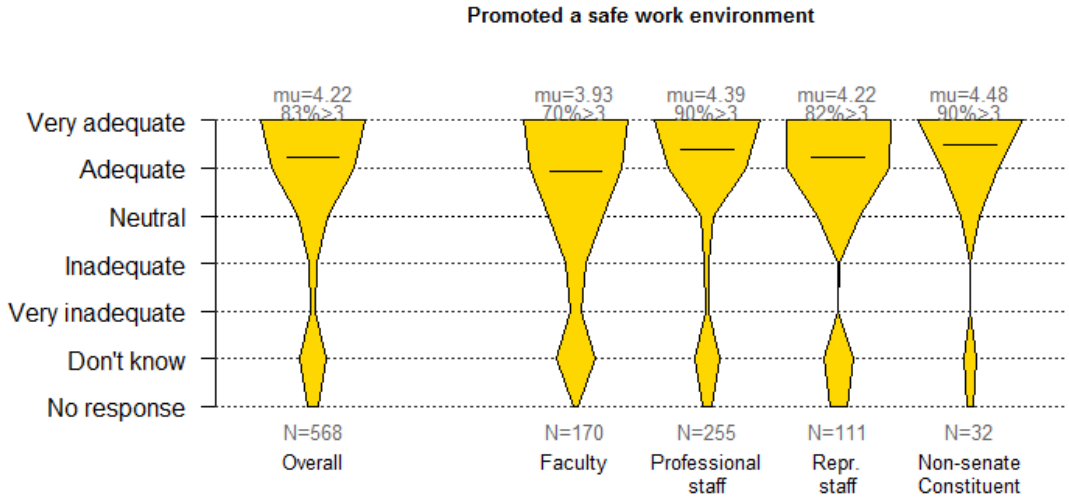


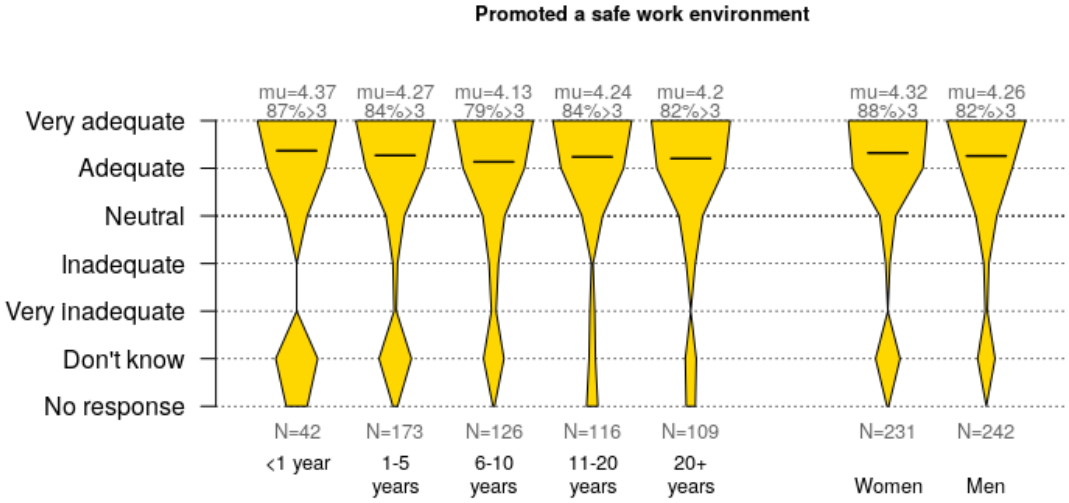
45. Supported capital investment



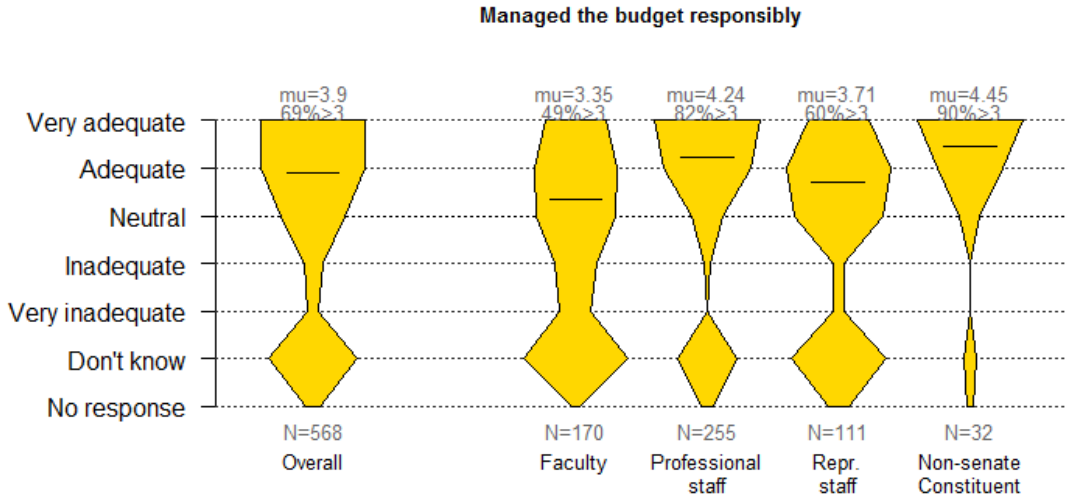


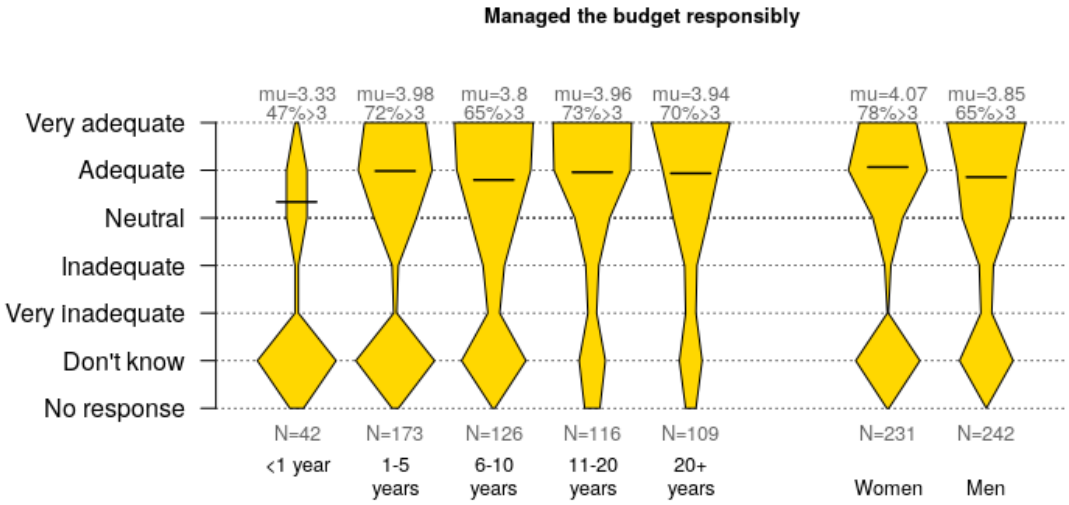
46. Promoted a safe work environment



