

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

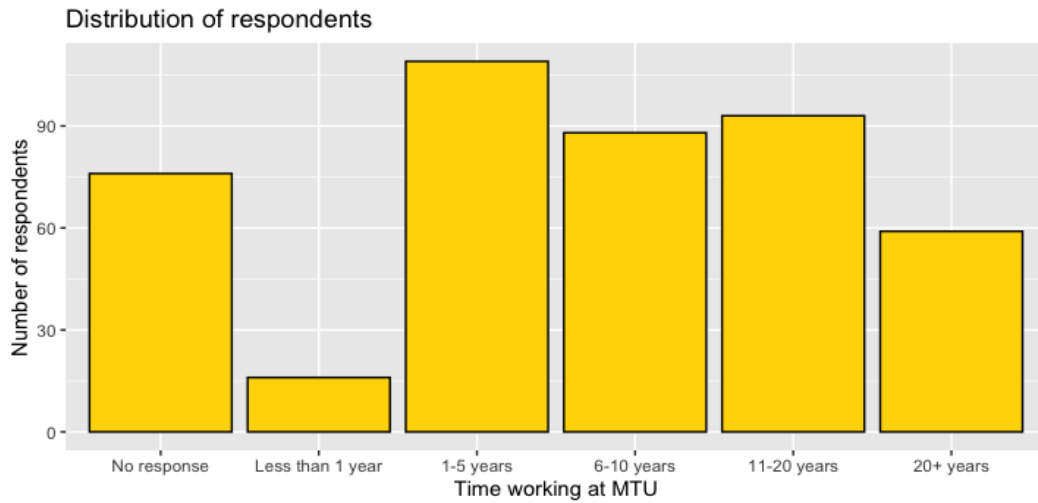
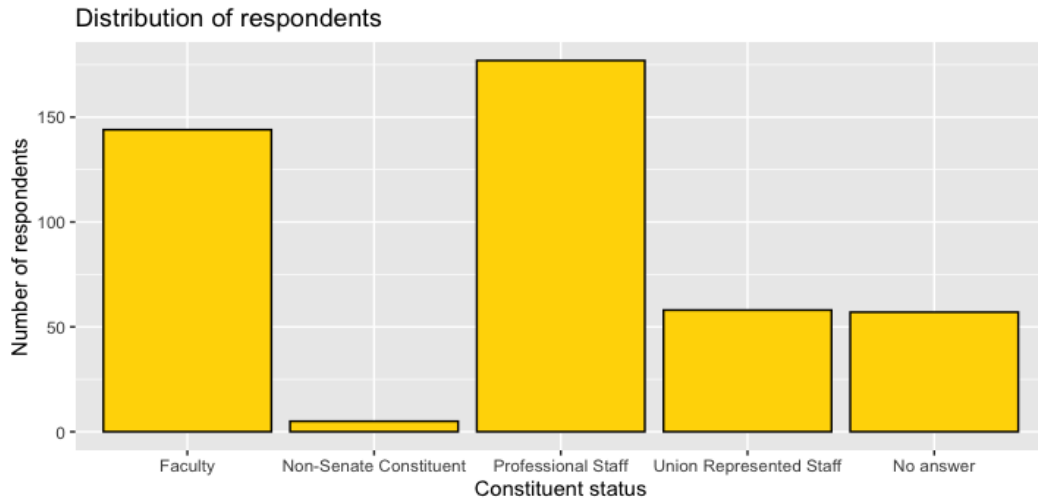
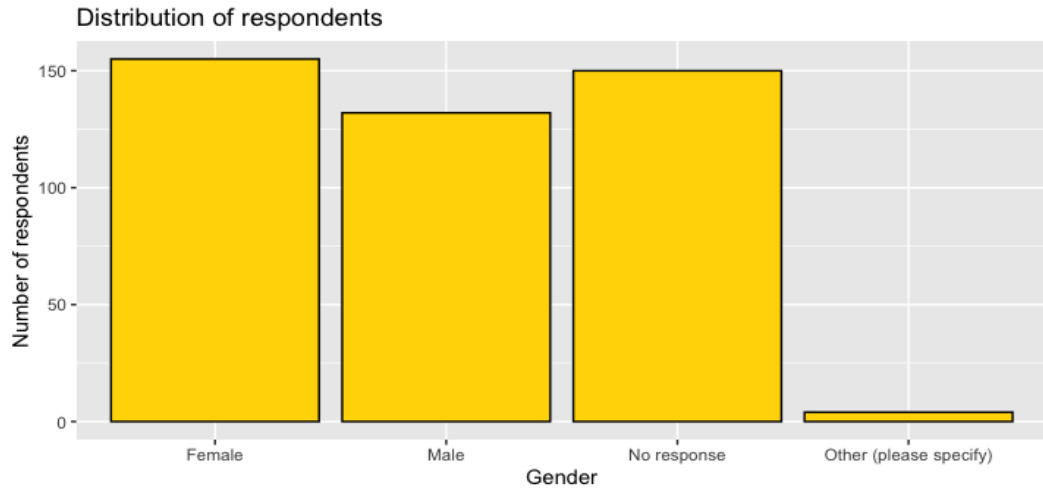
Overview of 2019/2020 Survey

