

2018/2019 Report on the Evaluation of the President

MICHIGAN TECHNOLOGICAL UNIVERSITY



MTU University Senate Administrative Policy Committee

Mark Rudnicki (Chair)

Jacek Borysow

William Cooke

Petra Huentemeyer

Christopher Middlebrook

Zhiying Shan

Data Analysis, Shane Mueller on Behalf of Senate APC

March 25, 2020

Overview of 2018/2019 Survey

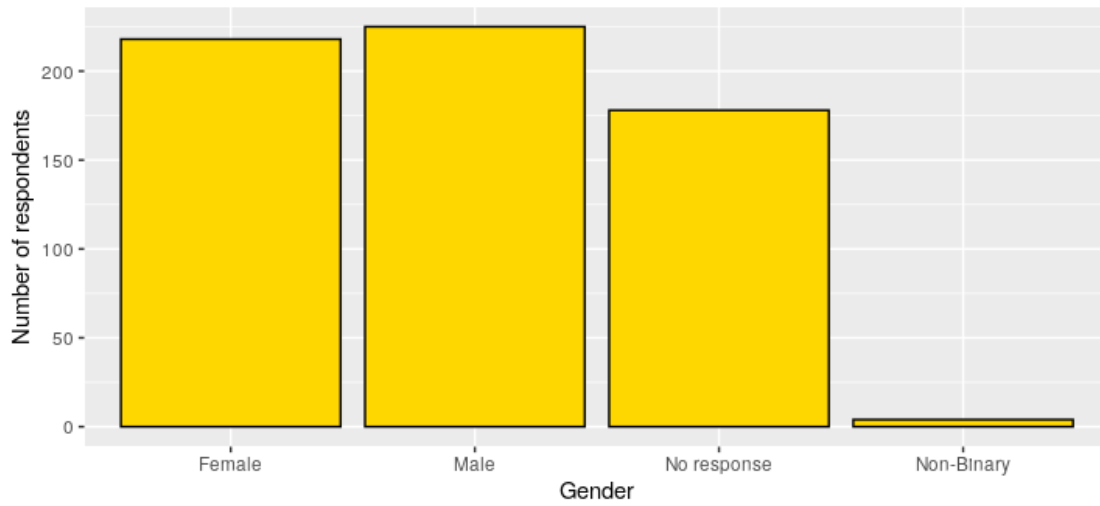
Survey issued February 6, 2020 and was open for two weeks.

Survey was sent to 1,414 non-student employees.

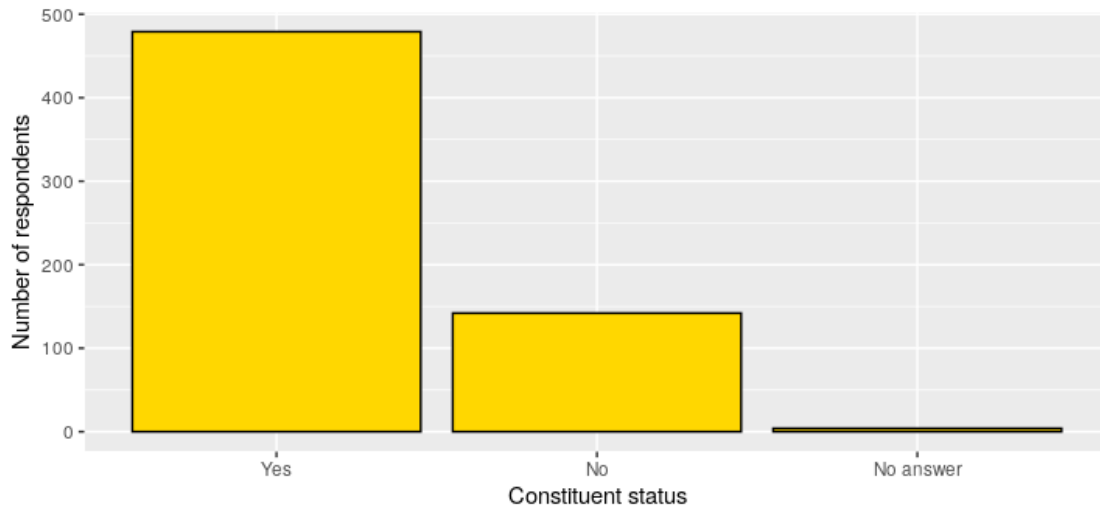
We received responses from 627 persons for 44% response rate.

- Categorized into 3 categories:
 - Constituents & non-constituents
 - Females & males
 - MTU longevity (>1yr, 1-5yrs, 6-10yrs, 11-20yrs, 20+yrs)
- Questions had some overlap with the questions used in 2016/17

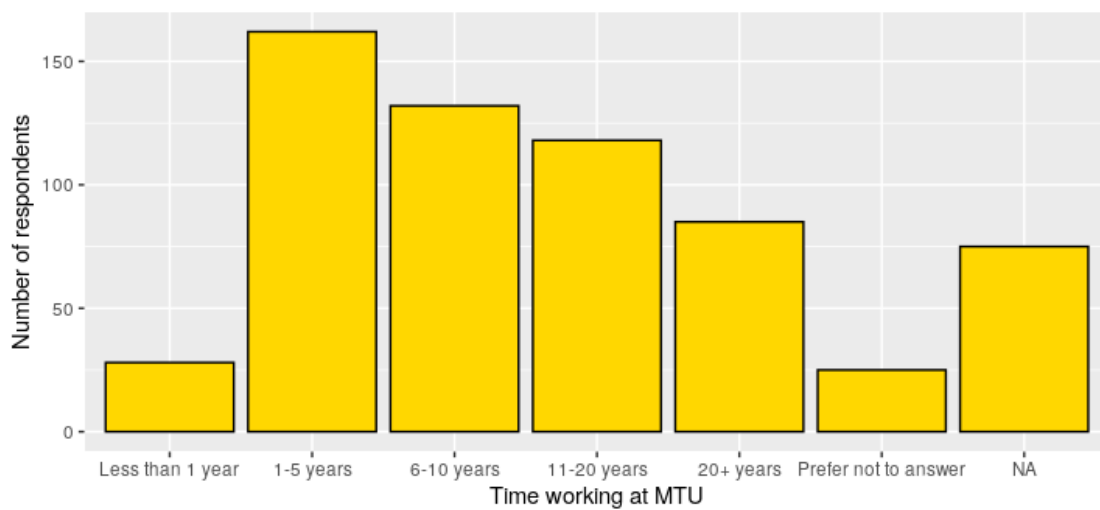
Distribution of respondents



Distribution of respondents

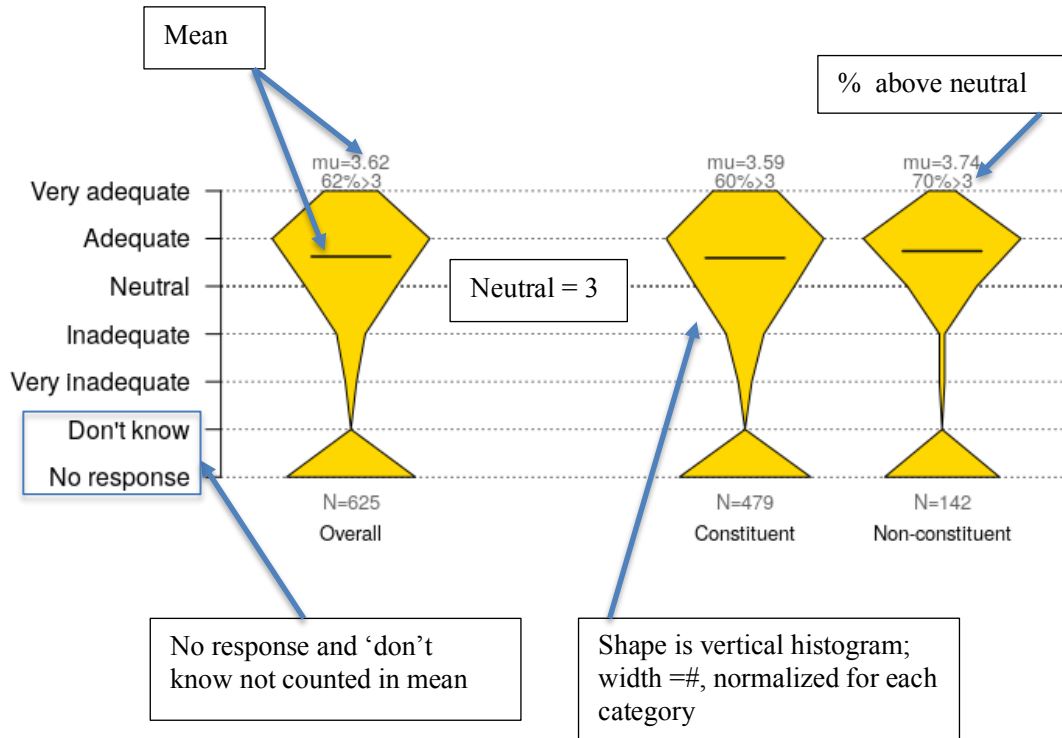


Distribution of respondents



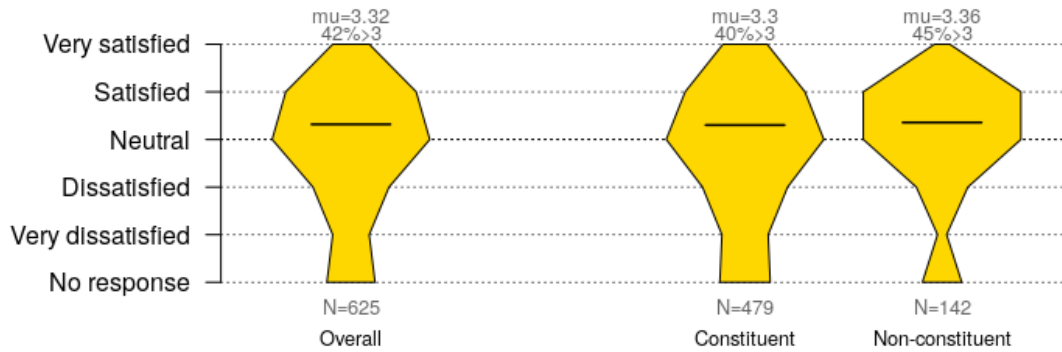
Interpreting violin charts

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.

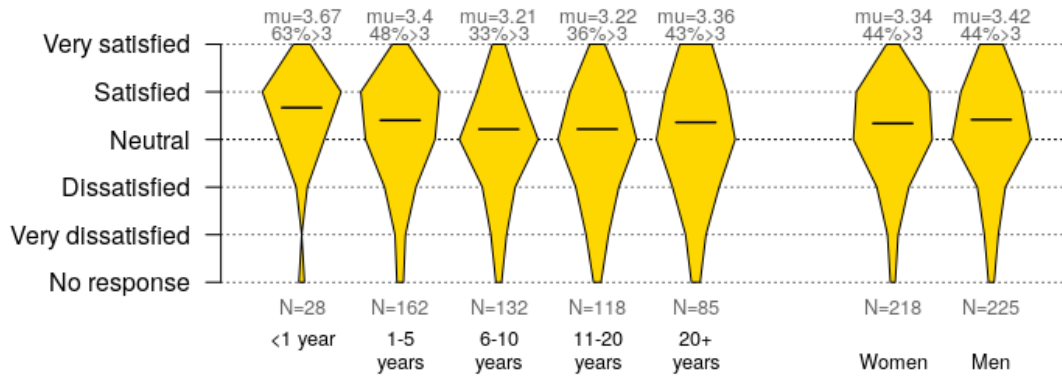


Response to overall performance of President question

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

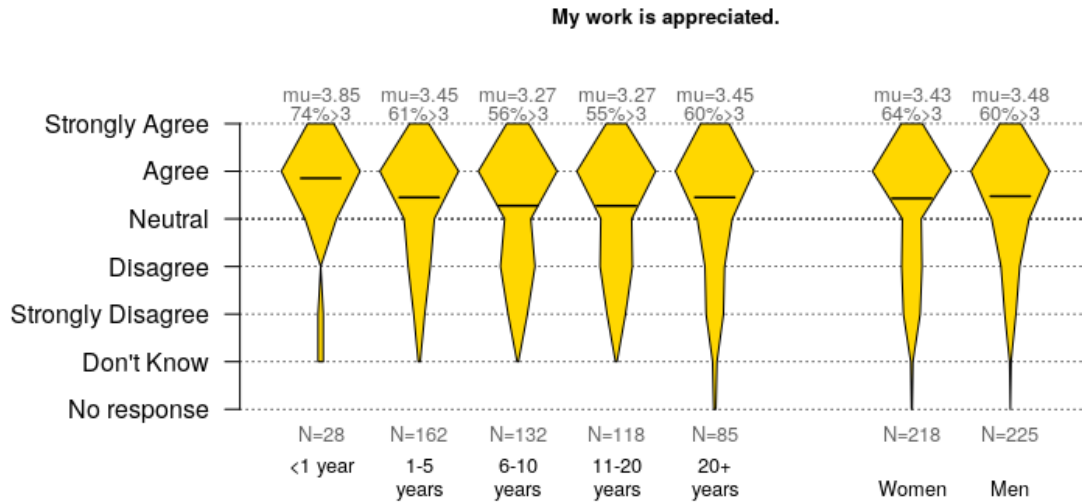
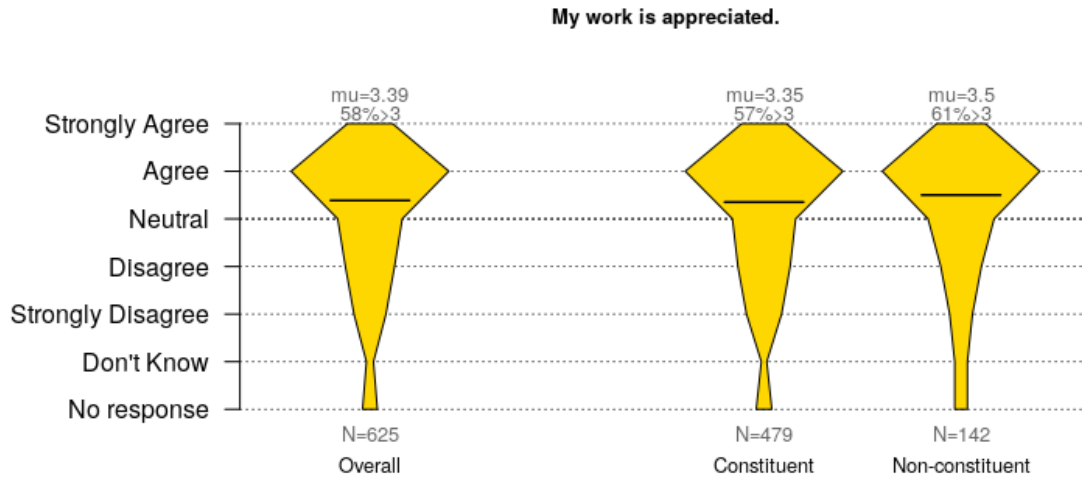


Considering every aspect of his duties,
 how satisfied were you with the President's performance over the past year?