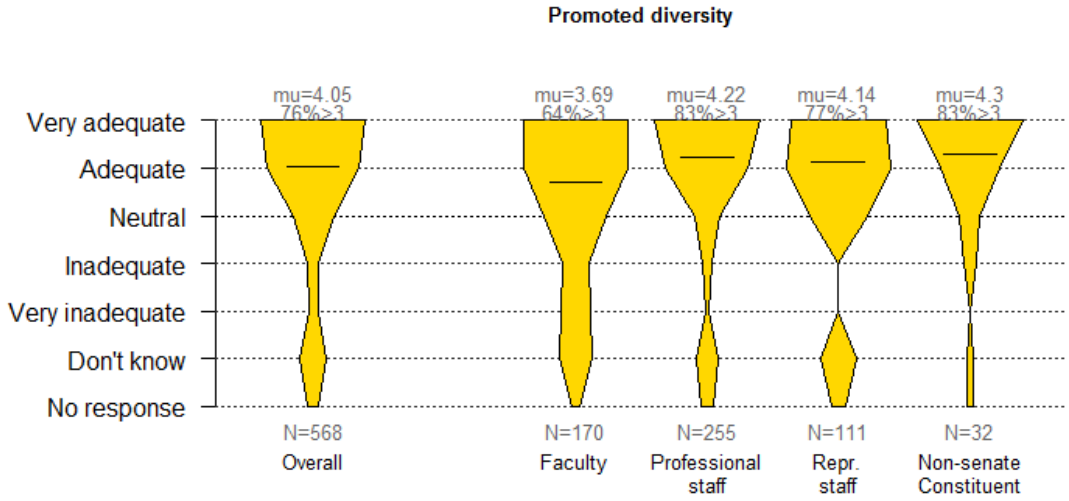


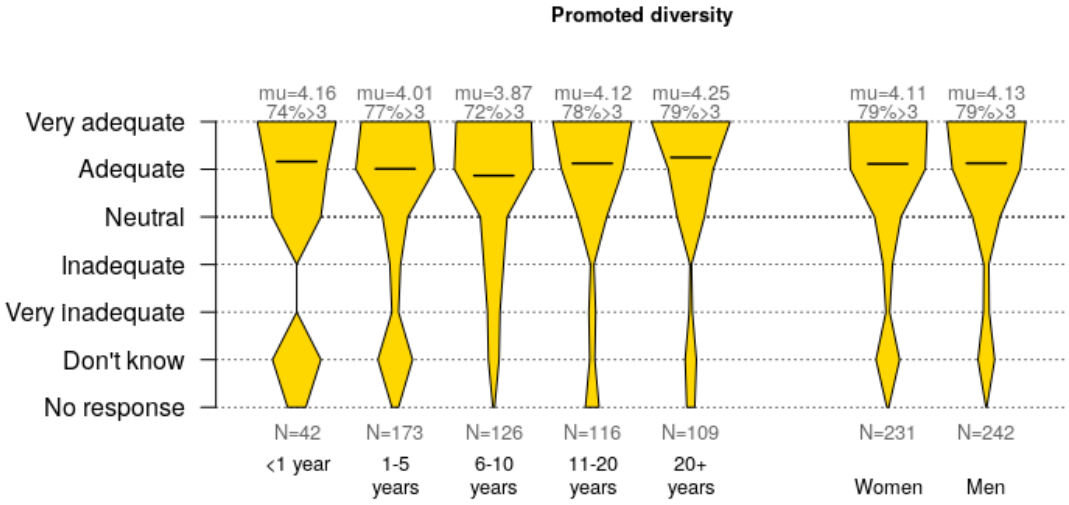
47. Managed the budget responsibly



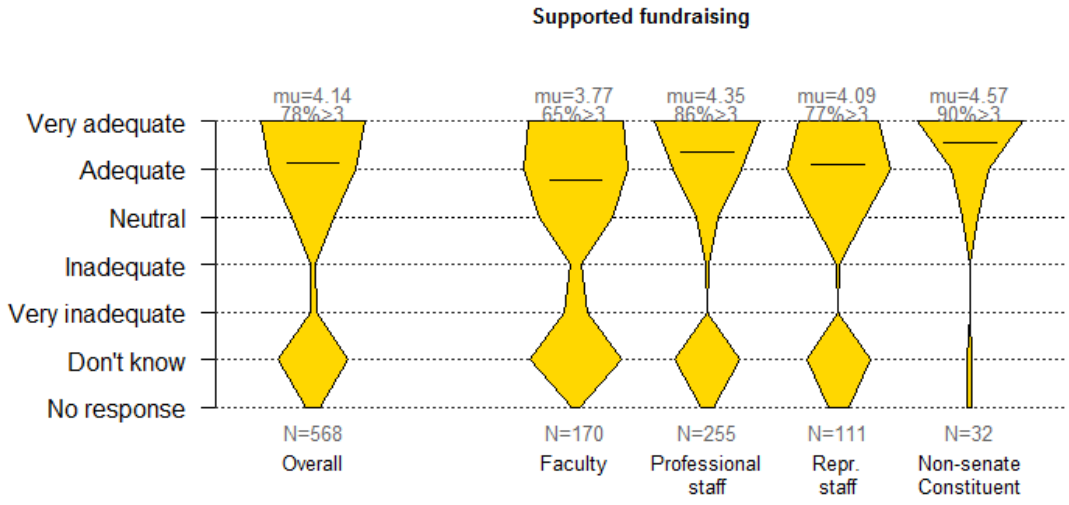


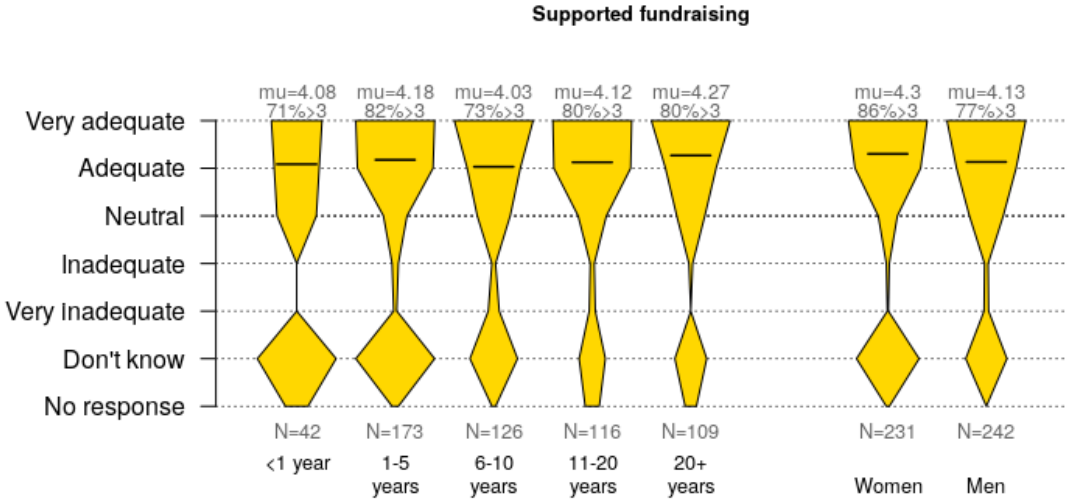
48. Promoted diversity