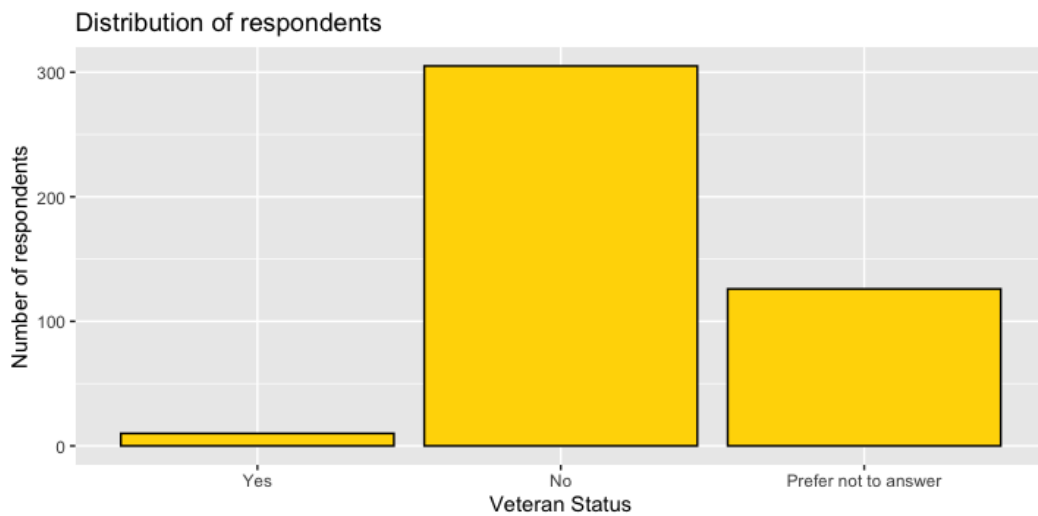
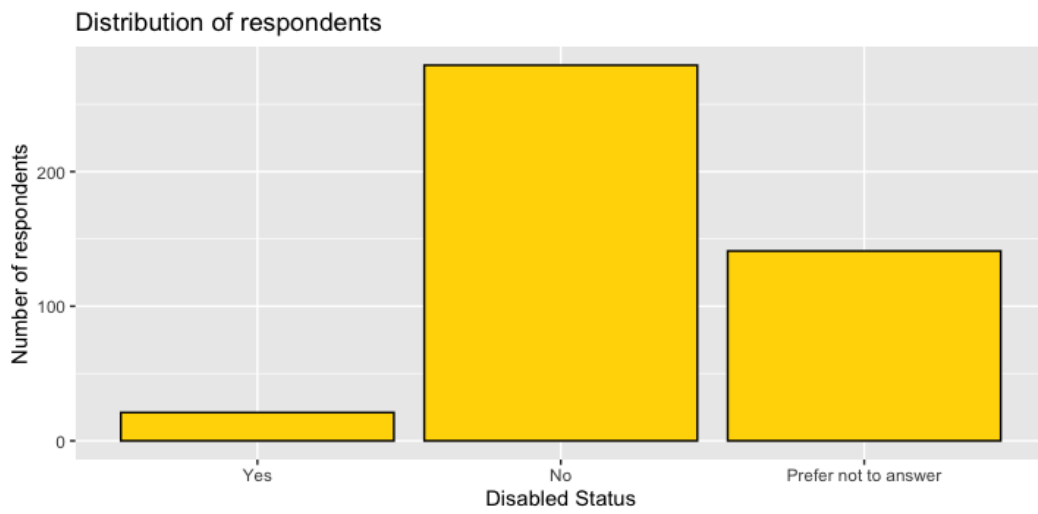
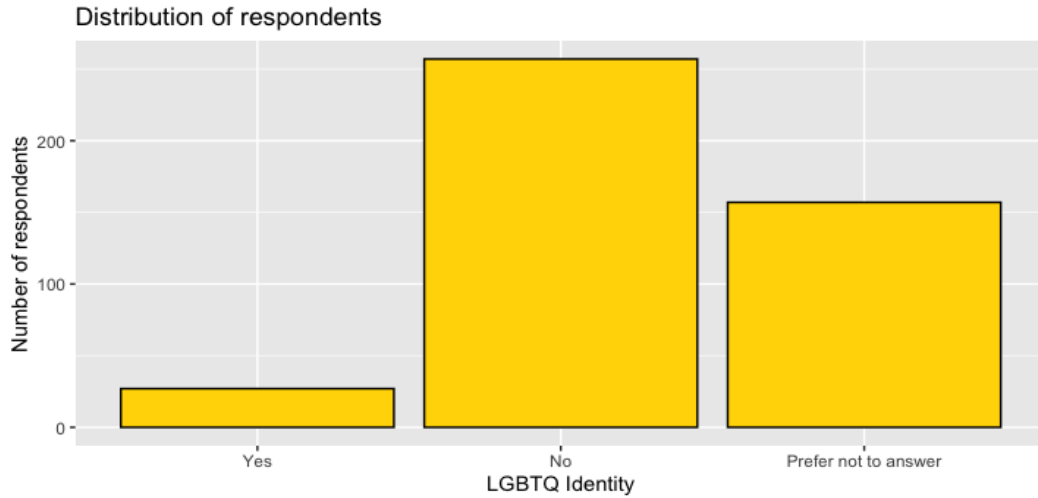
Survey issued April 5, 2021 and was open for two weeks.