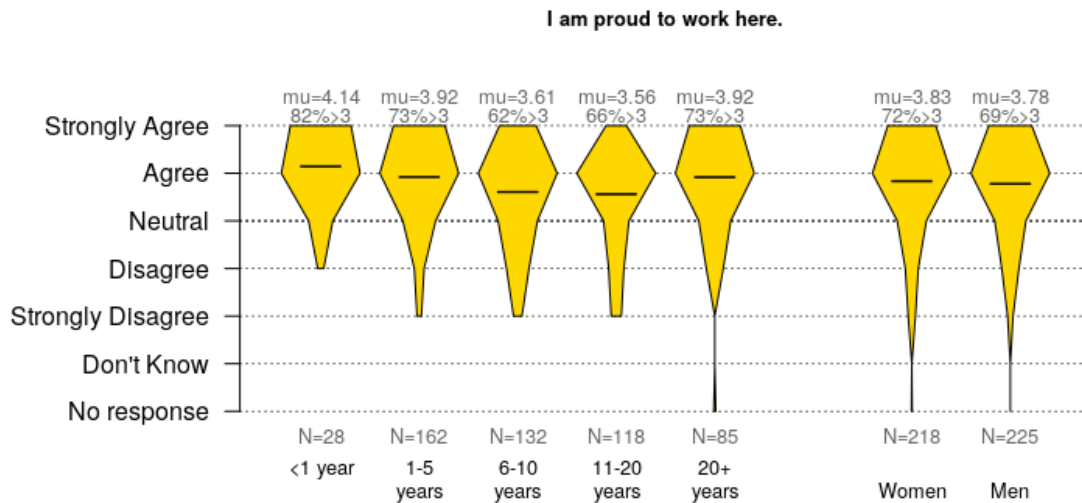
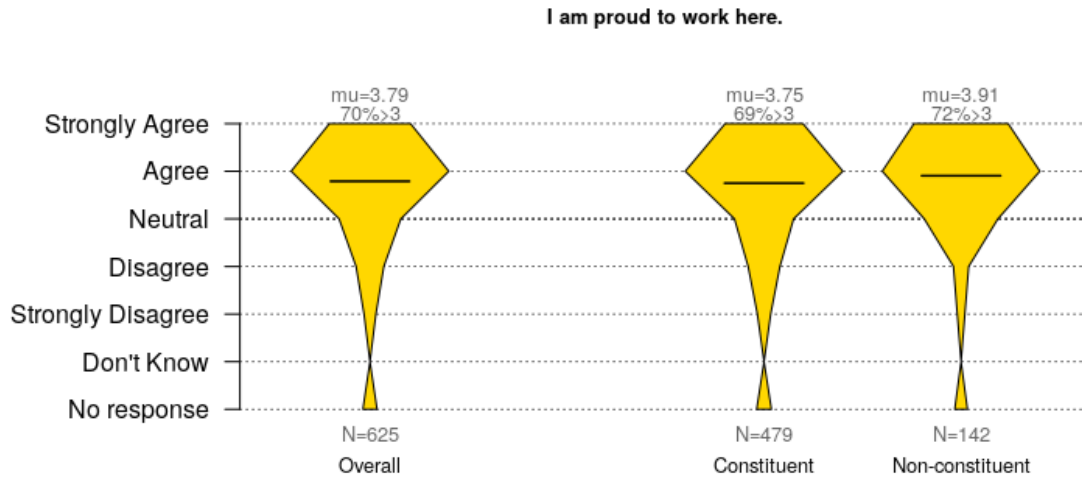
Do you agree or disagree with the following statements about your experience at Michigan Tech?

2 . My work is appreciated.



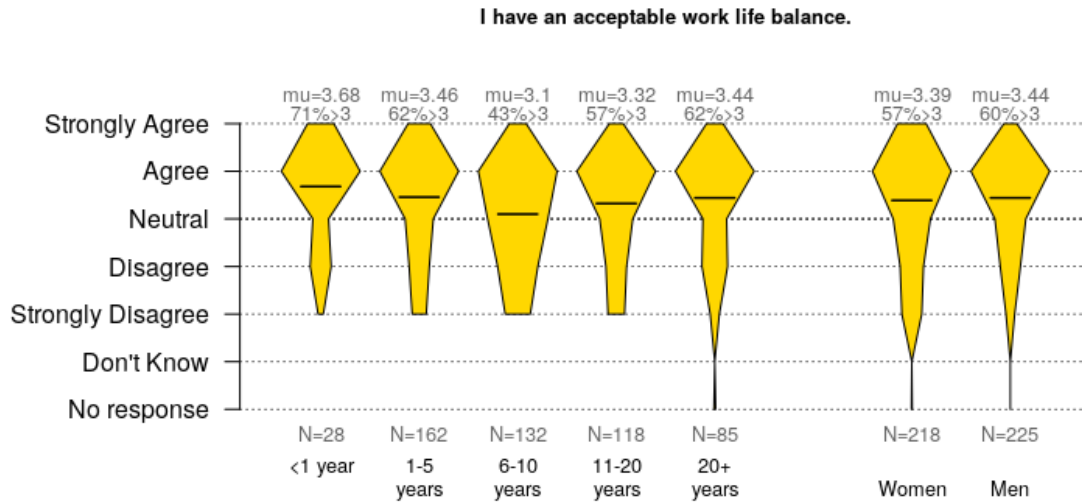
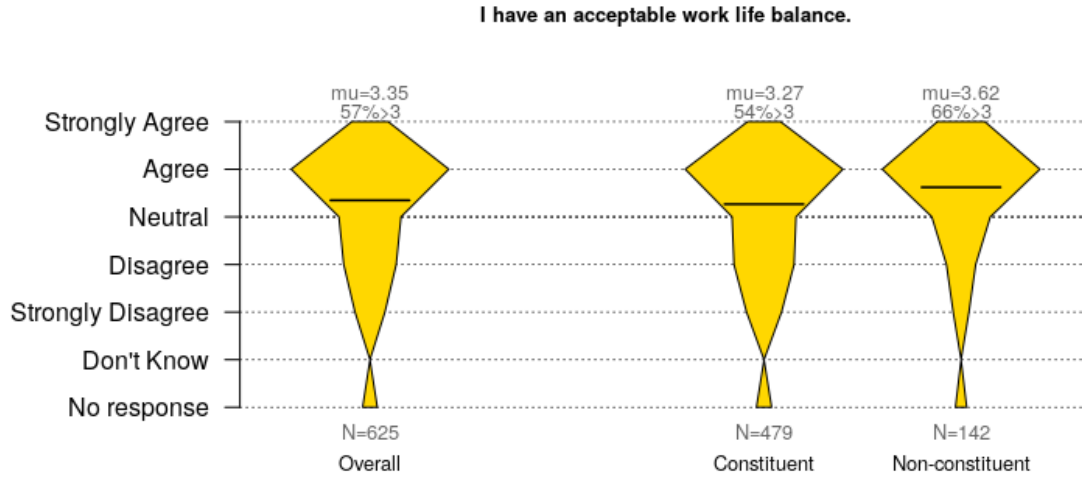
Do you agree or disagree with the following statements about your experience at Michigan Tech?

3 . I am proud to work here.



Do you agree or disagree with the following statements about your experience at Michigan Tech?

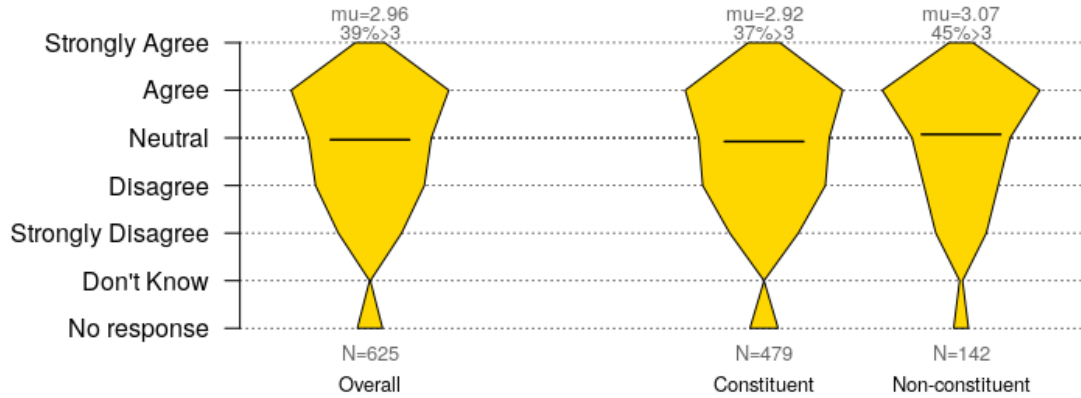
4 . I have an acceptable work life balance.



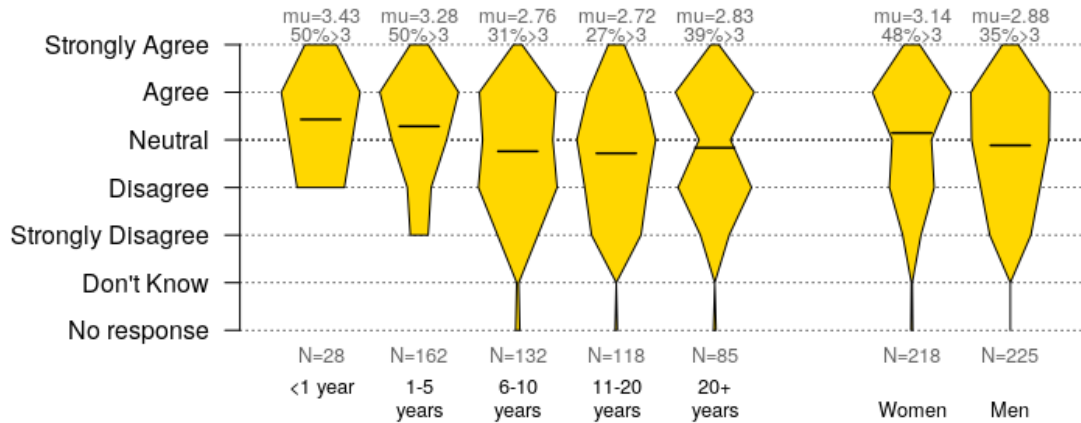
Do you agree or disagree with the following statements about your salary and benefits?

5 . I am provided with a high quality package of fringe benefits (medical, dental, Insurance).

I am provided with a high quality package of fringe benefits (medical, dental, Insurance).

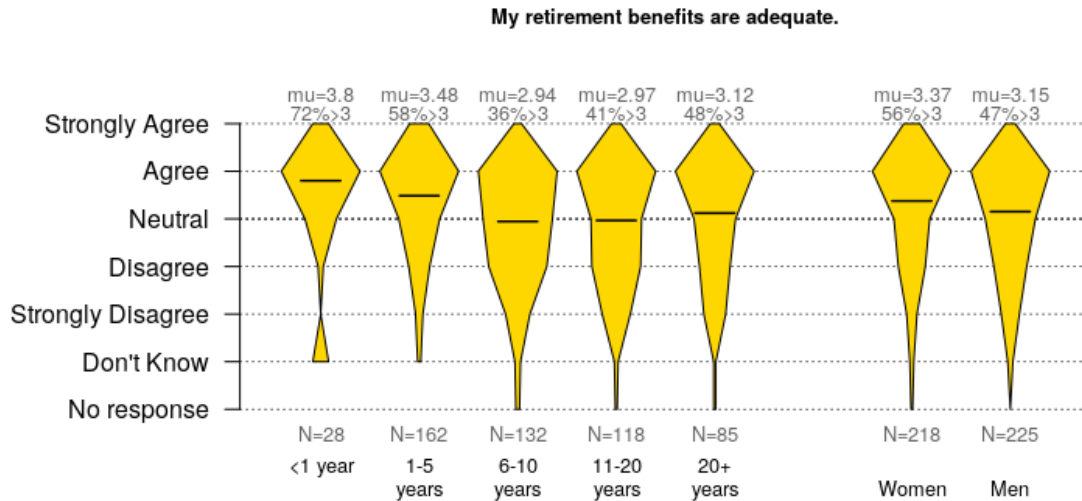
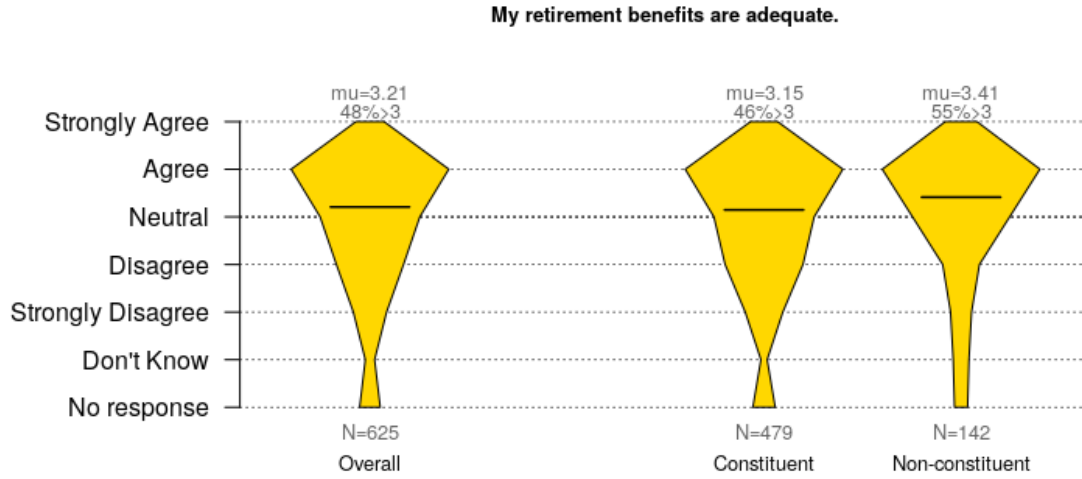


I am provided with a high quality package of fringe benefits (medical, dental, Insurance).