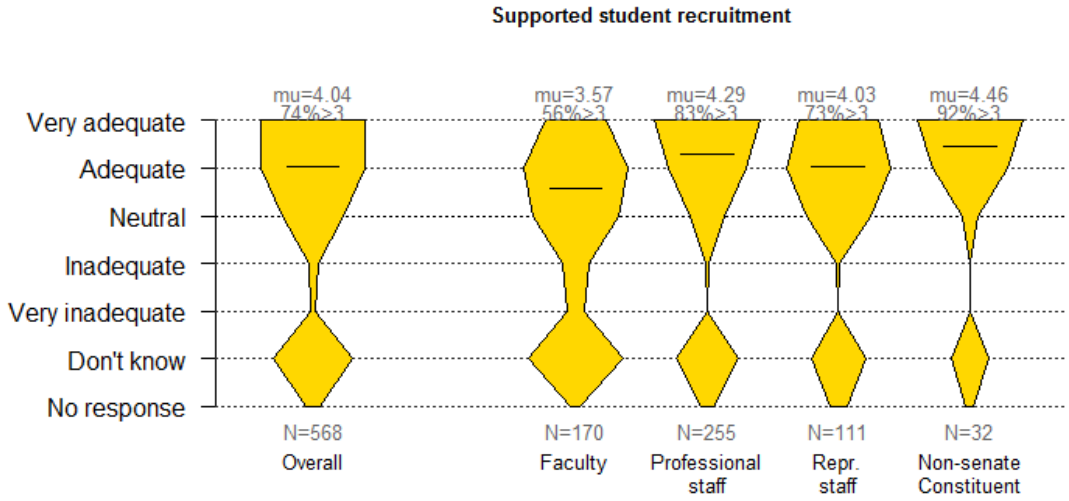


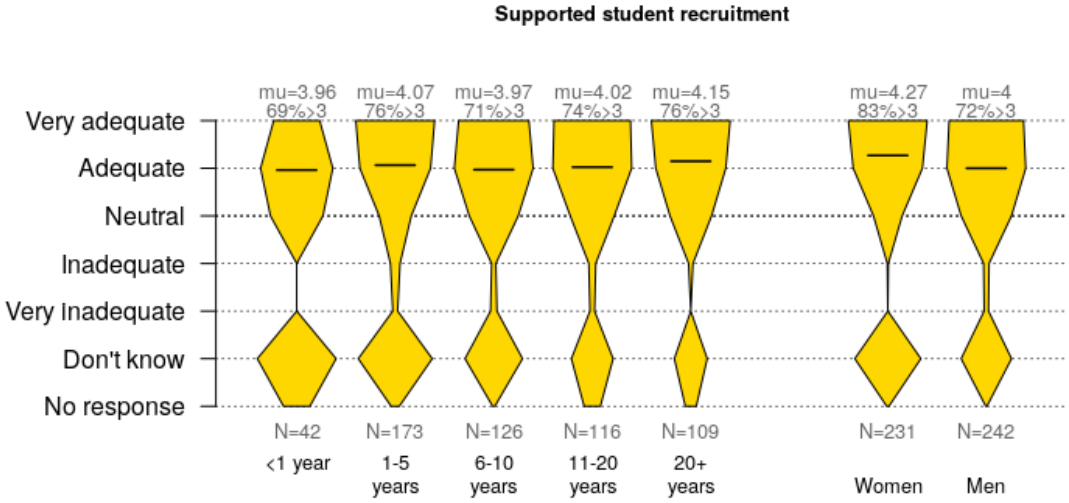
49. Supported fundraising



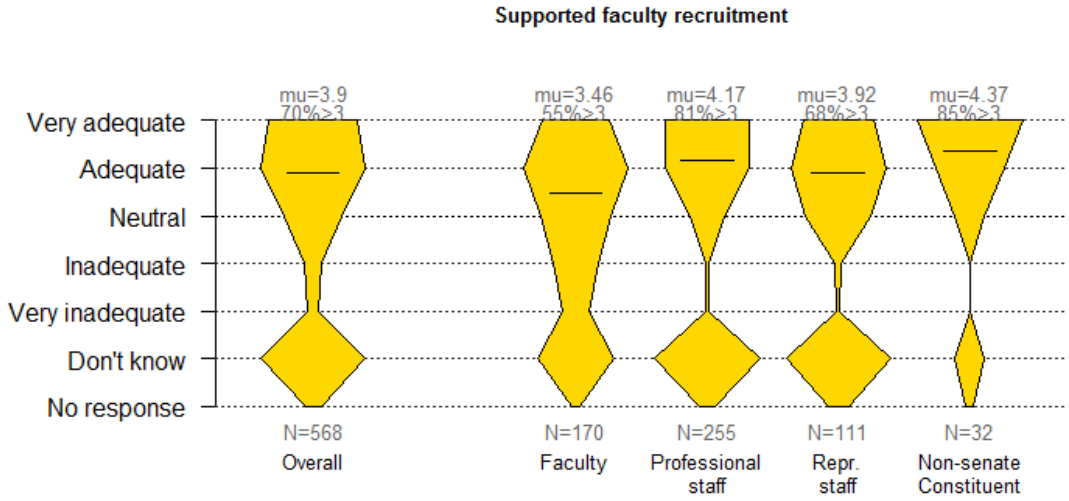


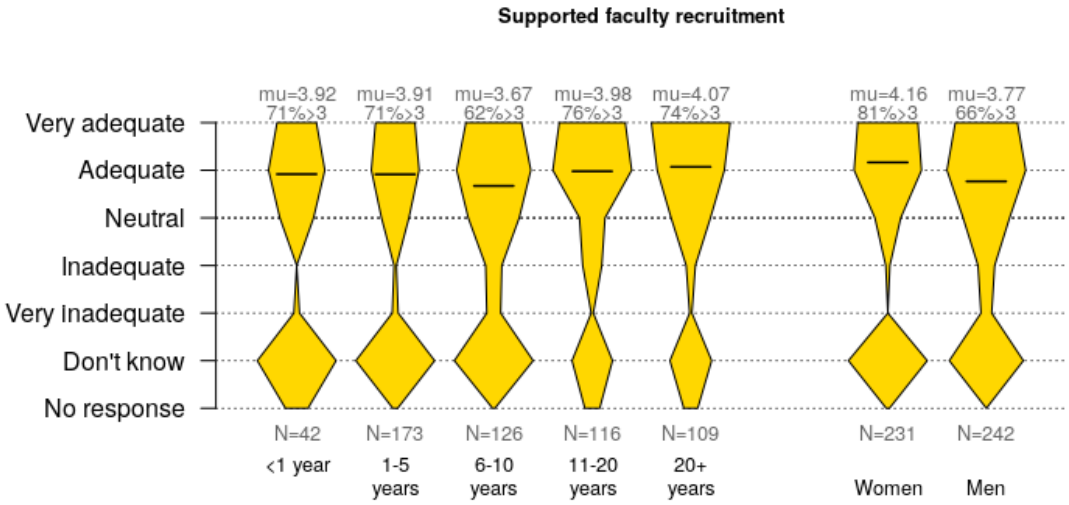
50. Supported student recruitment



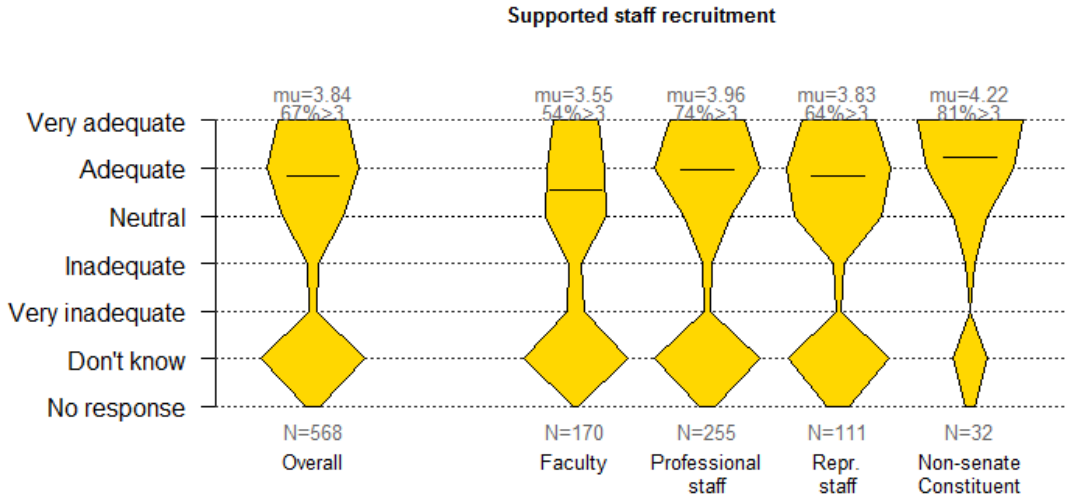