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

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

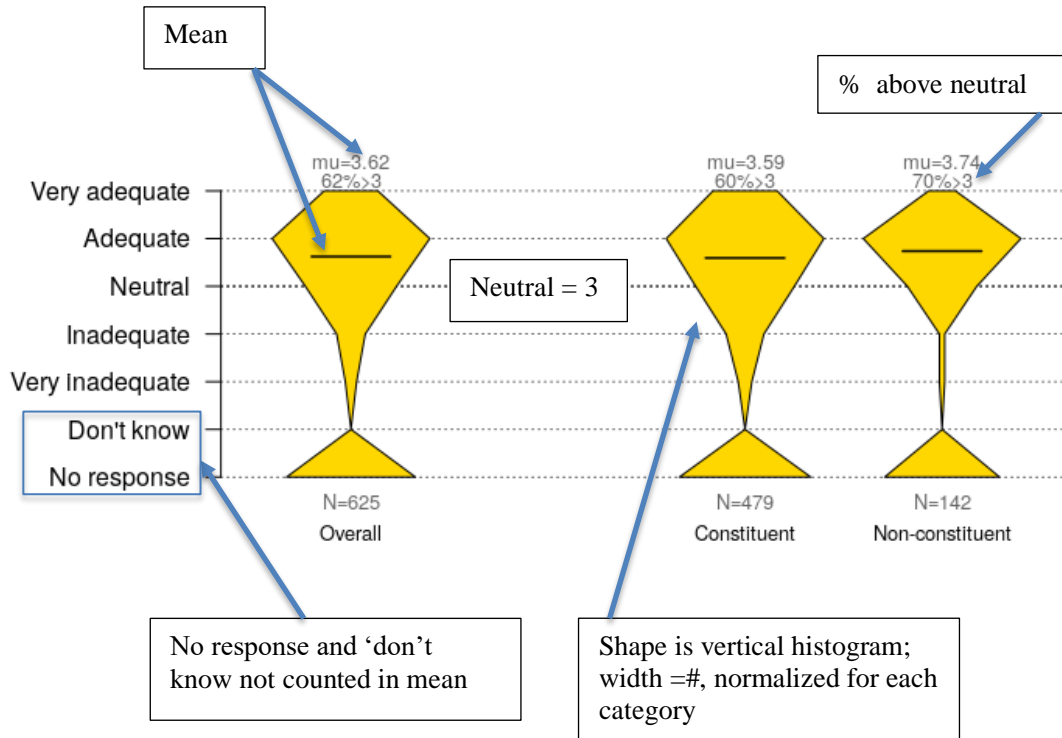
- Results are grouped into 4 categories:
 - Overall
 - Faculty, Professional Staff, Union Represented Staff & Other Non-Senate Constituents
 - MTU longevity (>1yr, 1-5yrs, 6-10yrs, 11-20yrs, 20+yrs)
 - Women & Men
- Questions had overlap with the questions used in 2018/19