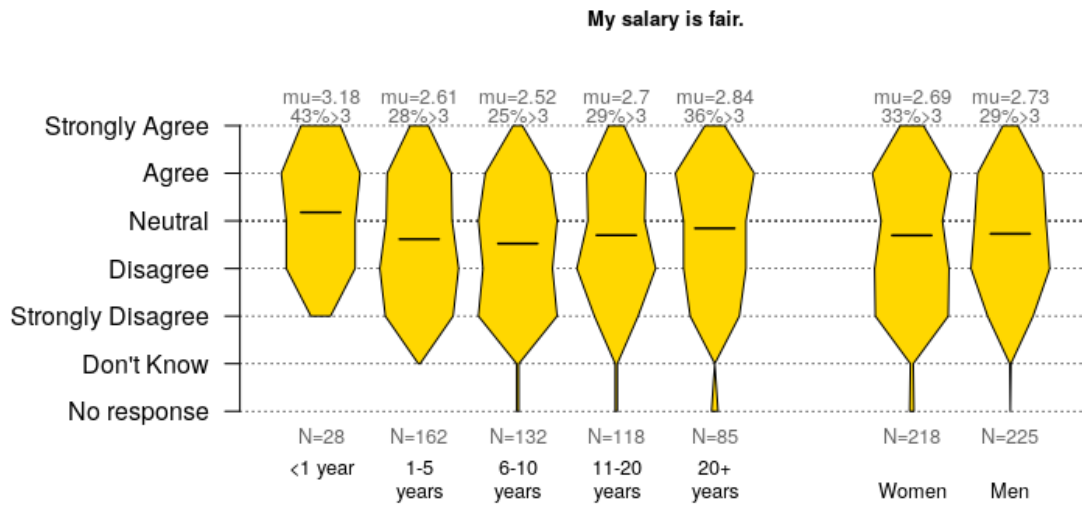
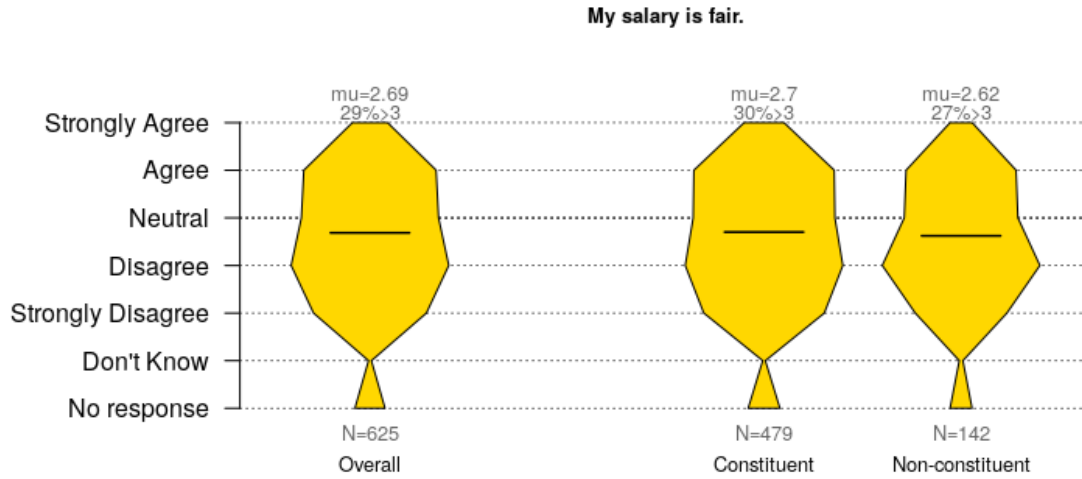
Do you agree or disagree with the following statements about your salary and benefits?

6 . My retirement benefits are adequate.



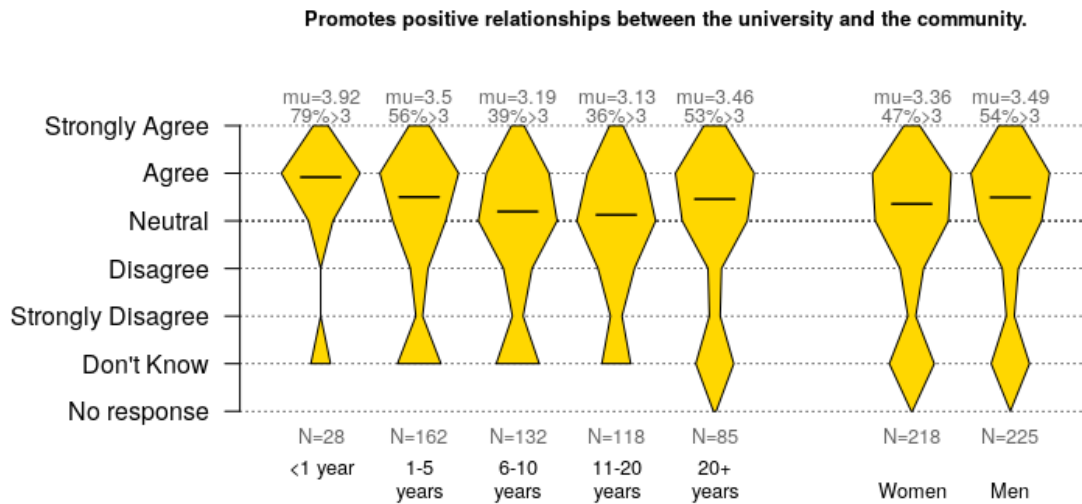
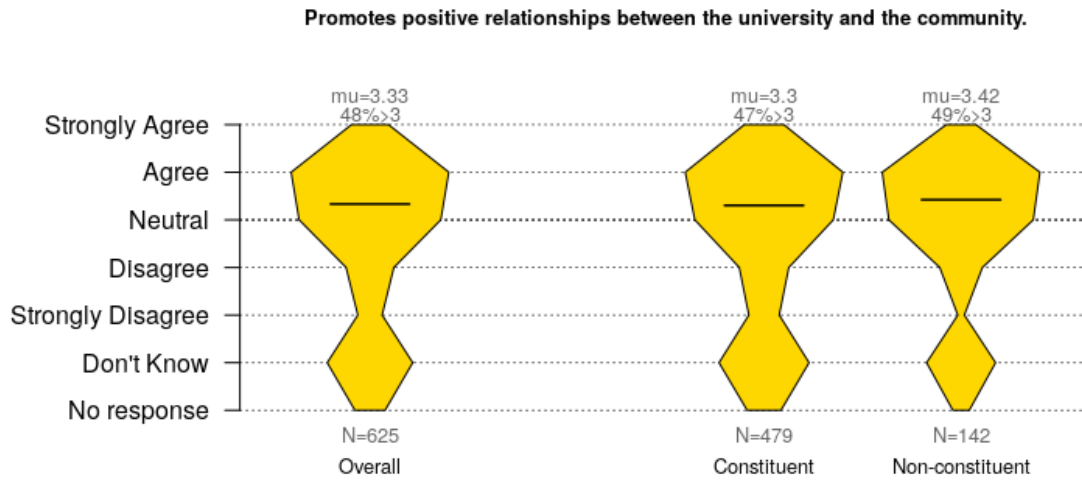
Do you agree or disagree with the following statements about your salary and benefits?

7 . My salary is fair.



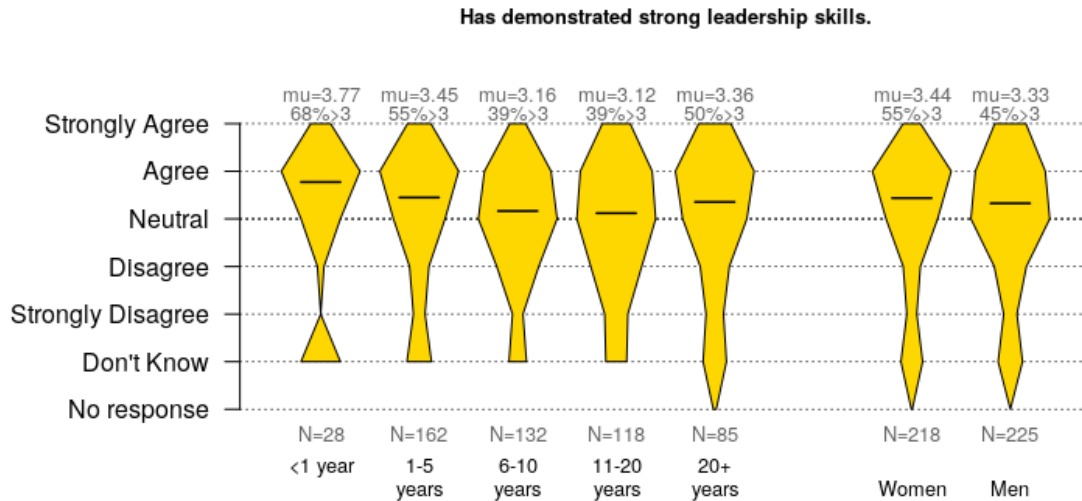
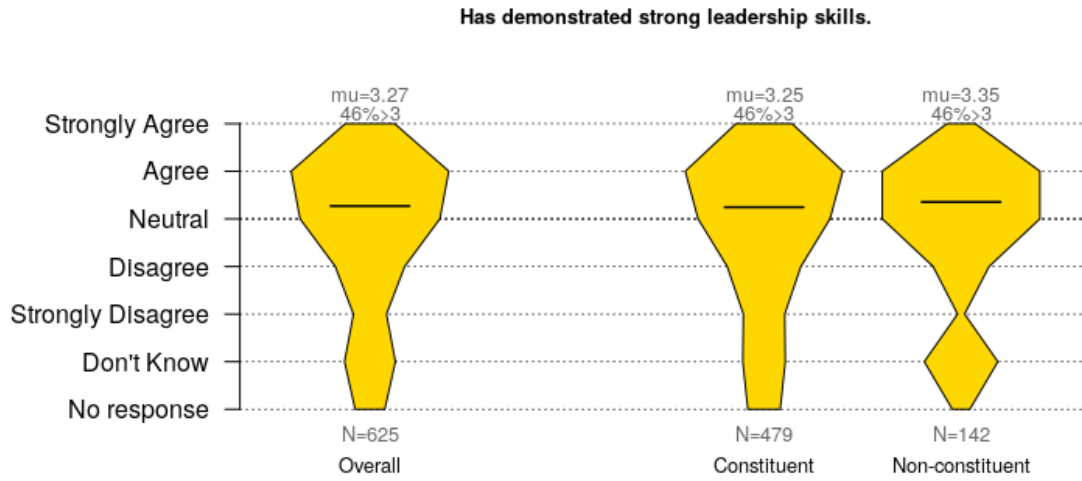
Do you agree or disagree with the following general statements about the President?

8 . Promotes positive relationships between the university and the community.



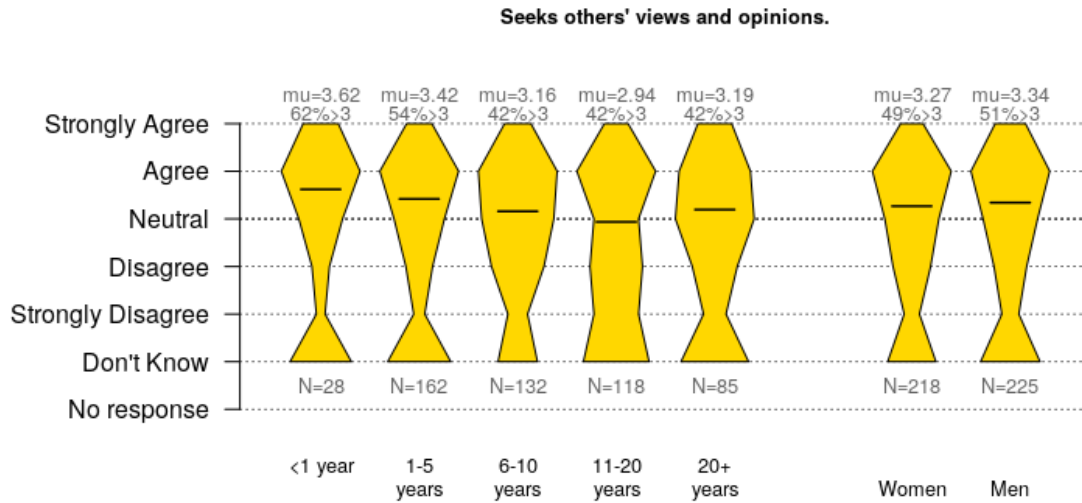
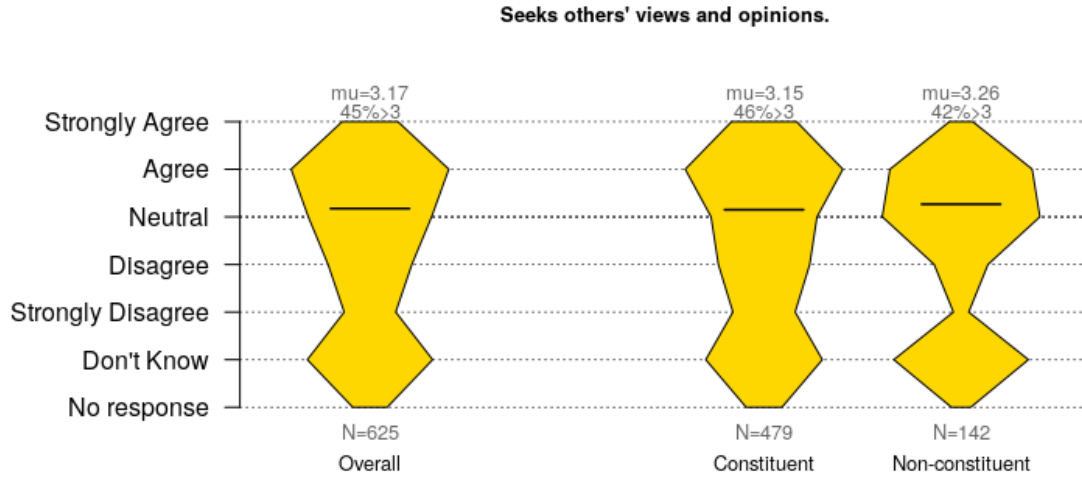
Do you agree or disagree with the following general statements about the President?

9 . Has demonstrated strong leadership skills.



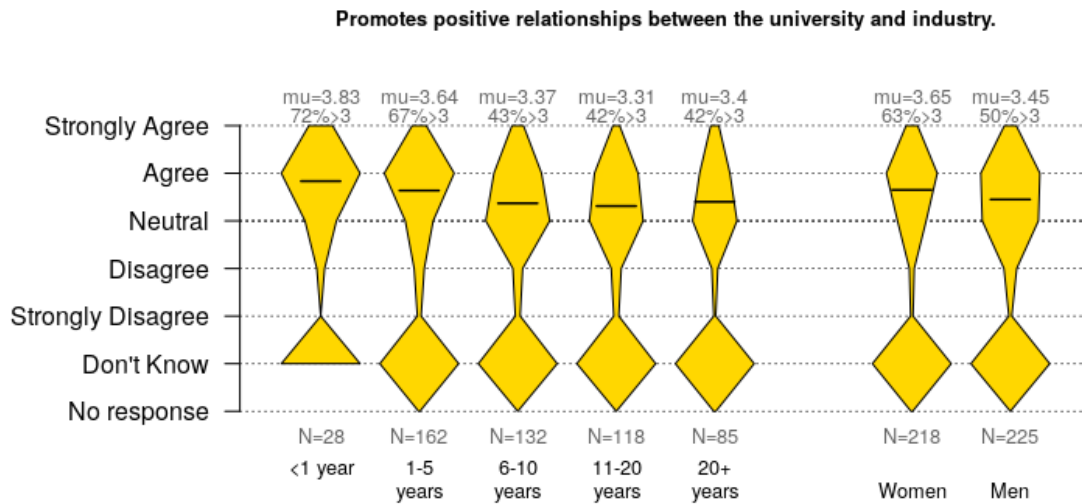
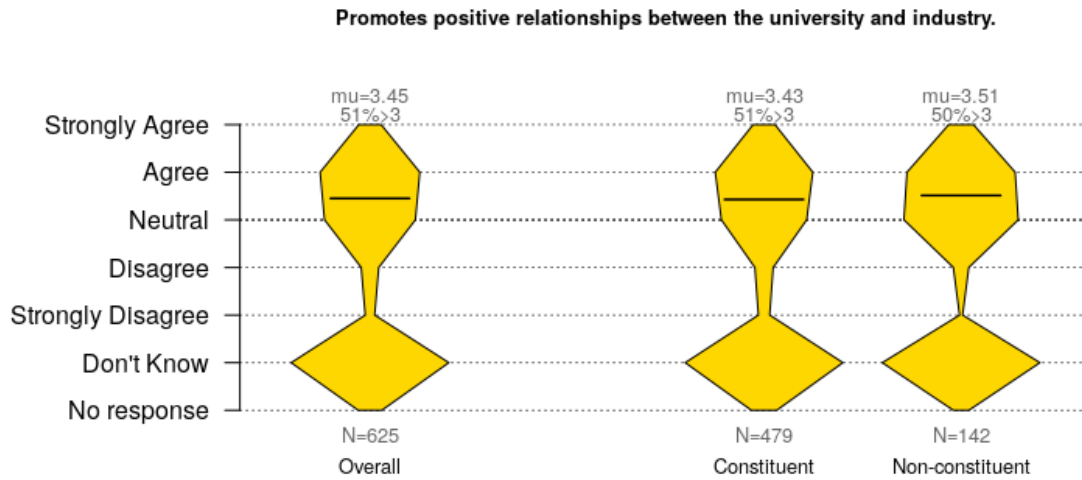
Do you agree or disagree with the following general statements about the President?