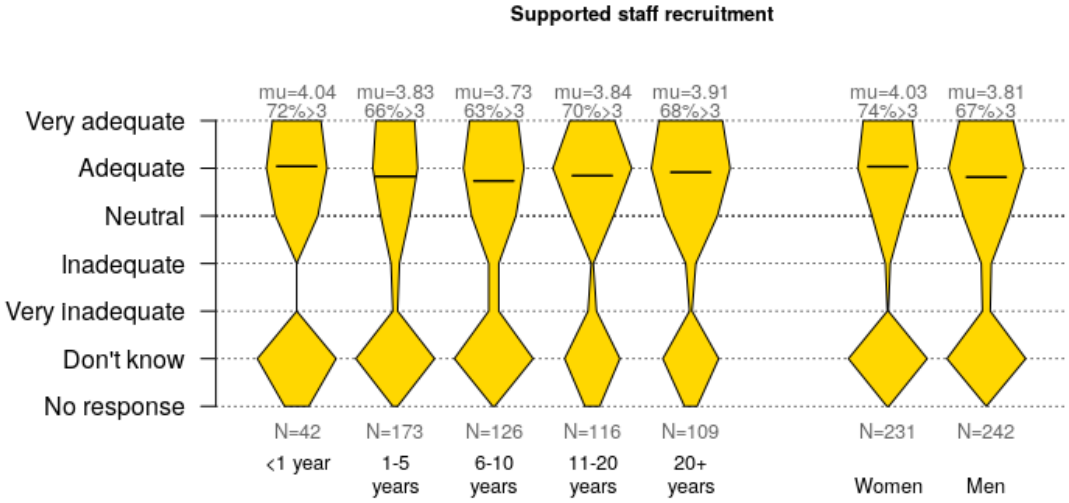
51. Supported faculty recruitment



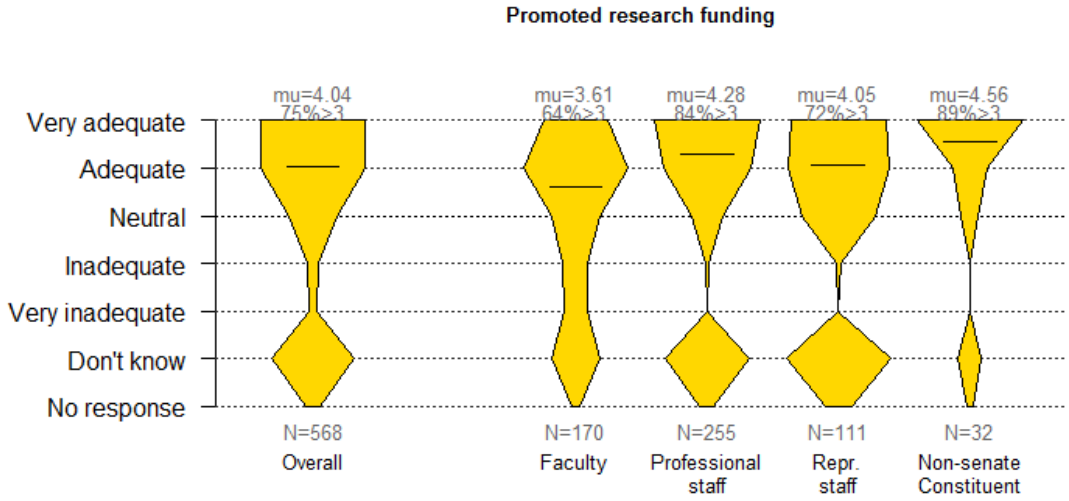


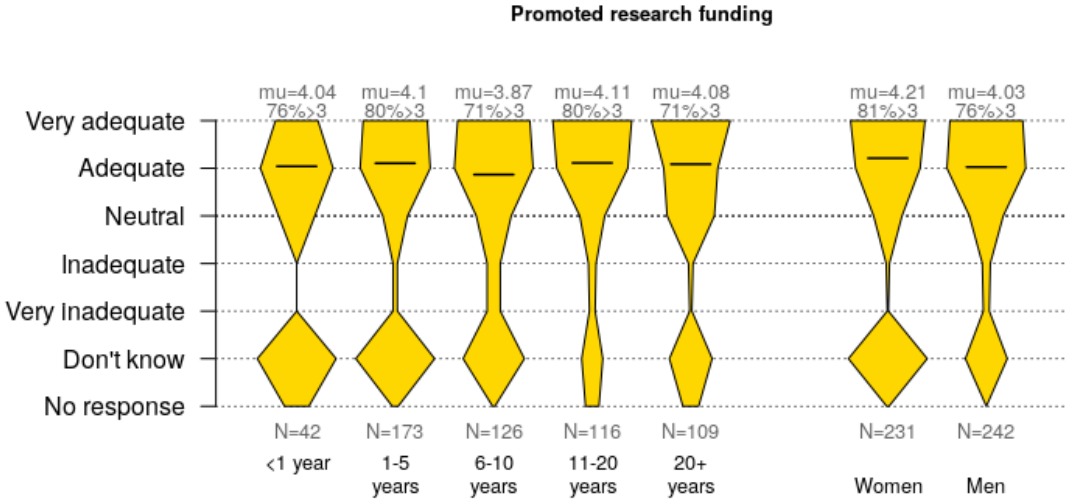
52. Supported staff recruitment



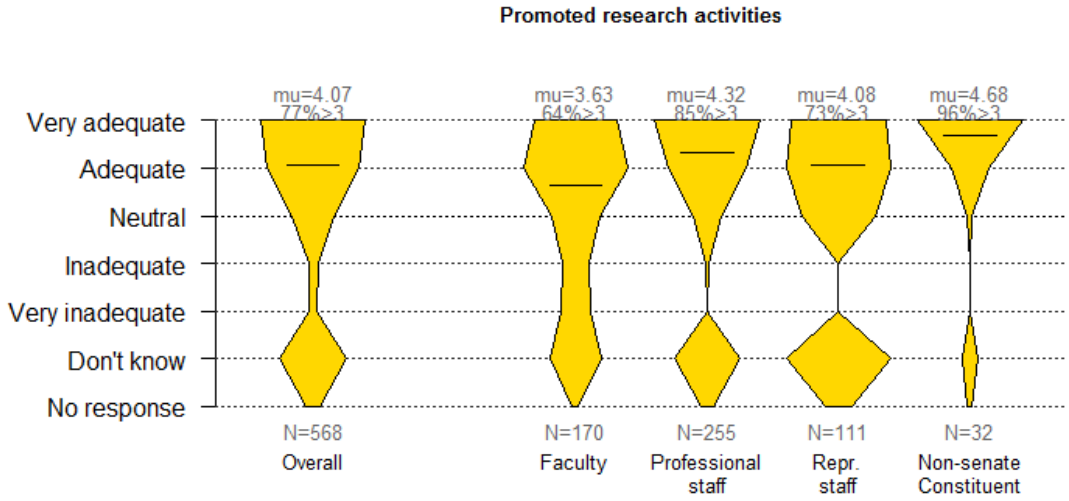