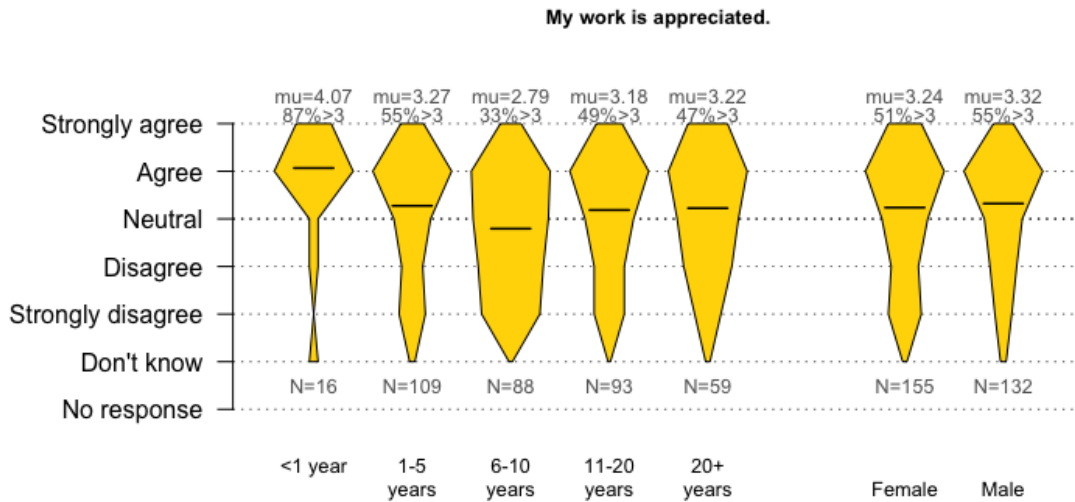
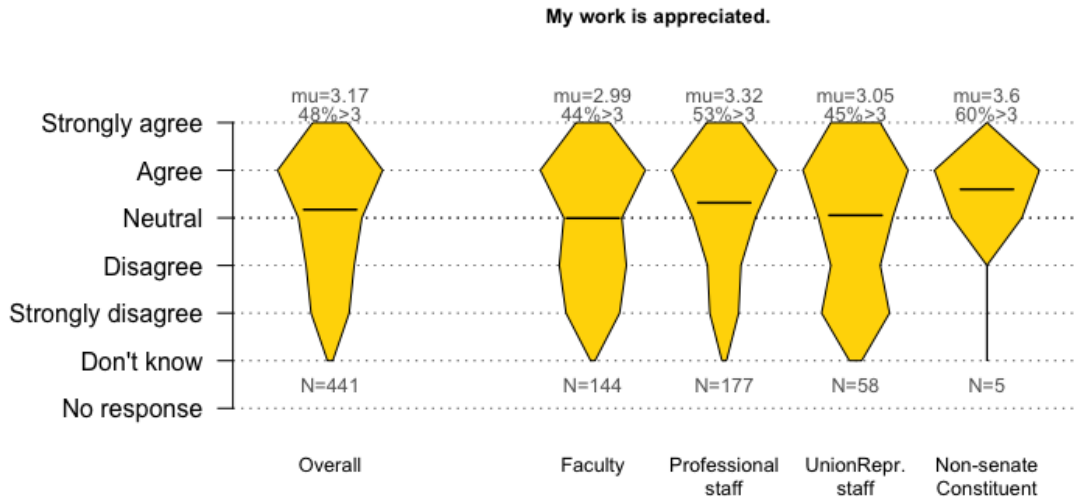
Interpreting violin charts

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.