10 . Seeks others' views and opinions.



Do you agree or disagree with the following general statements about the President?

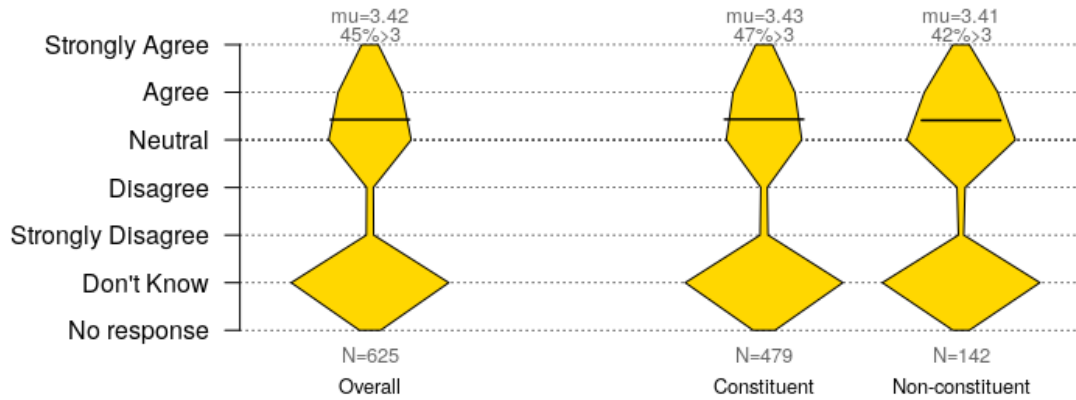
11 . Promotes positive relationships between the university and industry.



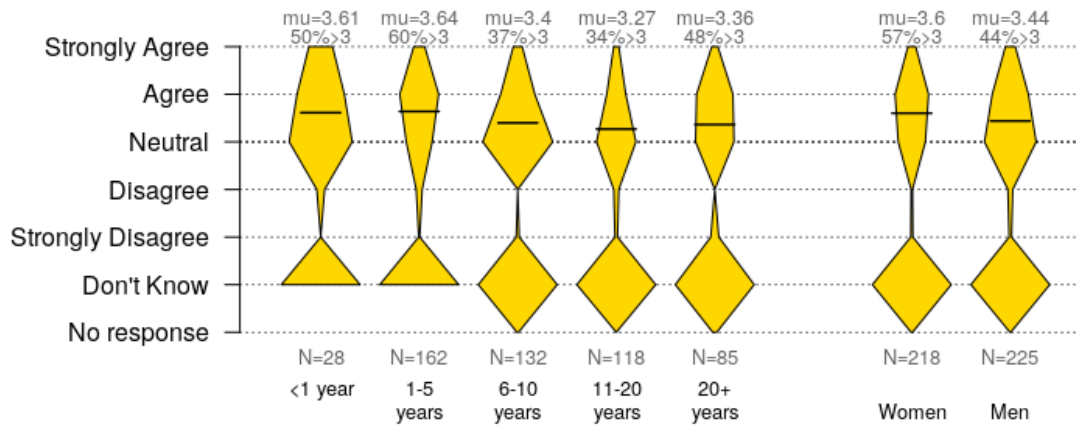
Do you agree or disagree with the following general statements about the President?

12 . Promotes positive relationships between the university and the state government.

Promotes positive relationships between the university and the state government.

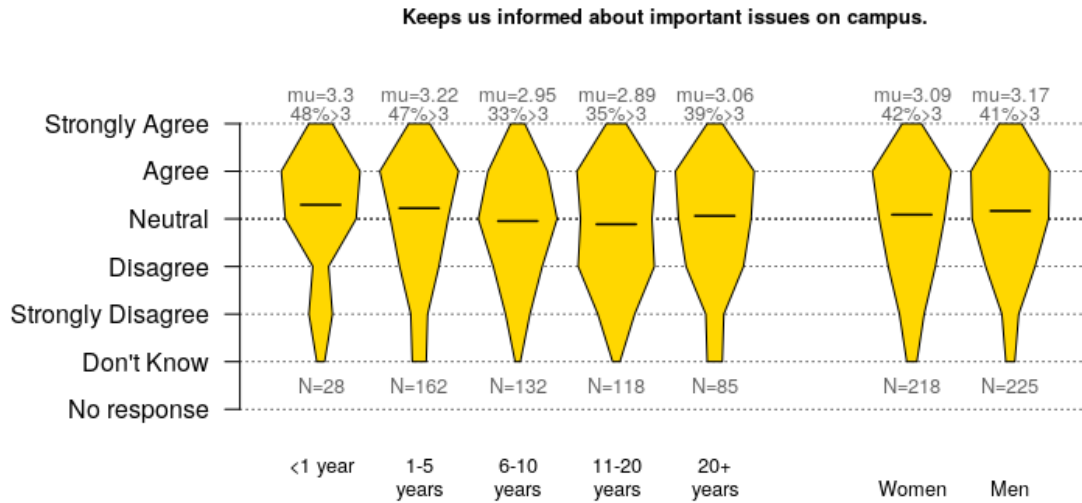
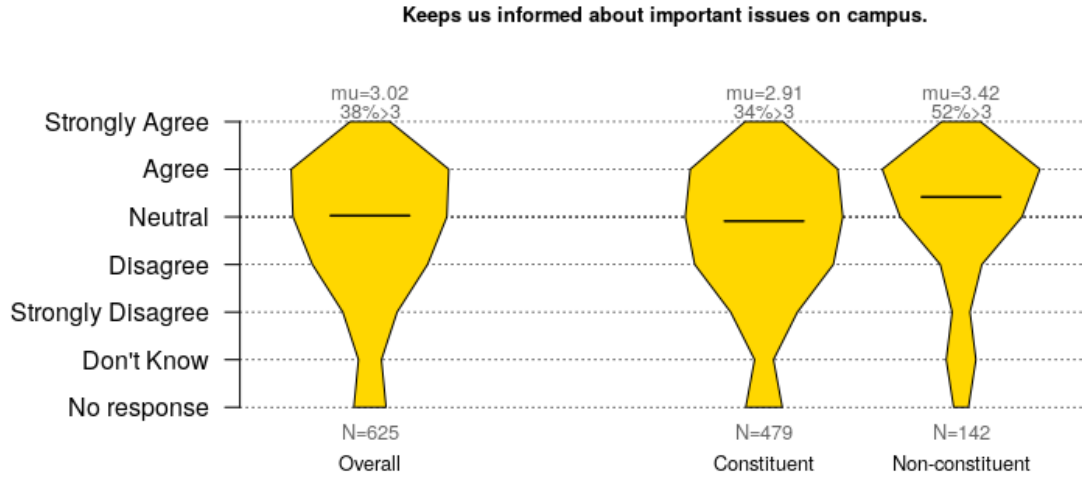


Promotes positive relationships between the university and the state government.



Do you agree or disagree with the following general statements about the President?

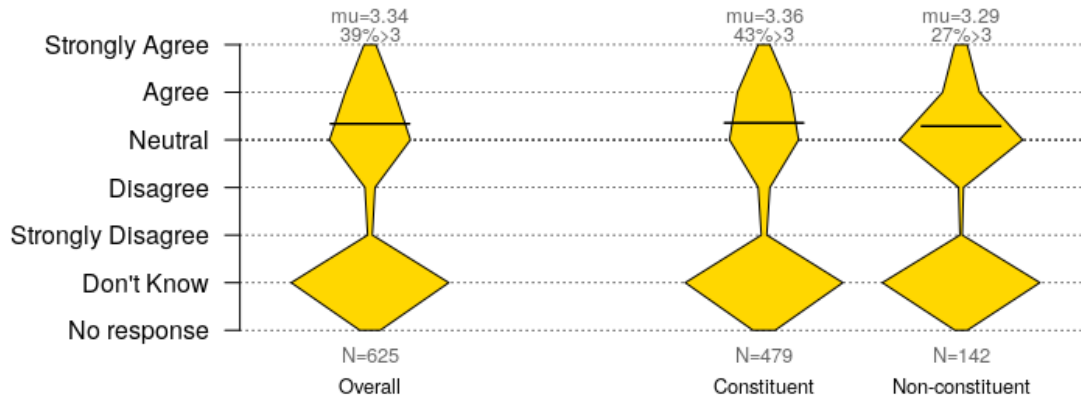
13 . Keeps us informed about important issues on campus.



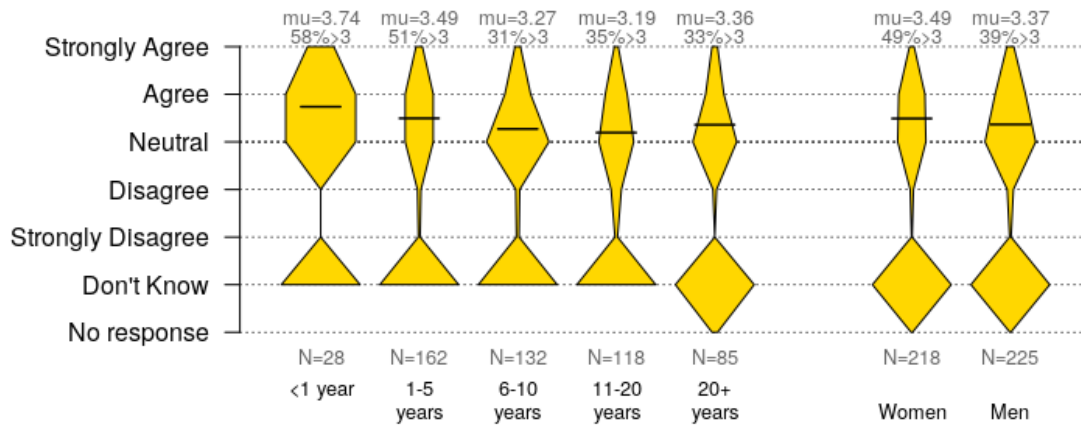
Do you agree or disagree with the following general statements about the President?

14 . Promotes positive relationships between the university and the federal government.

Promotes positive relationships between the university and the federal government.

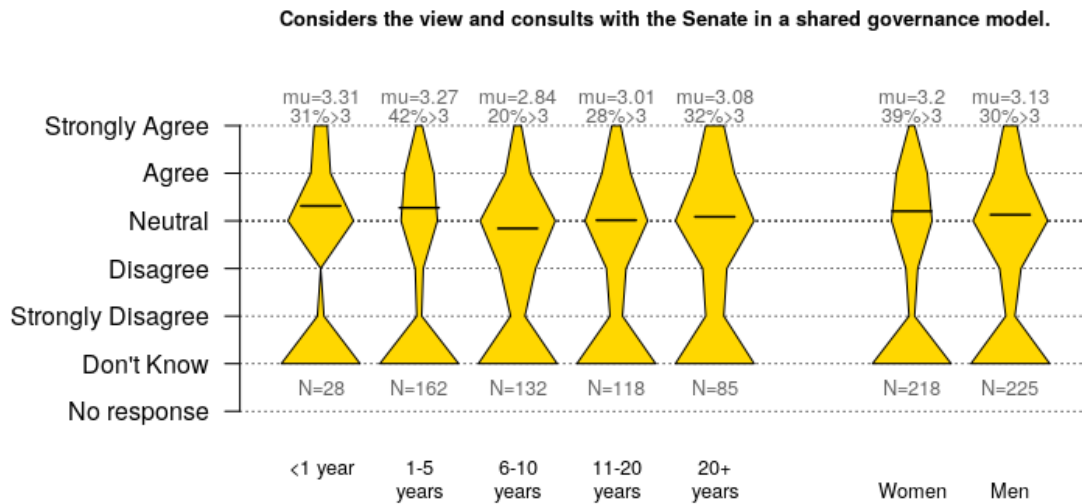
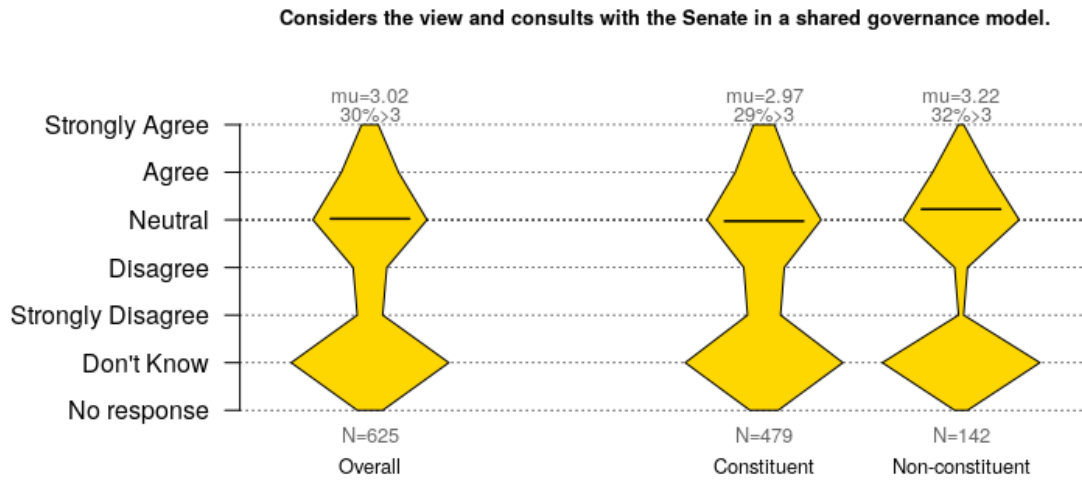


Promotes positive relationships between the university and the federal government.