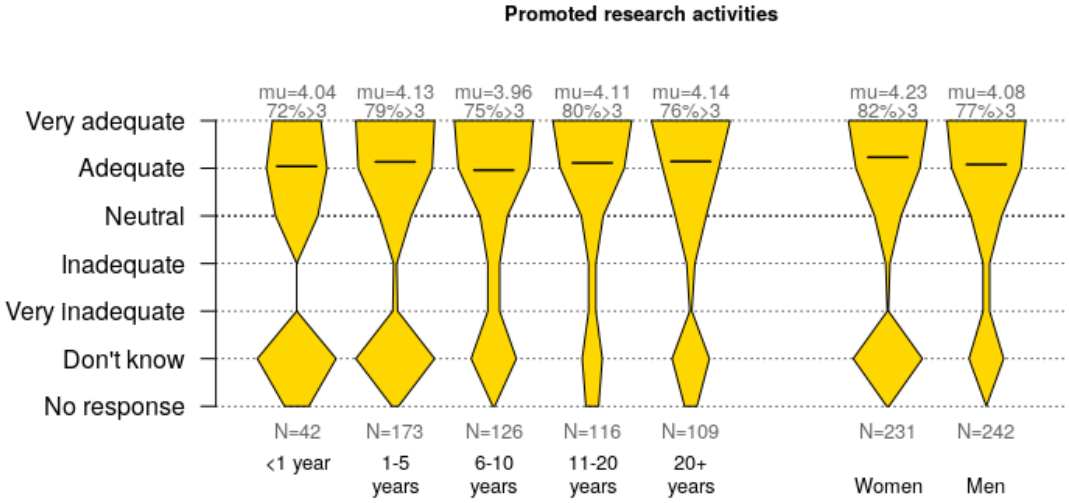
53. Promoted research funding



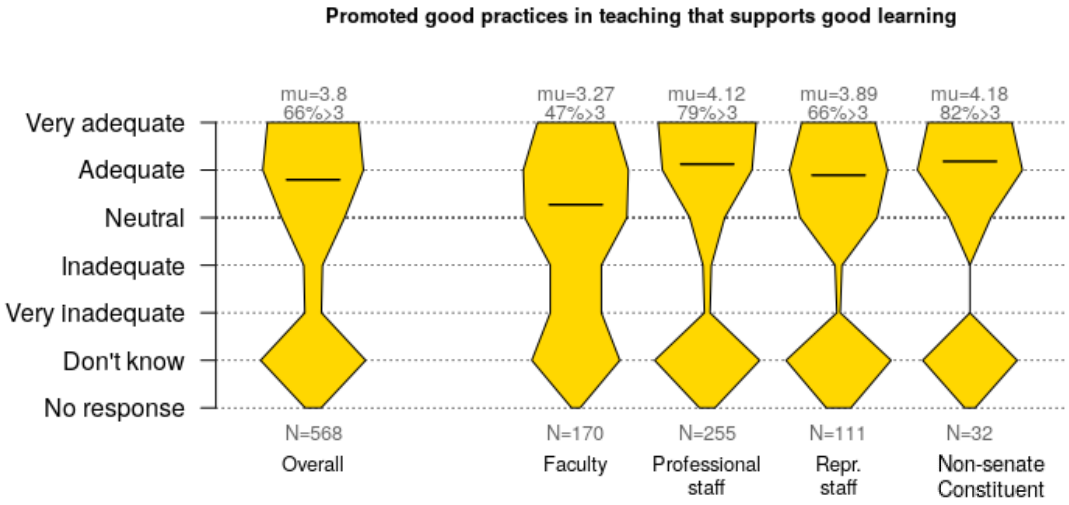


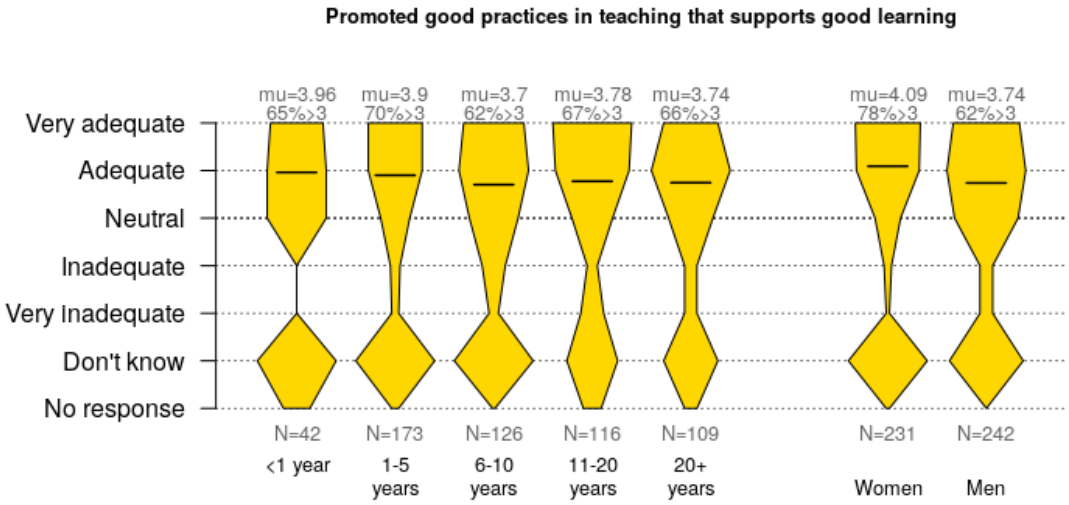
54. Promoted research activities



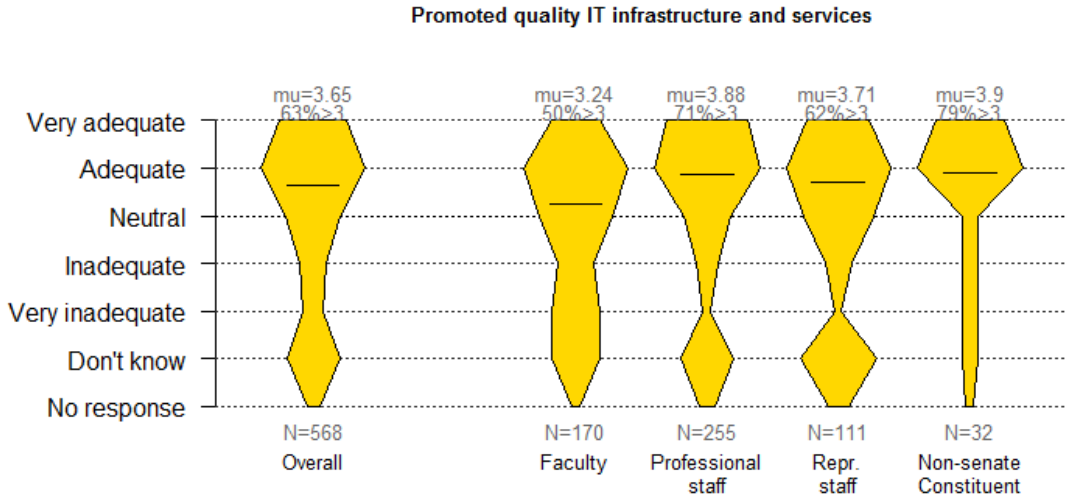