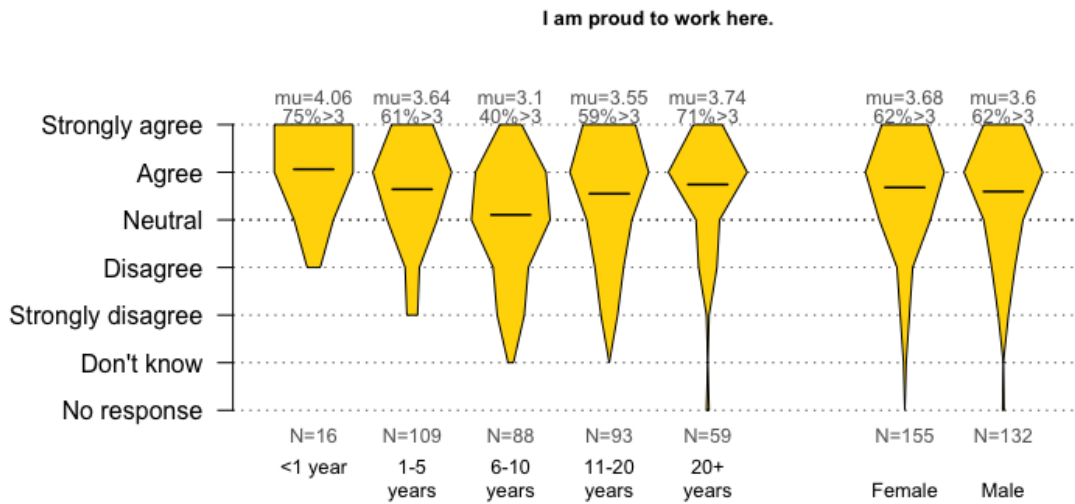
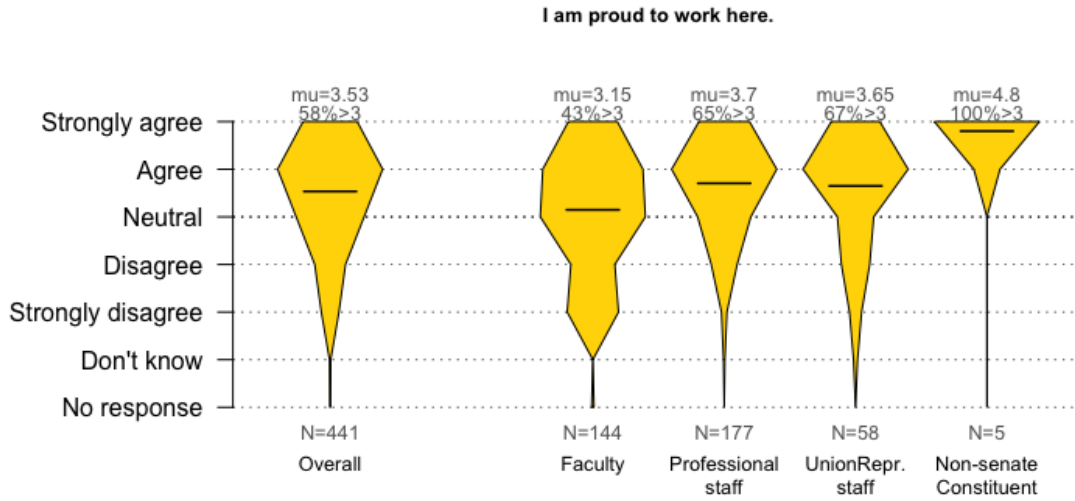


Do you agree or disagree with the following statements about your experience at Michigan Tech? (1-3)

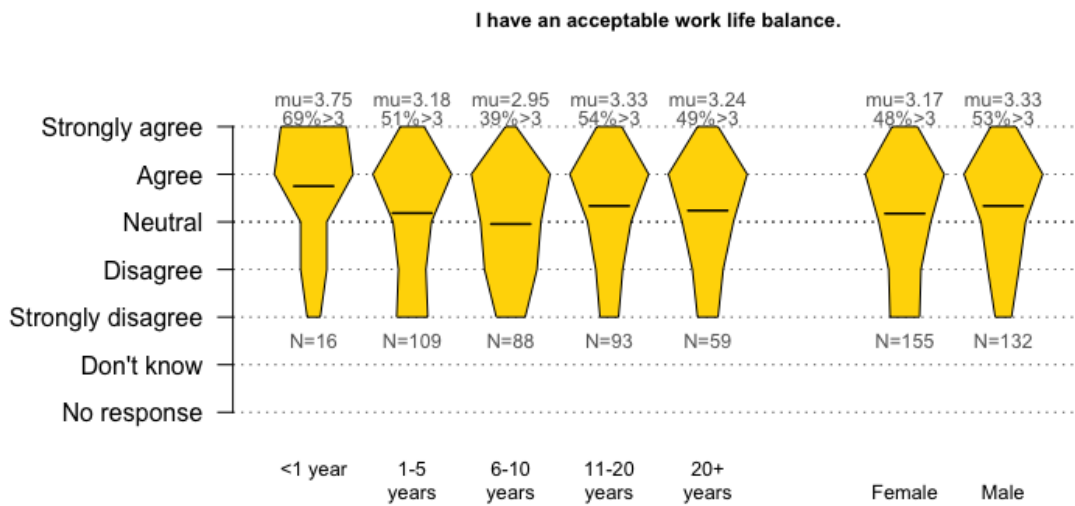
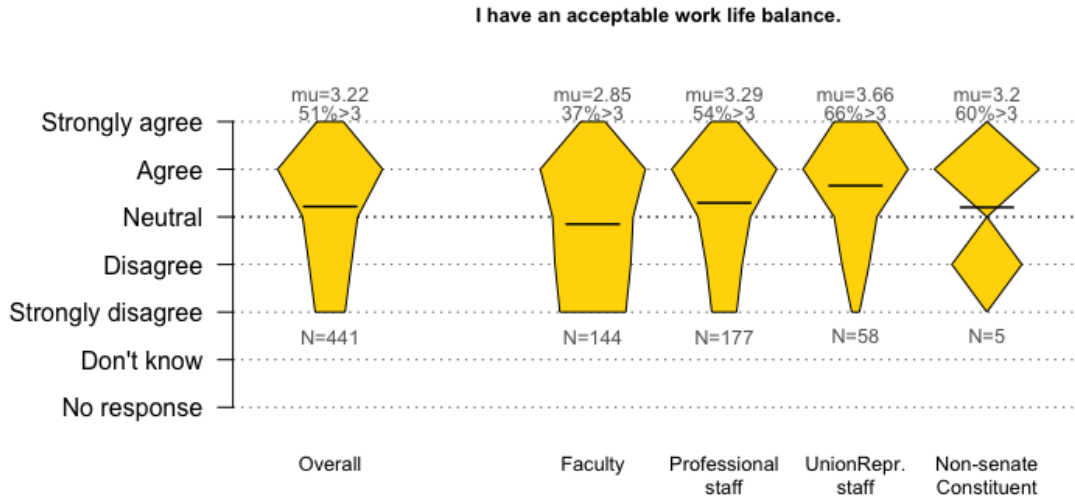
1. My work is appreciated.