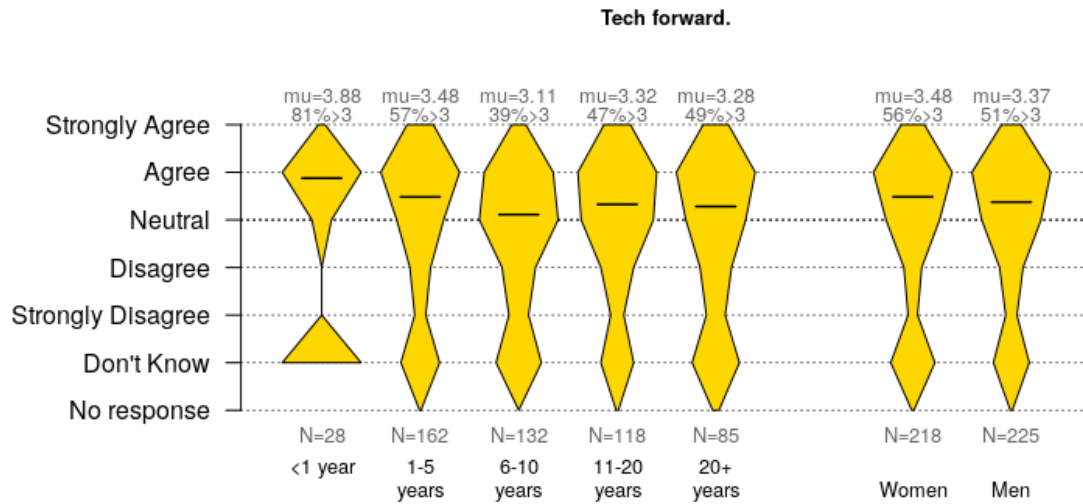
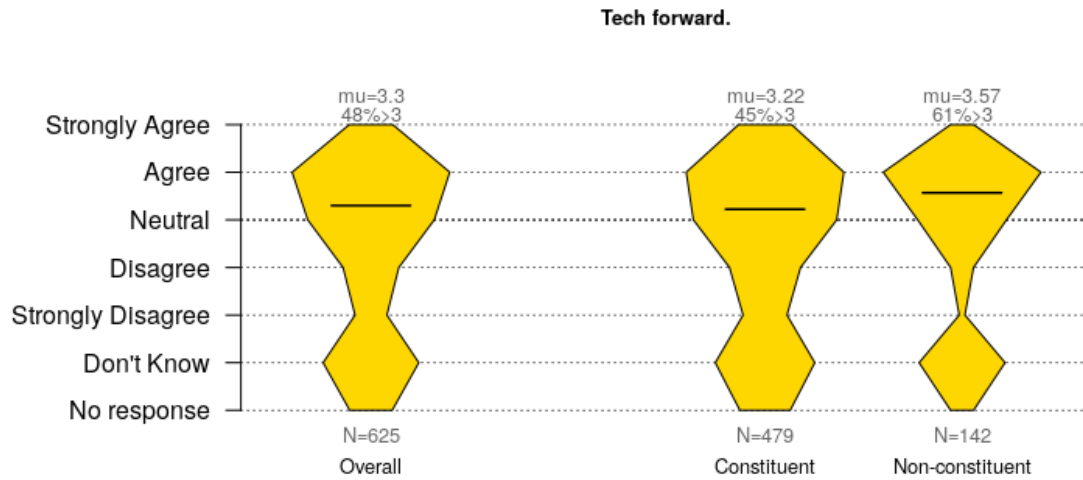
Do you agree or disagree with the following general statements about the President?

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



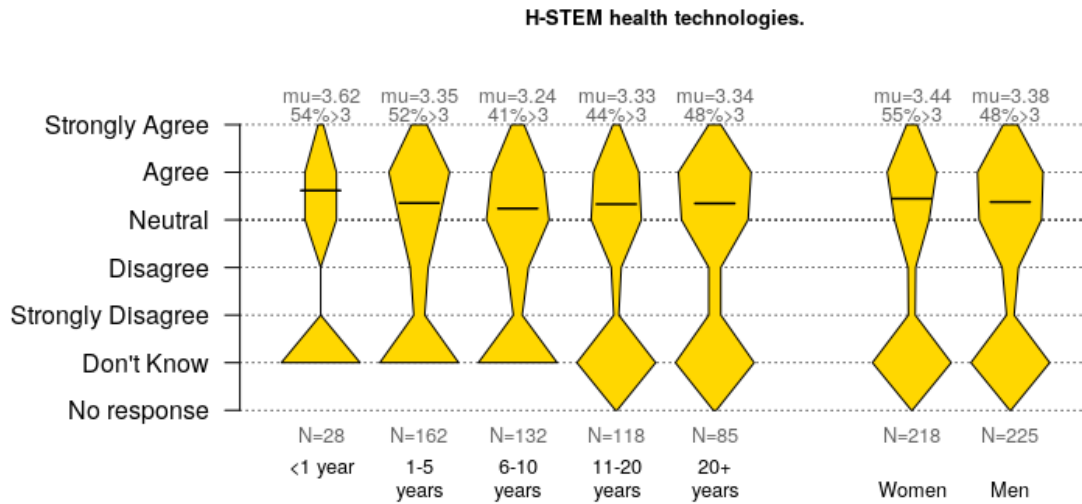
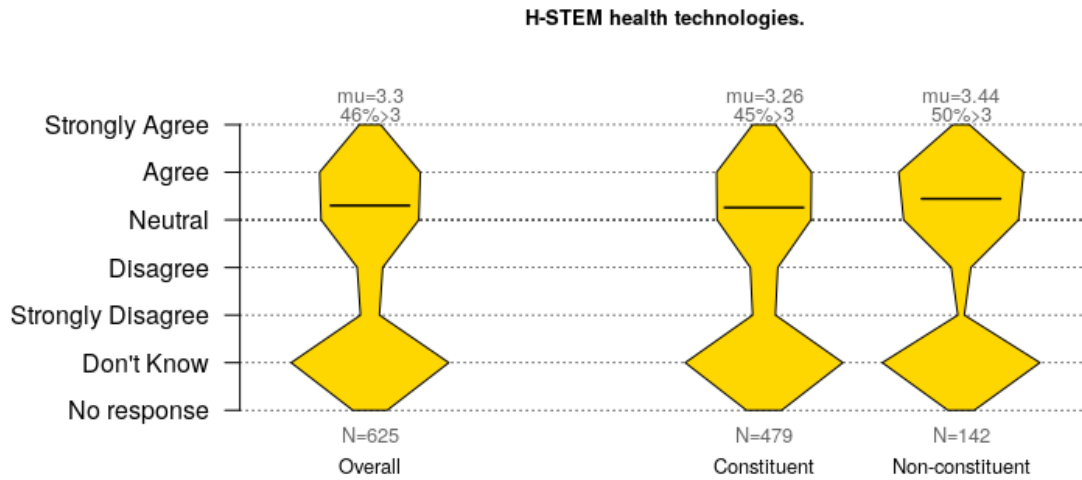
Is the President providing adequate leadership for the following?

16 . Tech forward.



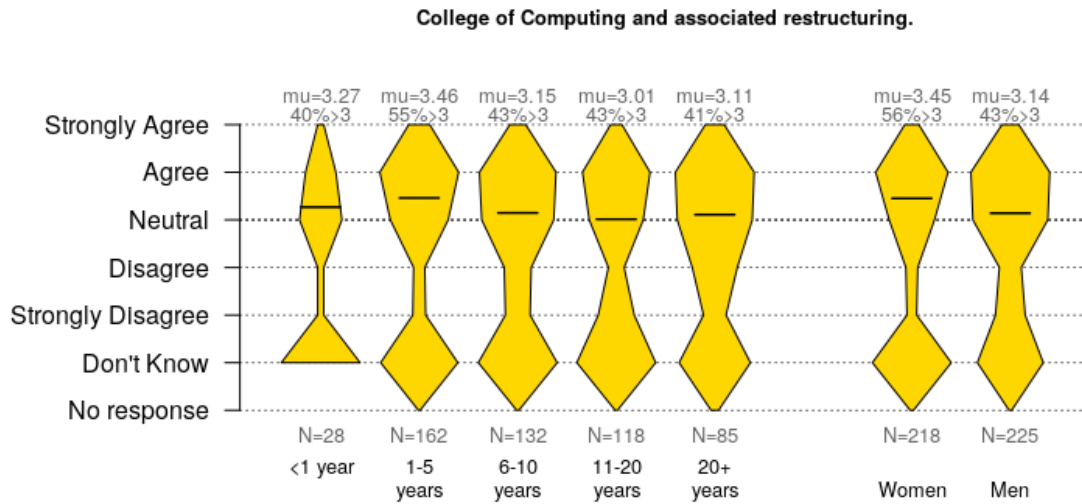
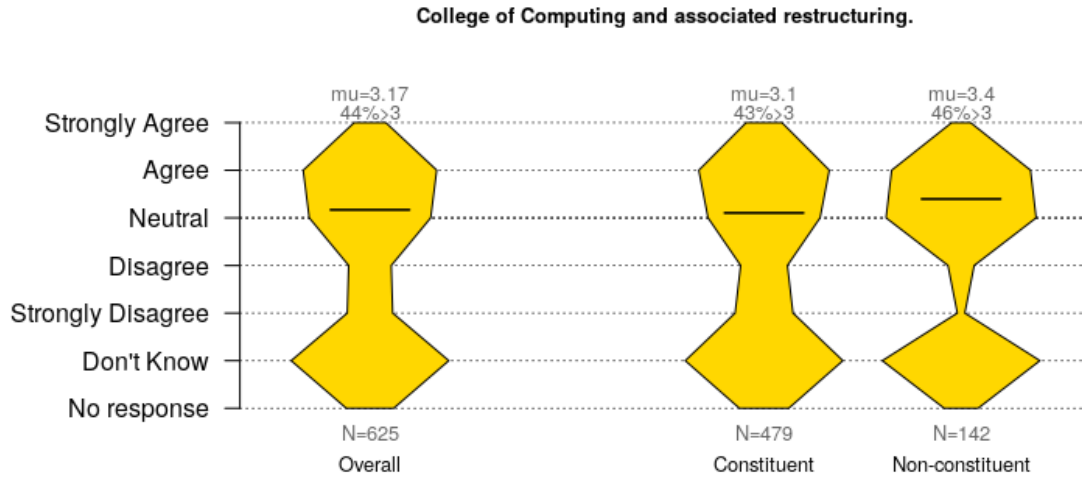
Is the President providing adequate leadership for the following?

17 . H-STEM health technologies.



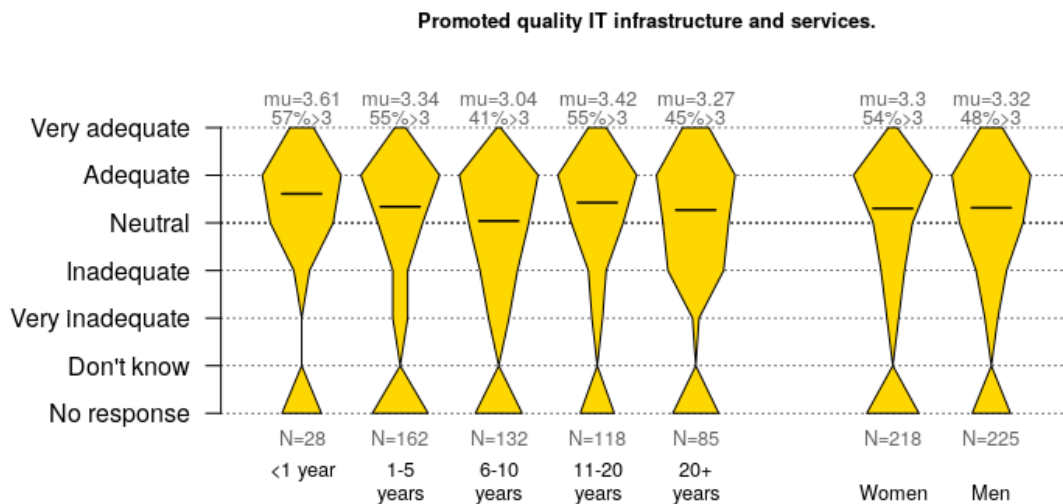
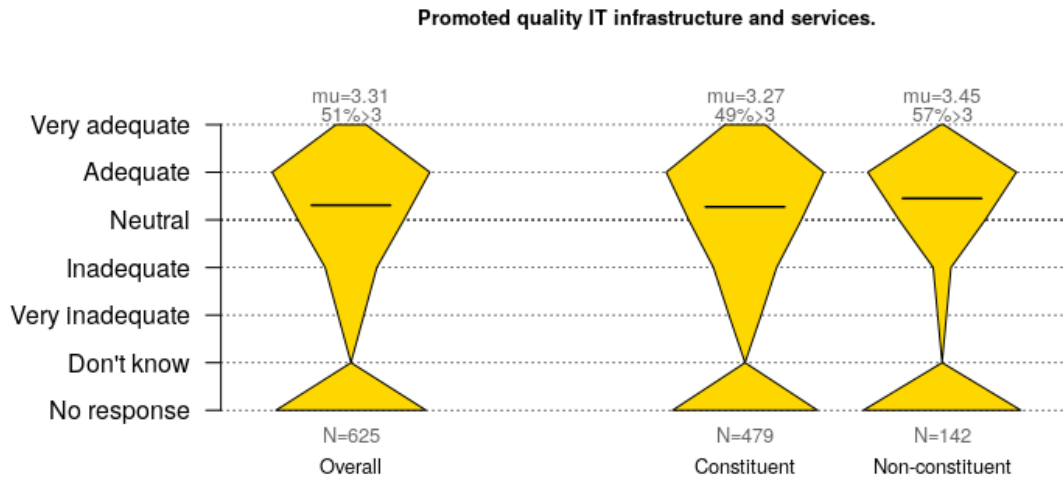
Is the President providing adequate leadership for the following?

18 . College of Computing and associated restructuring.



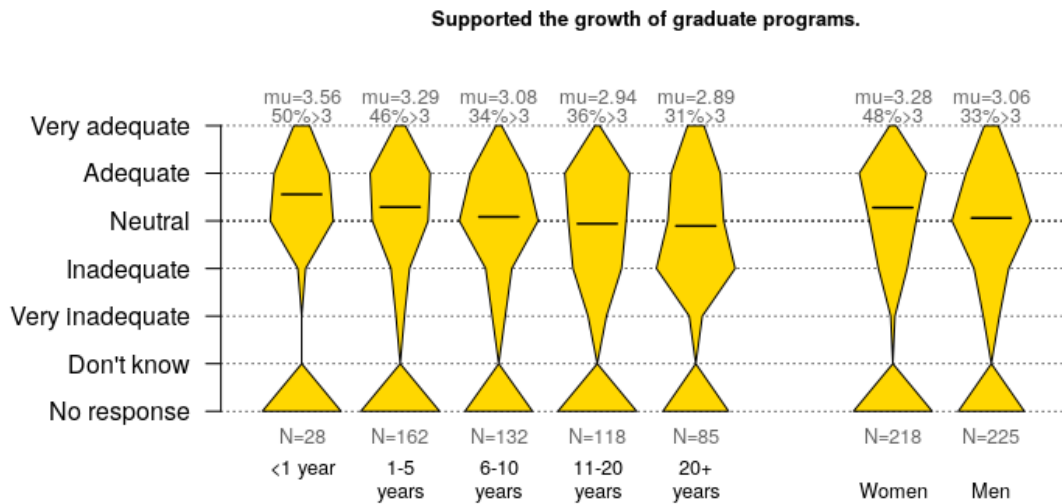
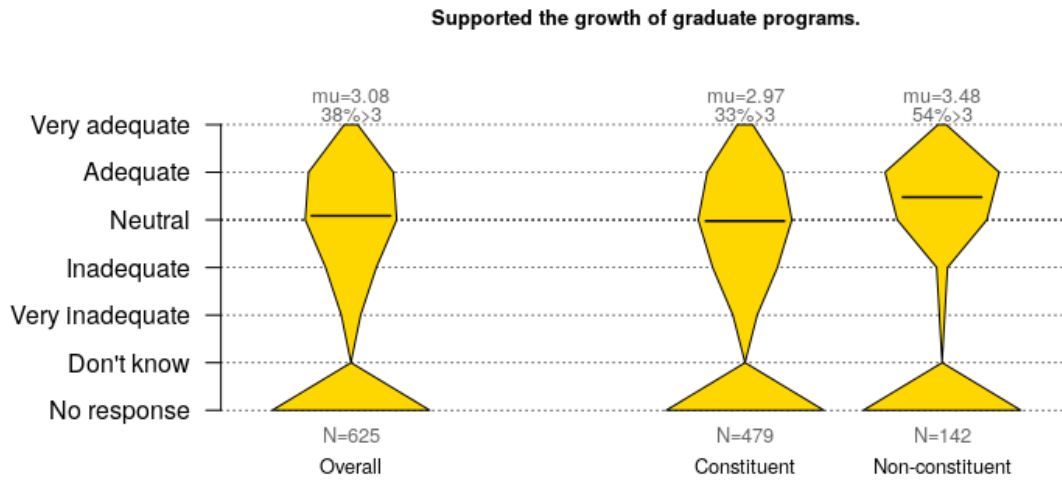
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

20 . Promoted quality IT infrastructure and services.