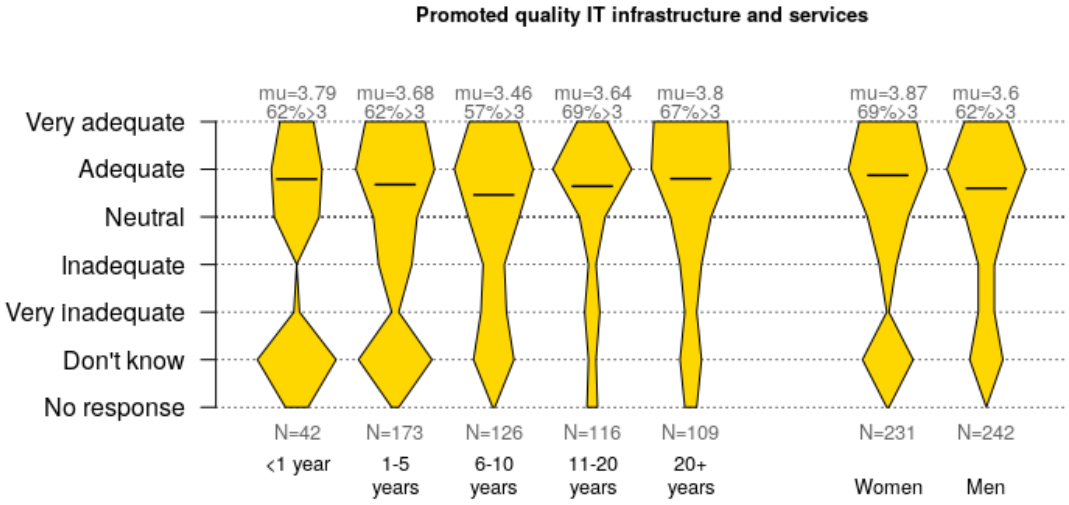
55. Promoted good practices in teaching that supports good learning



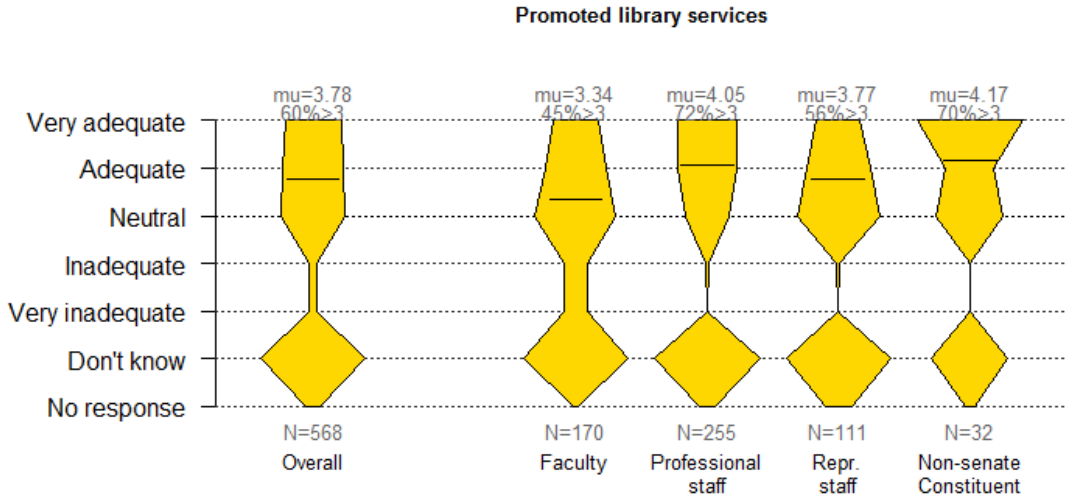


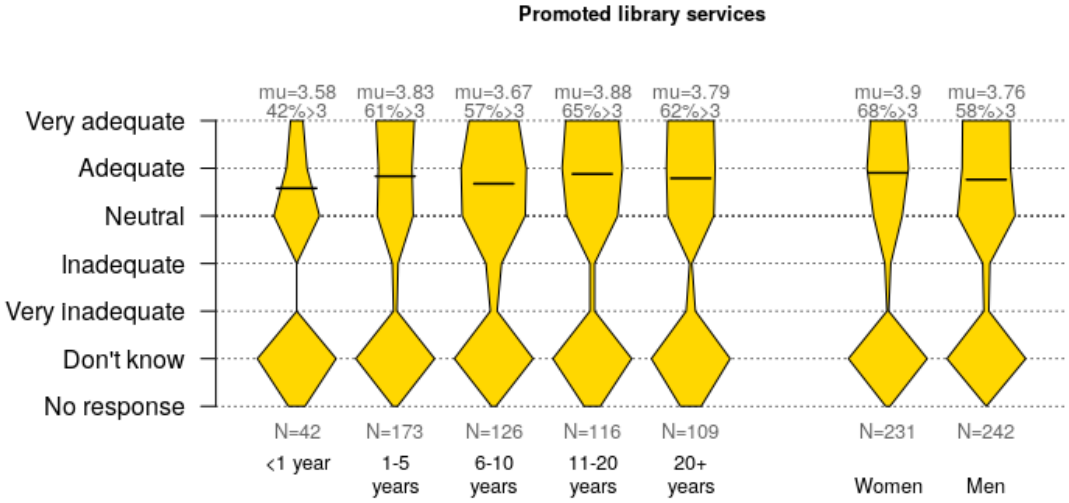
56. Promoted quality IT infrastructure and services