2. I am proud to work here.

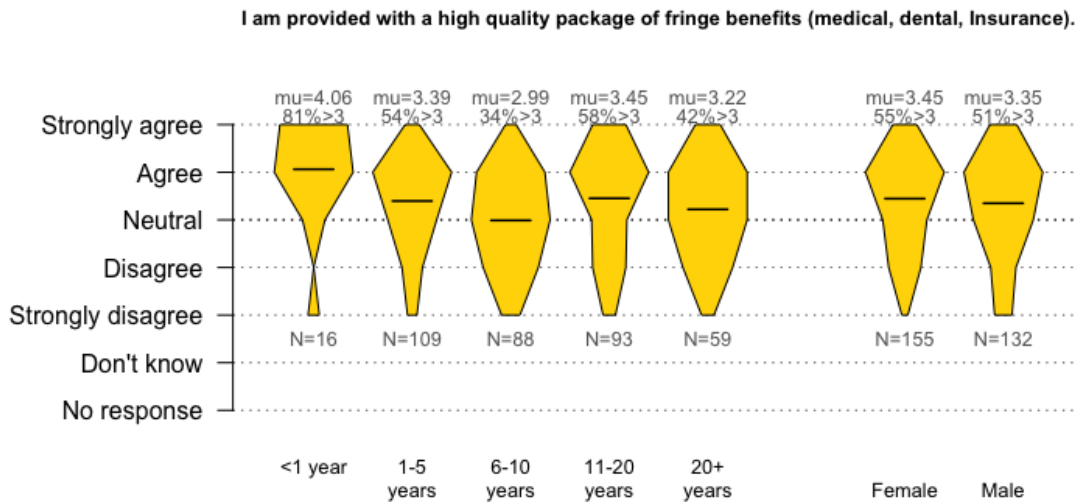
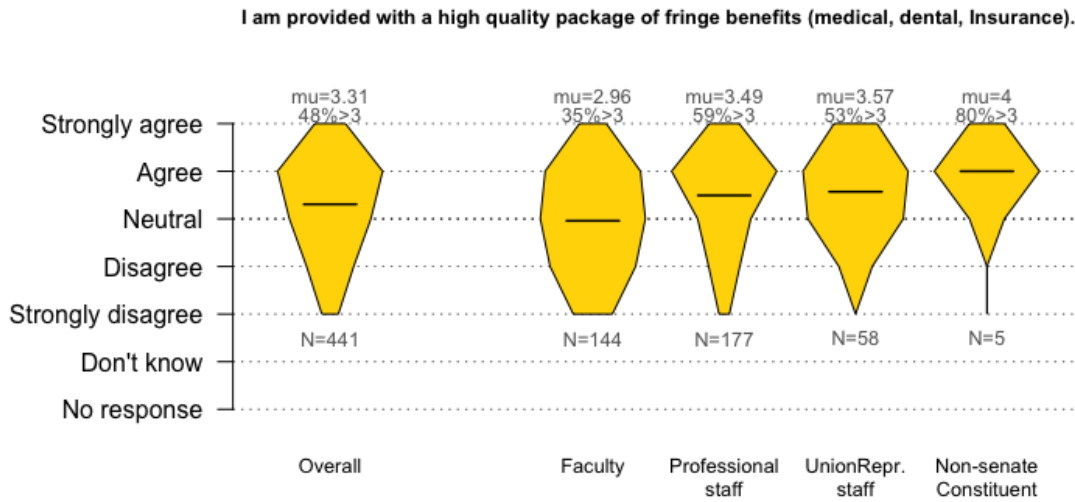