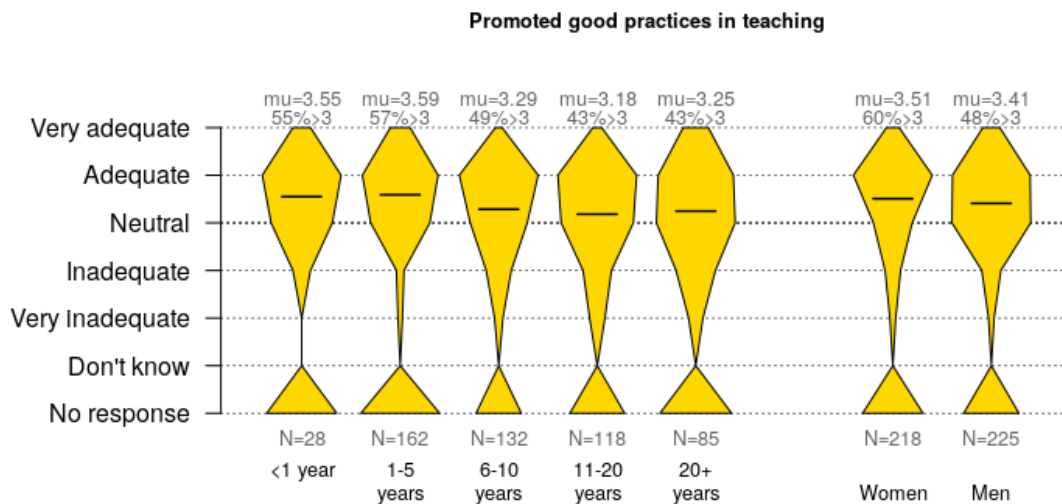
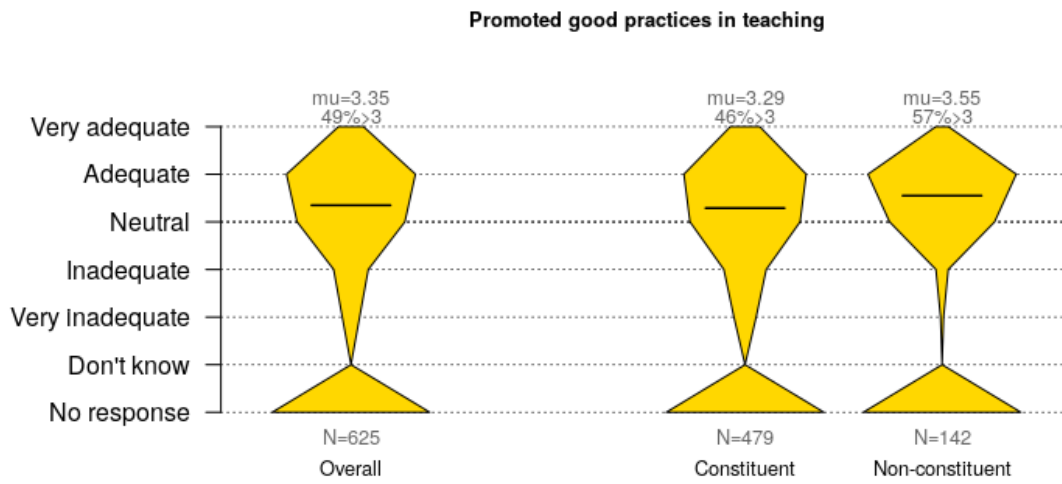
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

21. Supported the growth of graduate programs.



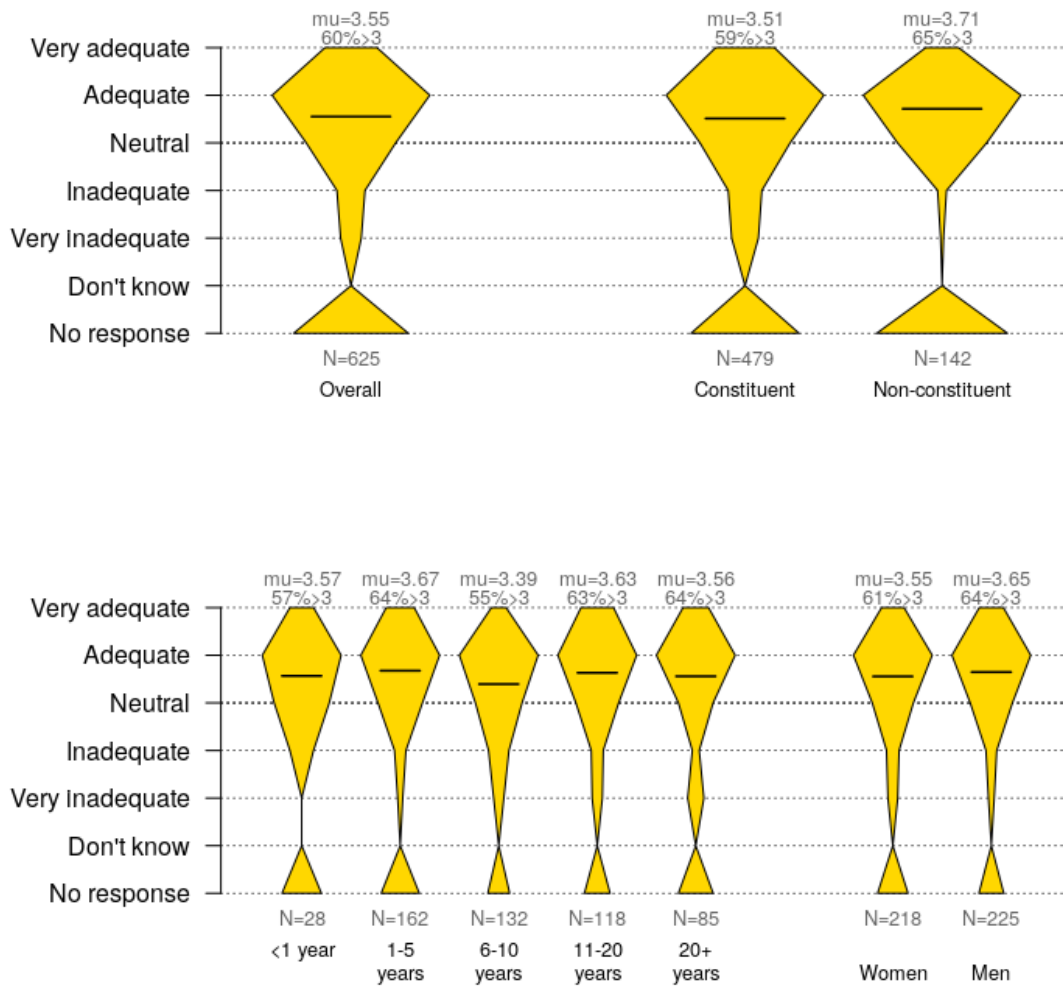
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

22 . Promoted good practices in teaching that supports good learning.



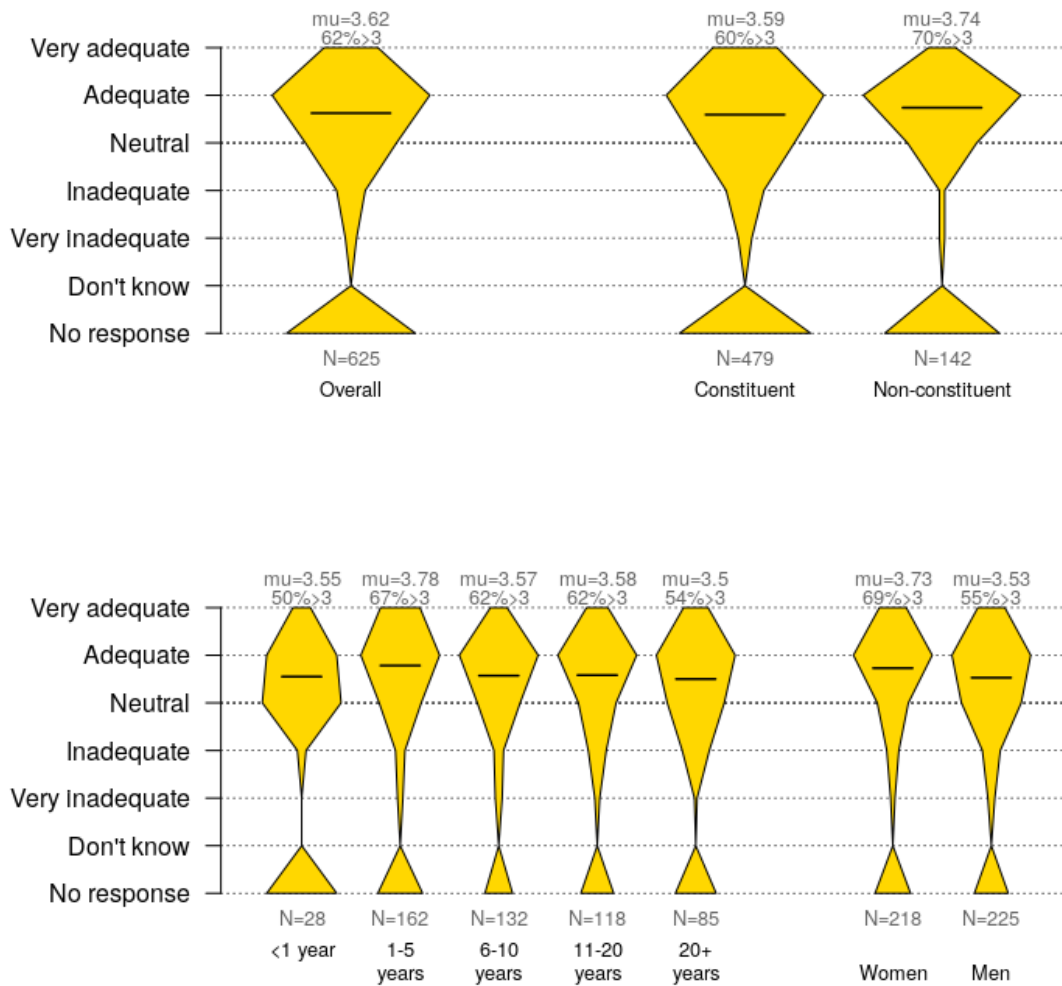
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

23 . Promoted diversity.



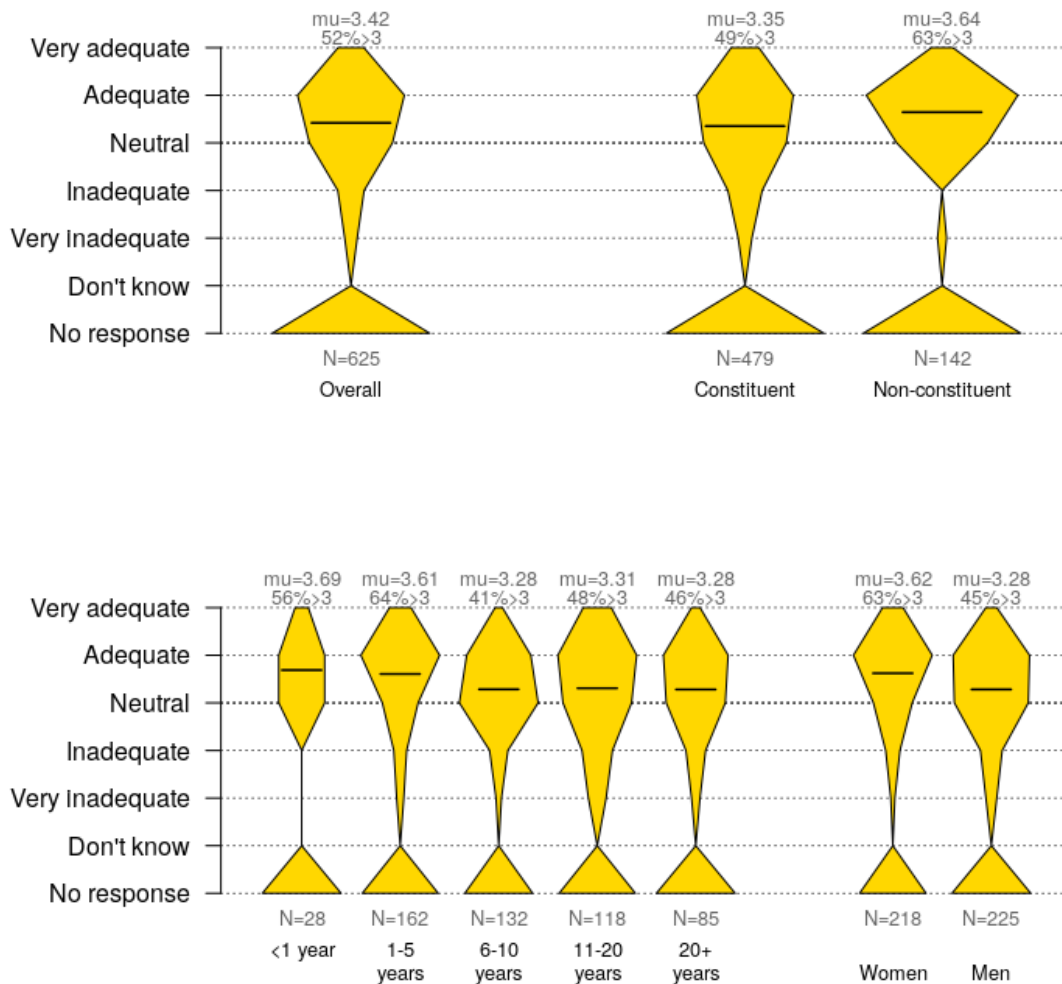
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

24 . Supported student recruitment.