57. Promoted library services



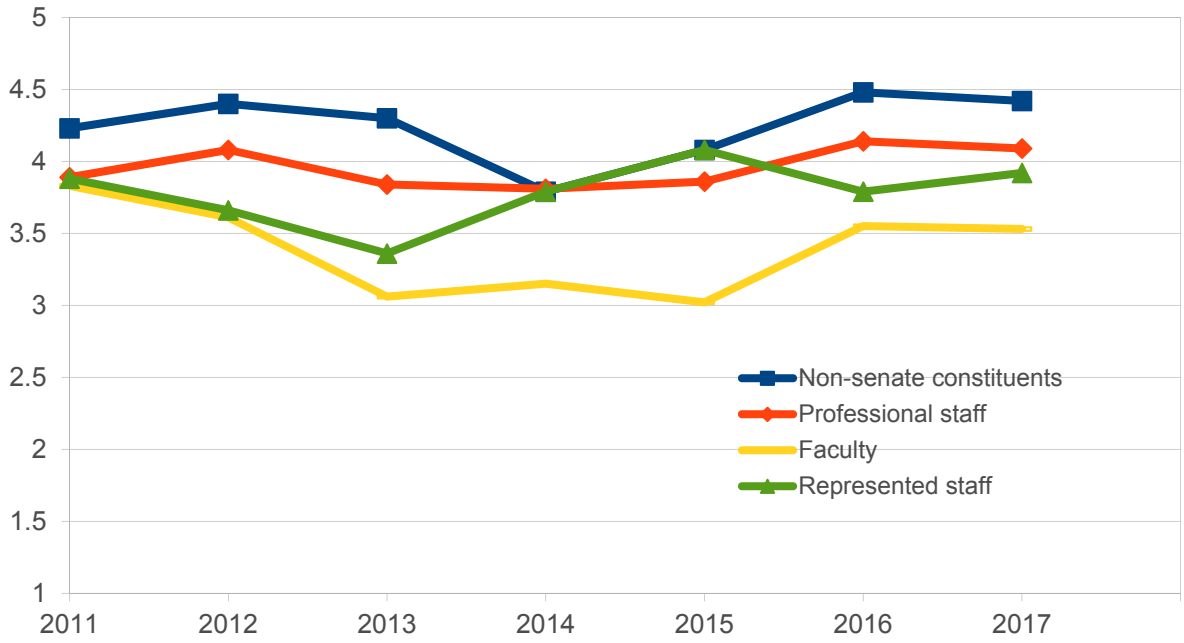


Comparison to Previous Years

For the overall question rating question, mean ratings were very similar to 2016.

Mean rating across constituency for past 7 years.*

"Considering every aspect of his duties, how satisfied were you with the President's performance over the past year?"



**Wording of overall question changed several times 2011-2016. 2016-2017 used identical wording.*

Comparison of mean ratings for each question, 2016-2017.

Mean ratings were very similar year-over-year. Few mean ratings differed by more than 0.2 units, and most less than 0.1 units. Two pairs of question on dental and eye cares were consolidated in 2017, as they were not answered differently. Four new questions were added, indicated by an NA in the 2016 column.

Question	2016 Mean	2017 Mean
satisfied1	NA	3.95
belong	3.87	3.91
proud	4.13	4.16
skills	3.72	3.72
secure	3.86	3.88
appreciated	3.75	3.74
workload	3.62	3.66
welldefined	3.77	3.78
safe	4.32	4.37
supportive	4.01	4.01
balance	3.61	3.7
voice	NA	3.56
promotion	3.11	3.16
salary	3.12	3.23
healthcare.affordable	3.06	3.13
healthcare.adequate	3.08	3.19
retirement.adequate	3.4	3.53
vacation	3.5	3.63
dental.affordable	3.69	3.71
dental.adequate	3.62	3.62
eye.affordable	3.71	NA
eye.adequate	3.61	NA
spousal	3.28	3.4
familyleave	3.49	3.58
sickleave	3.76	3.9
overall.satisfaction	NA	3.9

Question	2016 Mean	2017 Mean
informed	3.74	3.79
otherviews	3.49	3.51
univ.commun	3.96	3.96
univ.ind	4.02	4.02
univ.state	3.96	3.93
univ.fed	3.87	3.87
leadership	3.78	3.83
shared.gov	NA	3.44
grad	3.94	4
undergrad	3.7	3.84
improvement	3.83	3.98
communicated	3.61	3.78
facilities	3.64	3.77
capital	3.76	3.81
safework	4.02	4.22
budget	3.78	3.9
diversity	3.85	4.05
fundraising	4.04	4.14
recruitment.student	3.93	4.04
recruitment.faculty	3.76	3.9
recruitment.staff	3.63	3.84
research.funding	3.93	4.04
research.activity	3.97	4.07
learning	NA	3.8
itservices	3.35	3.65
library.services	3.54	3.78
satisfied	3.87	3.91

Appendix A: Text from Individual Questions, with question name used in report.

Question Name	Question Text
Workload	My workload is manageable.
Welldefined	My responsibilities are well-defined for my job.
Safe	My work environment is safe.
Supportive	My co-workers are supportive.
Balance	I have an acceptable work life balance.
Voice	I am comfortable voicing my opinions and concerns without fear of repercussion.
Promotion	I have opportunities for promotion.
Salary	My salary is fair.
healthcare.affordable	My medical healthcare benefits are affordable.
healthcare.adequate	My medical healthcare benefits are adequate.
retirement.adequate	My retirement benefits are adequate.
Vacation	I take advantage of vacation time.
dental.affordable	My dental and eye-care benefits are affordable.
dental.adequate	My dental and eye-care benefits are adequate.
Spousal	There are adequate spousal/partner accommodations.
Familyleave	There are adequate family leave allowances (maternity, paternity, adoption).
sickleave	There are adequate sick leave allowances.
overall.satisfaction	Considering all aspects of your benefits and workplace environment as well as the overall campus climate, how satisfied were you with your experience as a Michigan Tech employee this year?
informed	He keeps us informed about important issues on campus.
otherviews	He seeks others' views and opinions.
univ.commun	He promotes positive relationships between the university and the community.
univ.ind	He promotes positive relationships between the university and industry.
univ.state	He promotes positive relationships between the university and the state government.
univ.fed	He promotes positive relationships between the university and the federal government.
leadership	He has demonstrates strong leadership skills.
shared.gov	He considers the view and consults with the Senate in a shared governance model.
grad	Supported the growth of graduate programs
undergrad	Supported the growth of undergraduate programs
improvement	Promoted a culture of continuous improvement
communicated	Clearly communicated procedures and policies
facilities	Supported facilities management
capital	Supported capital investment
safework	Promoted a safe work environment
budget	Managed the budget responsibly
diversity	Promoted diversity
fundraising	Supported fundraising
recruitment.student	Supported student recruitment
recruitment.faculty	Supported faculty recruitment
recruitment.staff	Supported staff recruitment
research.funding	Promoted research funding
research.activity	Promoted research activities
learning	Promoted good practices in teaching that supports good learning

itservices	Promoted quality IT infrastructure and services
library.services	Promoted library services
satisfied	How satisfied were you with the President's overall performance over the past year?
outside.US	Have you ever been employed outside the U.S.?
household	Including yourself, how many people currently live in your household?
onlyemployed	Are you the only employed person in your family with an income?
age	What is your age?
gender	What is your gender?

Appendix B: Table of Detailed results

Table below shows mean rating for each question, across different demographic categories. X1 through X5 indicate time spent at MTU (X1: <1 year; X2: 1-5; X3: 6-10; X4 11-19; X5: 20+)