3. I have an acceptable work life balance.

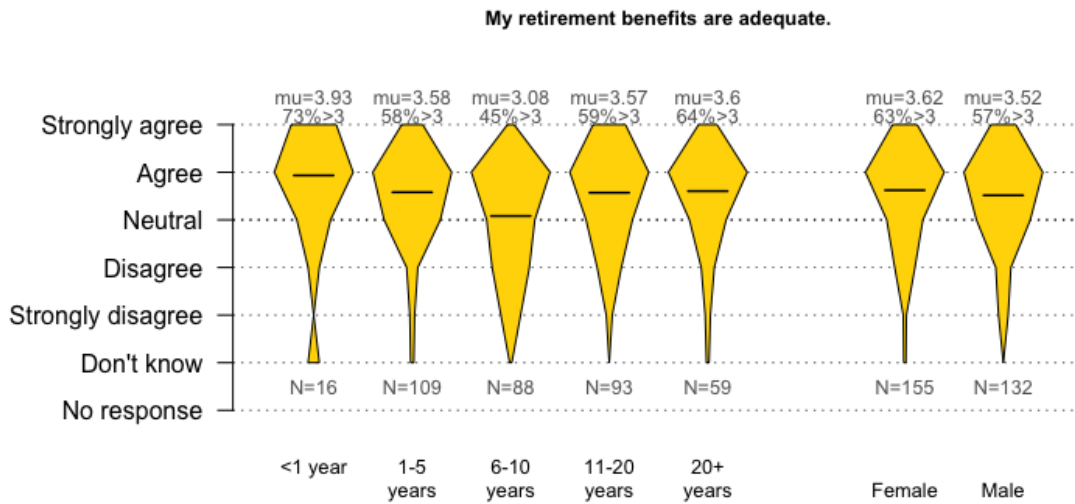
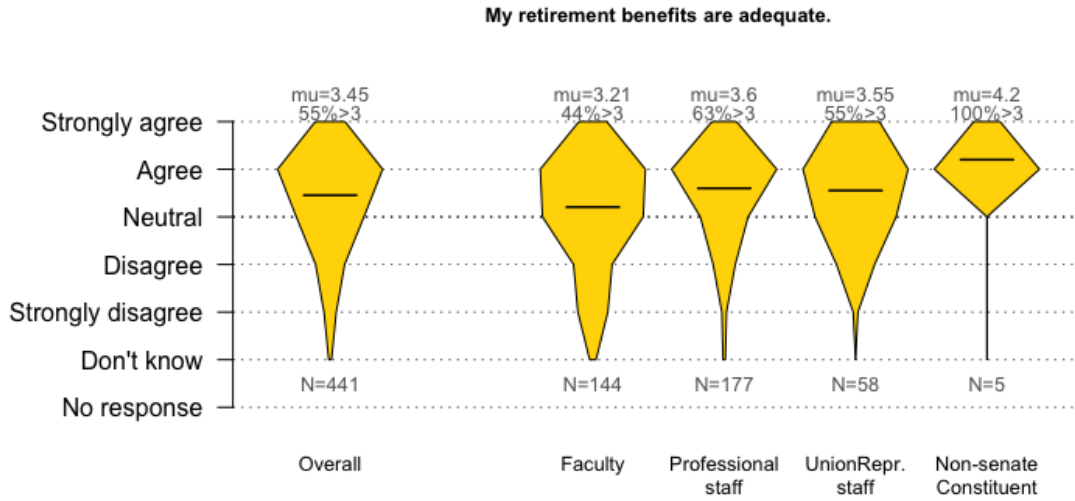


Do you agree or disagree with the following statements about your salary and benefits? (4-6)