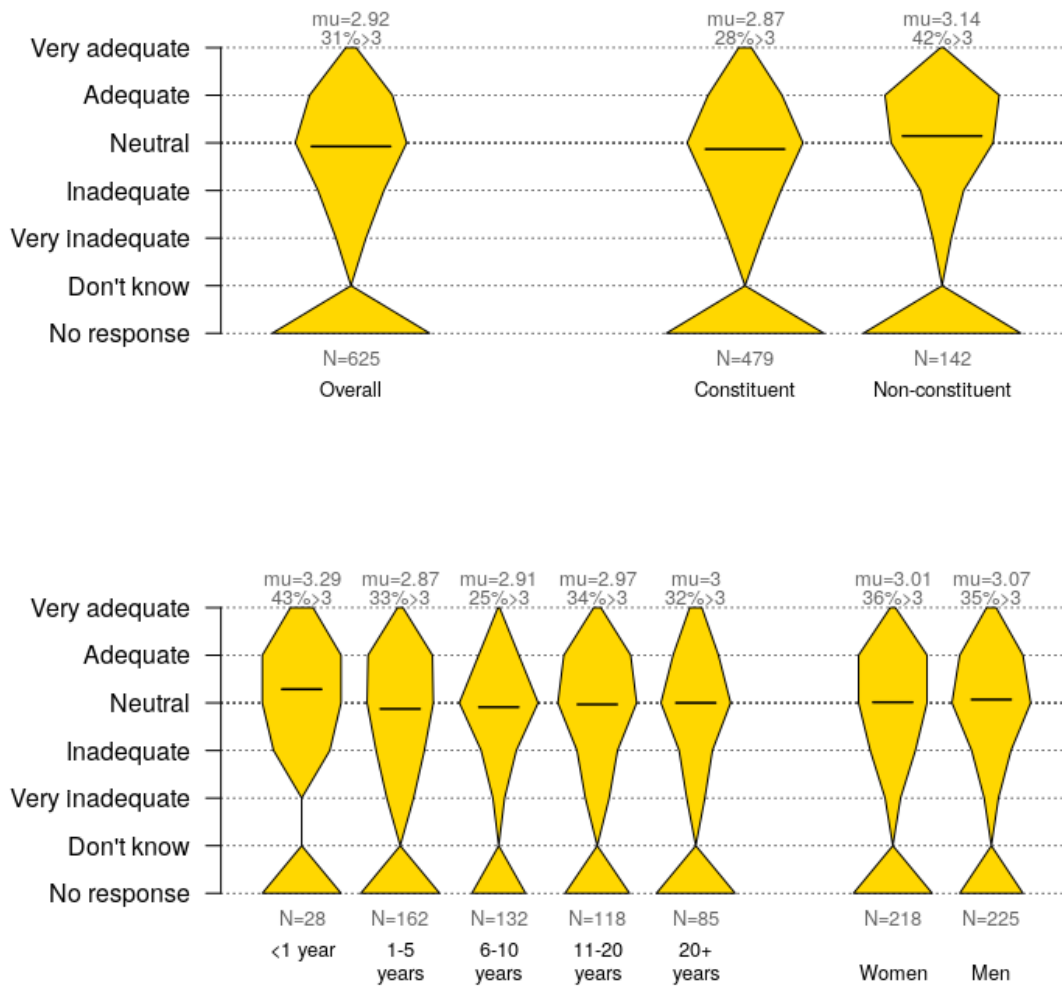
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

25 . Supported fundraising.



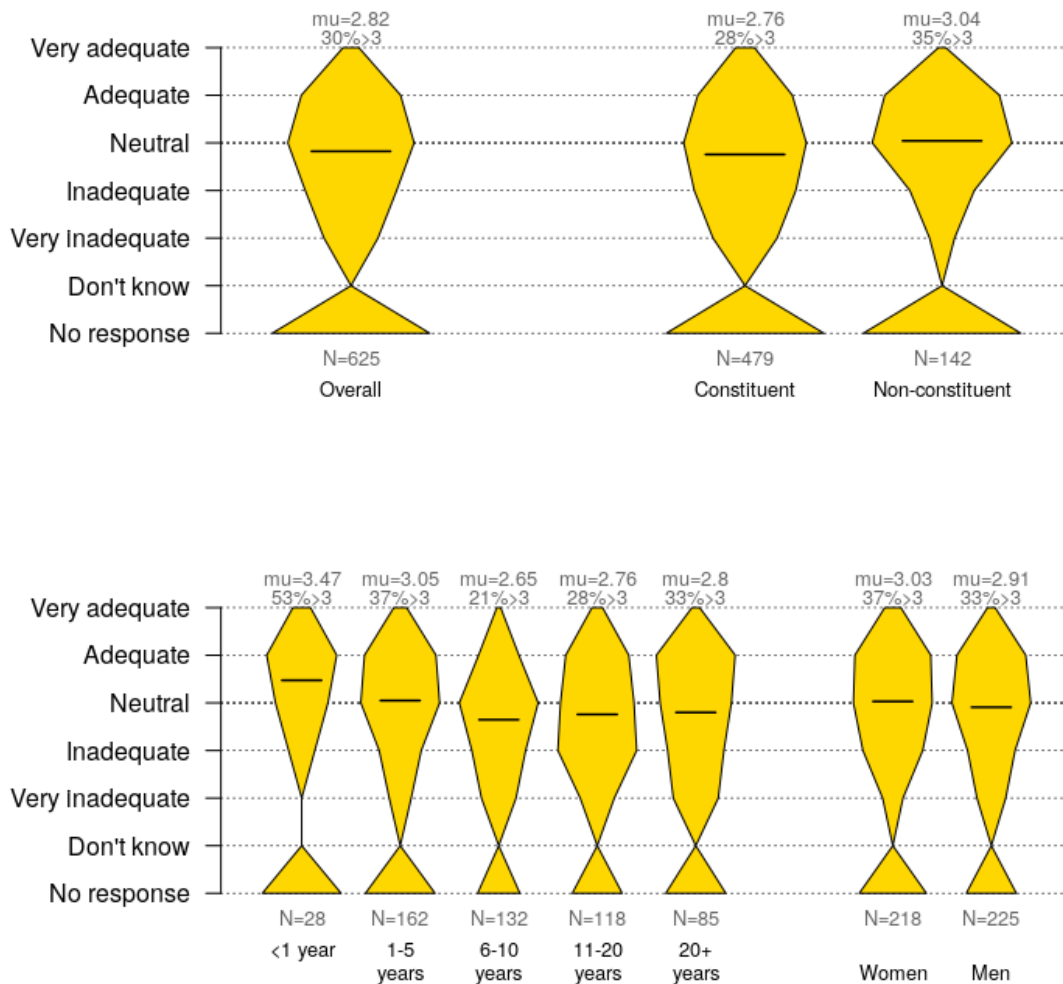
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

26 . Supported staff recruitment.



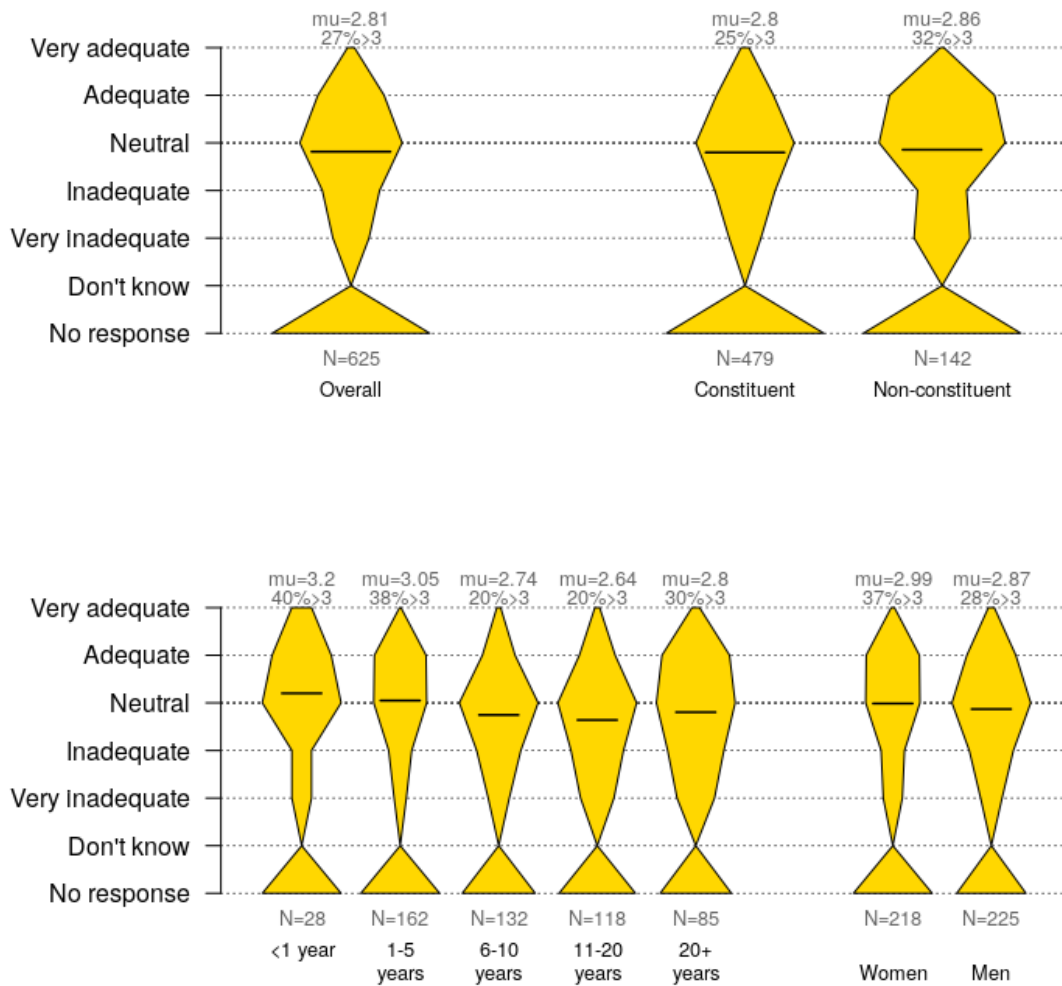
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

27 . Managed the budget responsibly.



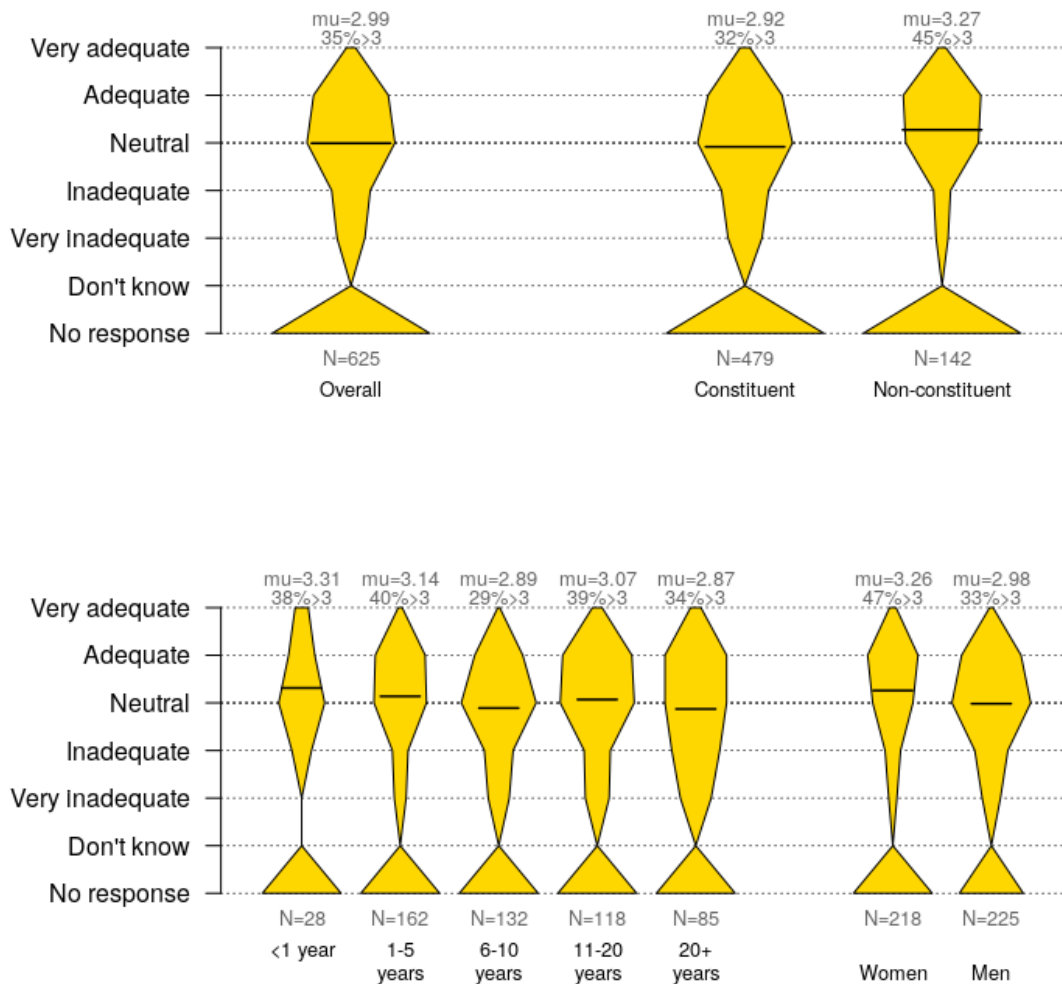
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

28 . Supported facilities management.



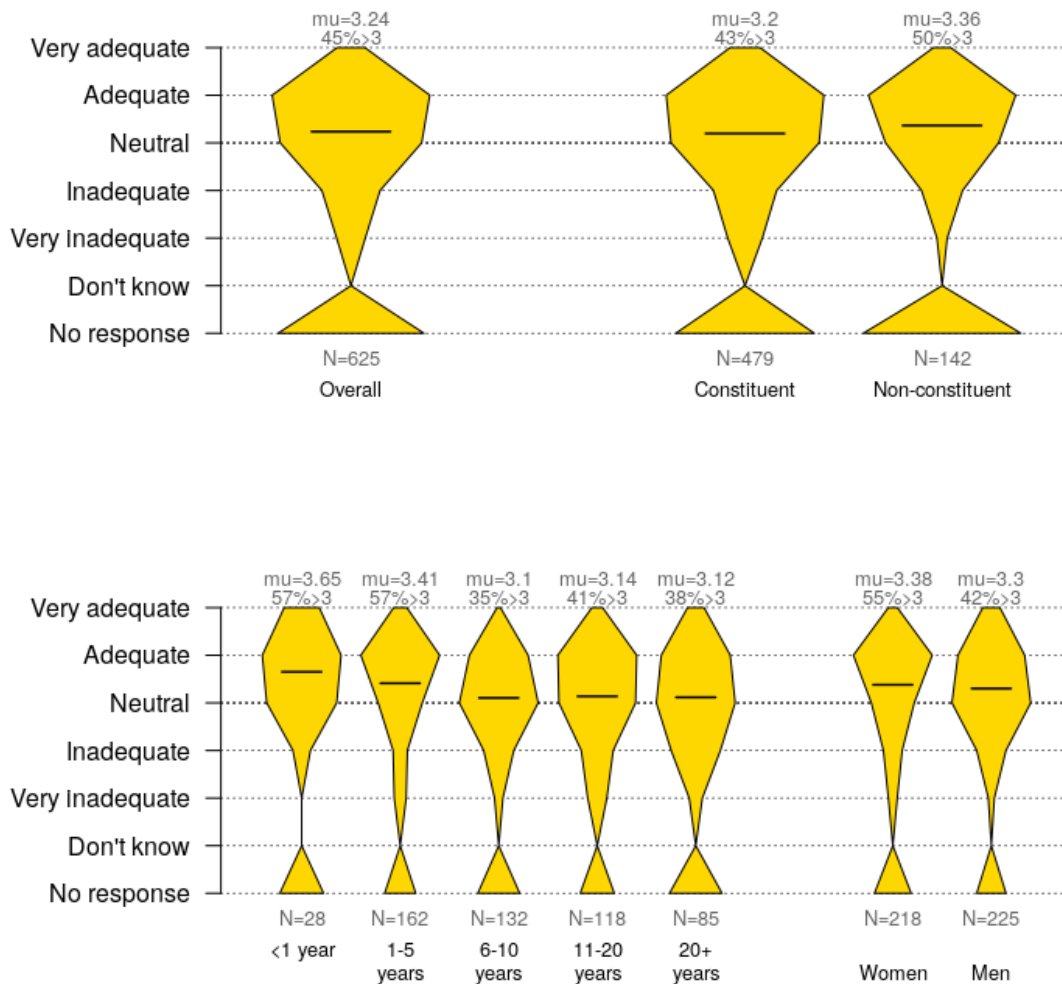
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

29 . Supported faculty recruitment.