	question	Mean	Fac.	Prof.	Repr	Non-con.	X1	X2	X3	X4	X5	Women	Men
8	satisfied1	3.95	3.56	4.16	3.94	4.34	3.83	3.98	3.87	3.96	4.08	4.07	3.97
9	belong	3.91	3.72	4.03	3.84	4.23	5.10	4.96	4.80	4.91	4.89	4.97	4.94
10	proud	4.16	3.85	4.30	4.22	4.50	5.40	5.28	5.05	5.13	5.04	5.29	5.14
11	skills	3.72	3.57	3.86	3.57	4.00	4.78	4.81	4.54	4.80	4.70	4.74	4.77
12	secure	3.88	3.92	3.84	3.92	3.87	4.83	4.86	4.84	4.96	4.93	4.91	4.93
13	appreciated	3.74	3.46	3.87	3.73	4.19	5.15	4.88	4.61	4.61	4.66	4.81	4.77
14	workload	3.66	3.43	3.70	3.84	3.87	5.12	4.70	4.51	4.63	4.59	4.79	4.65
15	welldefined	3.78	3.75	3.80	3.72	4.03	5.05	4.88	4.64	4.77	4.70	4.84	4.77
16	safe	4.37	4.30	4.43	4.25	4.58	5.53	5.45	5.31	5.38	5.24	5.47	5.37
17	supportive	4.01	3.79	4.12	4.00	4.29	5.30	5.09	4.89	4.99	4.92	5.06	5.02
18	balance	3.70	3.37	3.75	3.97	4.13	5.03	4.74	4.62	4.56	4.74	4.83	4.74
19	voice	3.56	3.32	3.70	3.49	4.03	4.65	4.74	4.54	4.39	4.49	4.62	4.67
20	promotion	3.16	3.22	3.12	3.09	3.35	4.50	4.31	4.21	4.00	3.89	4.24	4.12
21	salary	3.23	3.05	3.33	3.05	4.03	4.50	4.26	4.12	4.17	4.29	4.33	4.25
22	healthcare.affordable	3.13	2.95	3.24	2.95	3.74	4.41	4.28	3.94	4.04	4.10	4.19	4.15
23	healthcare.adequate	3.19	2.93	3.35	3.08	3.77	4.51	4.24	4.11	4.18	4.11	4.33	4.19
24	retirement.adequate	3.53	3.18	3.77	3.46	3.68	4.87	4.68	4.48	4.37	4.42	4.73	4.51
25	vacation	3.63	3.12	3.78	3.99	3.77	4.87	4.65	4.54	4.62	4.62	4.91	4.45
26	dental.affordable	3.71	3.46	3.84	3.70	4.06	4.82	4.84	4.64	4.70	4.58	4.85	4.65
27	dental.adequate	3.62	3.30	3.79	3.60	3.94	4.82	4.71	4.54	4.61	4.50	4.77	4.56
28	spousal	3.40	2.93	3.61	3.51	3.81	4.62	4.49	4.19	4.30	4.53	4.52	4.39
29	familyleave	3.58	3.23	3.69	3.74	3.90	4.49	4.45	4.55	4.65	4.77	4.69	4.51
30	sickleave	3.90	3.40	4.14	3.98	4.26	5.25	5.03	4.78	4.81	4.81	5.08	4.79
31	overall.satisfaction	3.90	3.59	4.01	3.95	4.42	4.12	3.97	3.82	3.83	3.87	4.05	3.89
32	informed	3.79	3.43	3.95	3.85	4.27	4.89	4.76	4.80	4.81	4.77	4.96	4.78
33	otherviews	3.51	2.93	3.80	3.58	4.03	4.45	4.71	4.50	4.34	4.49	4.78	4.48
34	univ.commun	3.96	3.57	4.18	3.91	4.37	4.97	5.07	4.81	5.01	4.93	5.11	4.98
35	univ.ind	4.02	3.63	4.26	3.92	4.31	4.80	5.13	4.97	5.03	4.95	5.18	5.02
36	univ.state	3.93	3.55	4.14	3.81	4.46	4.62	4.92	4.97	5.00	4.94	5.14	4.90
37	univ.fed	3.87	3.54	4.09	3.68	4.36	4.61	4.87	4.83	4.99	4.92	5.02	4.86
38	leadership	3.83	3.33	4.09	3.86	4.33	4.94	4.90	4.71	4.86	4.83	5.04	4.81
39	shared.gov	3.44	2.86	3.72	3.64	4.00	4.31	4.68	4.33	4.21	4.53	4.81	4.38
40	grad	4.00	3.55	4.25	4.05	4.54	3.96	4.07	3.86	3.96	4.14	4.23	3.94
41	undergrad	3.84	3.31	4.15	3.92	4.12	3.86	3.97	3.61	3.85	3.92	4.10	3.73
42	improvement	3.98	3.44	4.25	4.06	4.43	4.27	4.01	3.89	3.93	4.02	4.27	3.87
43	communicated	3.78	3.31	4.04	3.88	4.04	4.07	3.88	3.72	3.71	3.76	4.01	3.75
44	facilities	3.77	3.40	3.99	3.65	4.27	4.00	3.72	3.67	3.77	3.89	3.97	3.72

45	capital	3.81	3.28	4.06	3.82	4.41	3.79	3.79	3.61	3.86	4.04	4.05	3.76
46	safework	4.22	3.93	4.39	4.22	4.48	4.37	4.27	4.13	4.24	4.20	4.32	4.26
47	budget	3.90	3.35	4.24	3.71	4.45	3.33	3.98	3.80	3.96	3.94	4.07	3.85
48	diversity	4.05	3.69	4.22	4.14	4.30	4.16	4.01	3.87	4.12	4.25	4.11	4.13
49	fundraising	4.14	3.77	4.35	4.09	4.57	4.08	4.18	4.03	4.12	4.27	4.30	4.13
50	recruitment.student	4.04	3.57	4.29	4.03	4.46	3.96	4.07	3.97	4.02	4.15	4.27	4.00
51	recruitment.faculty	3.90	3.46	4.17	3.92	4.37	3.92	3.91	3.67	3.98	4.07	4.16	3.77
52	recruitment.staff	3.84	3.55	3.96	3.83	4.22	4.04	3.83	3.73	3.84	3.91	4.03	3.81
53	research.funding	4.04	3.61	4.28	4.05	4.56	4.04	4.10	3.87	4.11	4.08	4.21	4.03
54	research.activity	4.07	3.63	4.32	4.08	4.68	4.04	4.13	3.96	4.11	4.14	4.23	4.08
55	learning	3.80	3.27	4.12	3.89	4.18	3.96	3.90	3.70	3.78	3.74	4.09	3.74
56	itservices	3.65	3.24	3.88	3.71	3.90	3.79	3.68	3.46	3.64	3.80	3.87	3.60
57	library.services	3.78	3.34	4.05	3.77	4.17	3.58	3.83	3.67	3.88	3.79	3.90	3.76
58	satisfied	3.91	3.53	4.09	3.92	4.42	3.82	3.93	3.79	3.98	4.02	4.04	3.91

Appendix C: Pairwise cross-tabulations

Time employed	Faculty	Non-senate constituents	Professional	Union
Less than 1 year	10	1	19	12
1-5 years	47	2	81	43
6-10 years	43	6	62	15
11-20 years	43	8	50	15
More than 20 years	26	15	43	25

Gender	Faculty	Non-senate constituents	Professional	Union
Female	29	9	115	78
Male	98	13	109	22
Prefer not to answer	35	8	19	5

Age	Faculty	Non-senate constituents	Professional	Union
18-24 years	0	0	4	3
25-34 years	13	1	52	21
35-44 years	45	8	60	15
45-54 years	44	3	60	29
55+ years	32	11	53	31
Prefer not to answer	27	8	15	6

Age	Female	Male	Prefer not to answer
18-24 years	4	3	0
25-34 years	45	39	2
35-44 years	60	60	8
45-54 years	59	69	7
55+ years	56	68	3
Prefer not to answer	7	2	46

Time employed		Female	Male	Prefer not to answer
Less than 1 year	0	17	20	0
1-5 years	0	83	71	14
6-10 years	0	51	61	11
11-20 years	0	40	43	25
More than 20 years	0	39	46	17