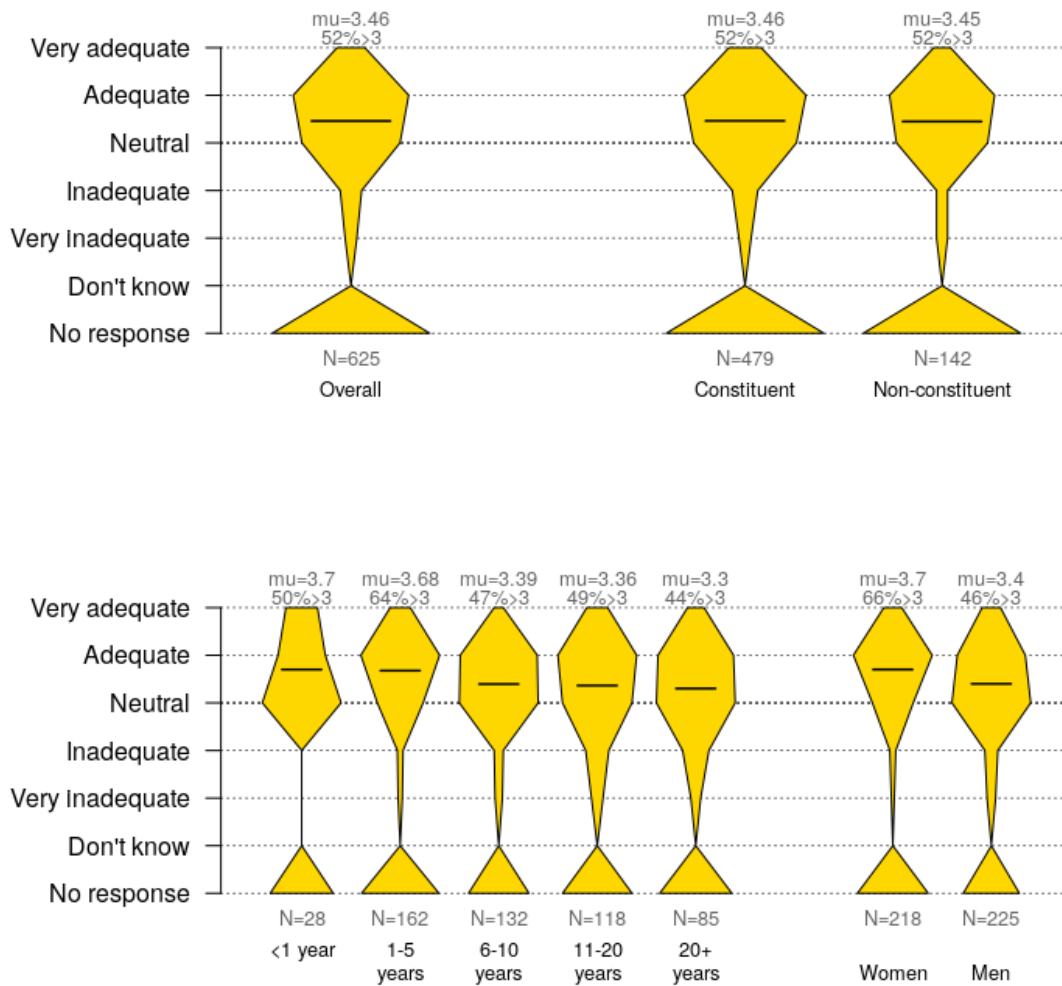
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

30 . Promoted a culture of continuous improvement.



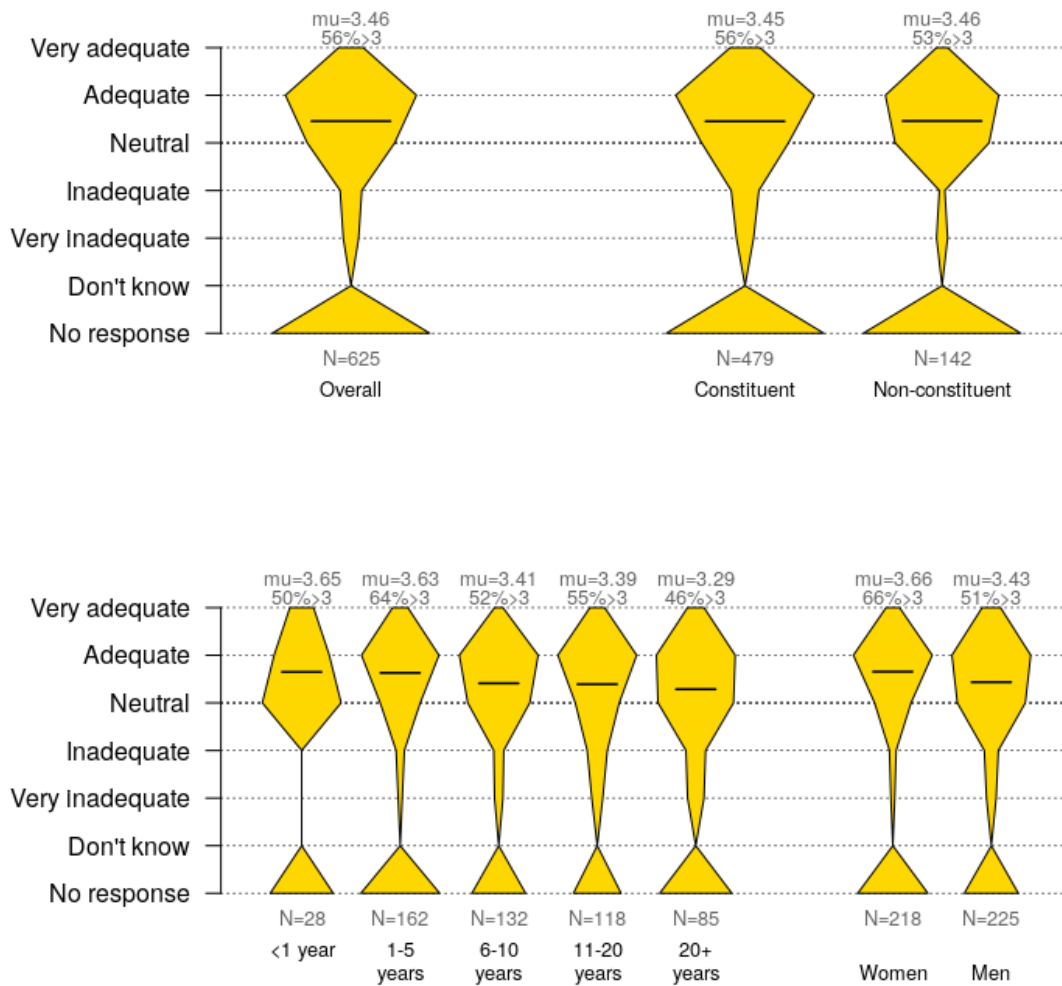
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

31 . Promoted research funding.



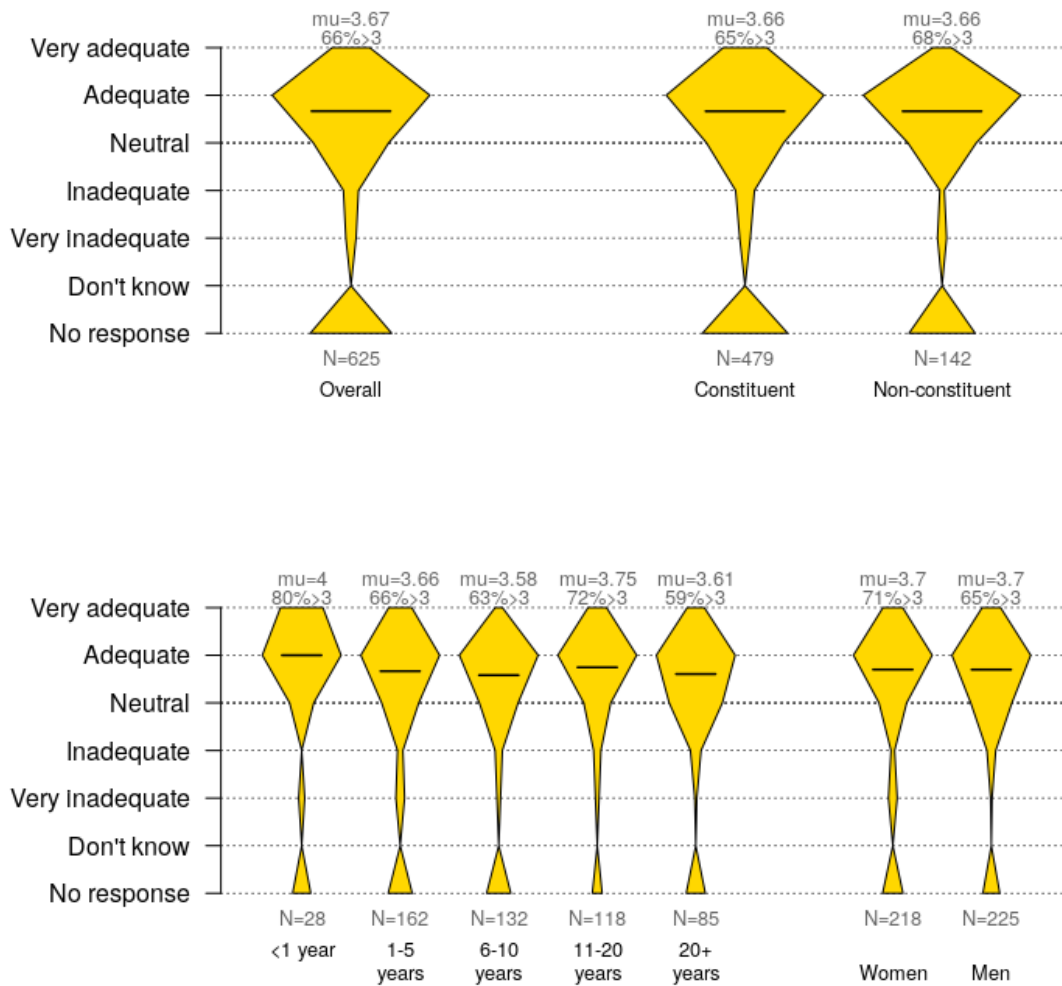
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

32 . Promoted research activities.



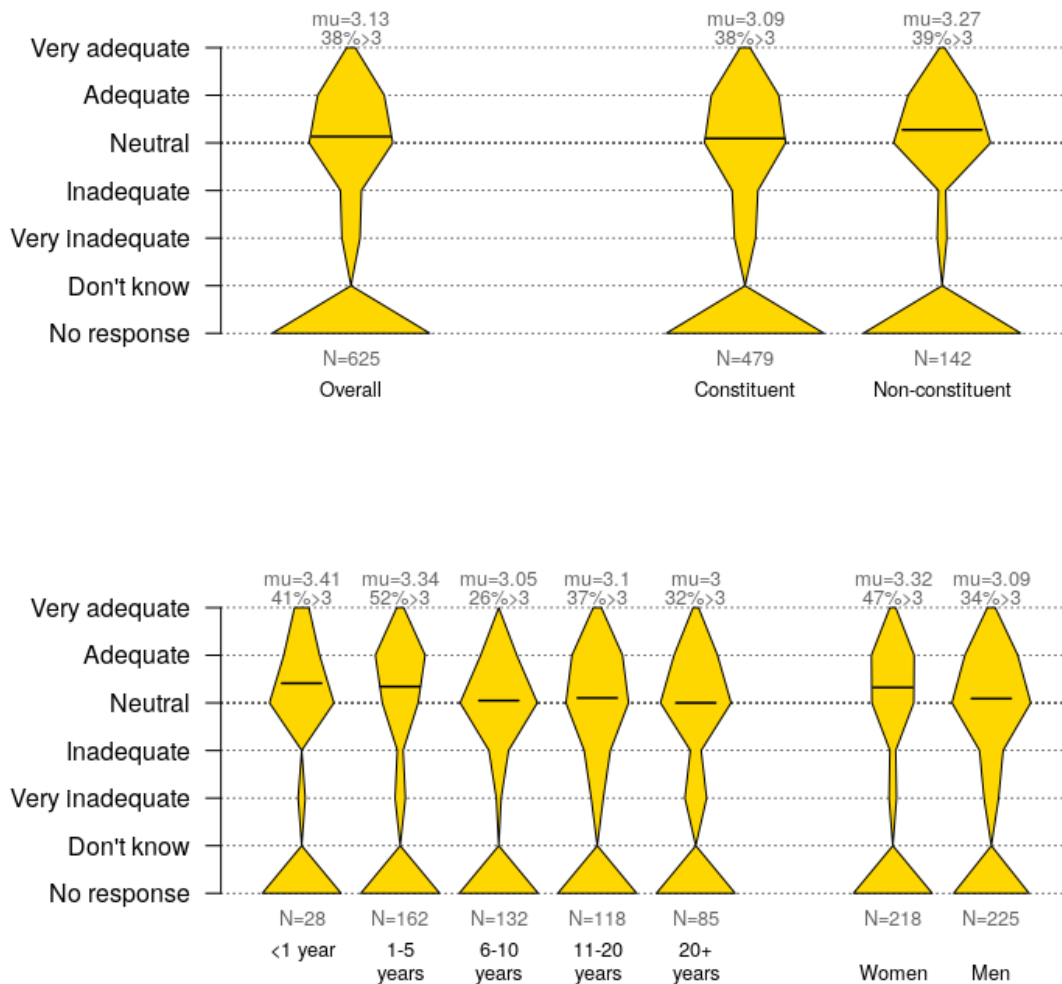
How adequately has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman; 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) **performed the following duties?**

33 . Promoted a safe work environment.



How adequately 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) **performed the following duties?**

34 . Supported capital investment.



How adequately 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) **performed the following duties?**

35 . Supported the growth of undergraduate programs.