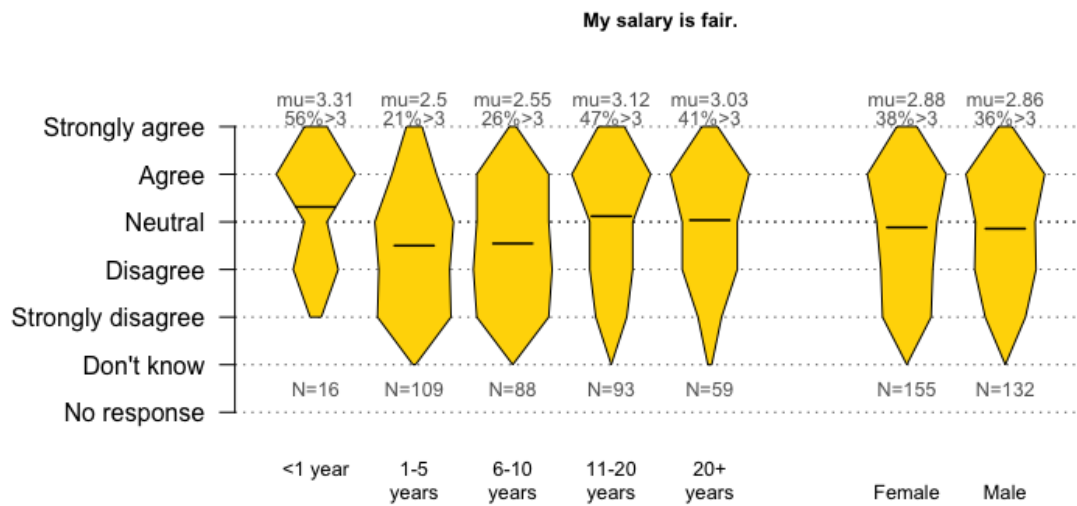
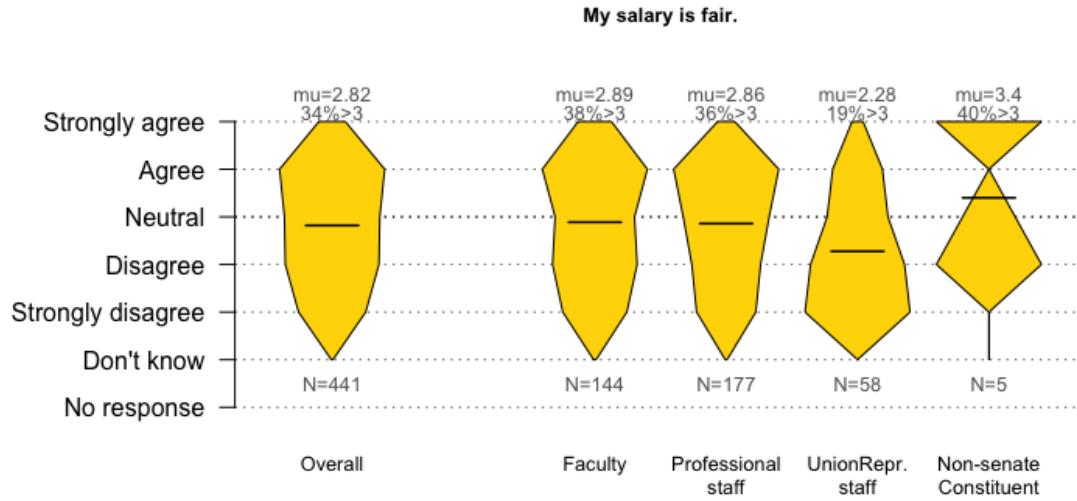
4. I am provided with a high quality package of fringe benefits (medical, dental, Insurance).



5. My retirement benefits are adequate.

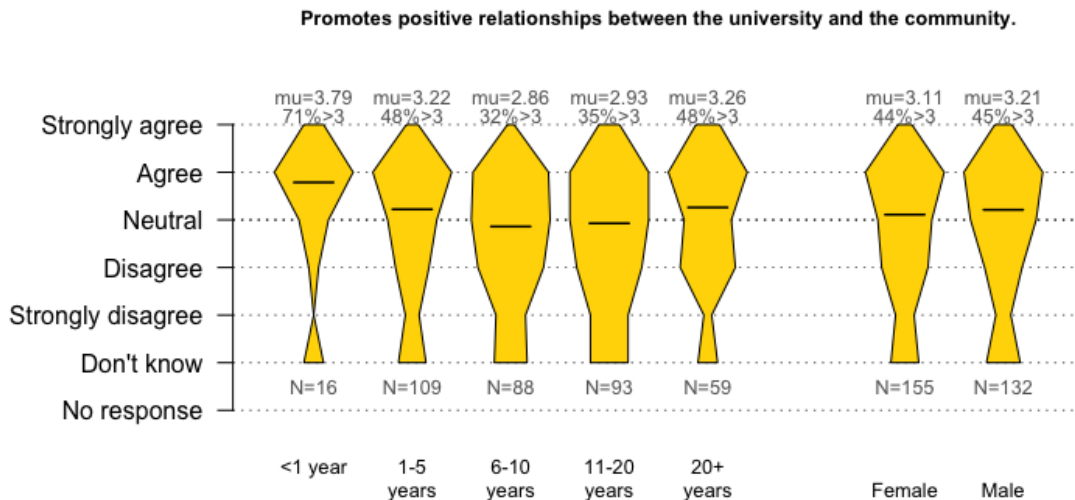
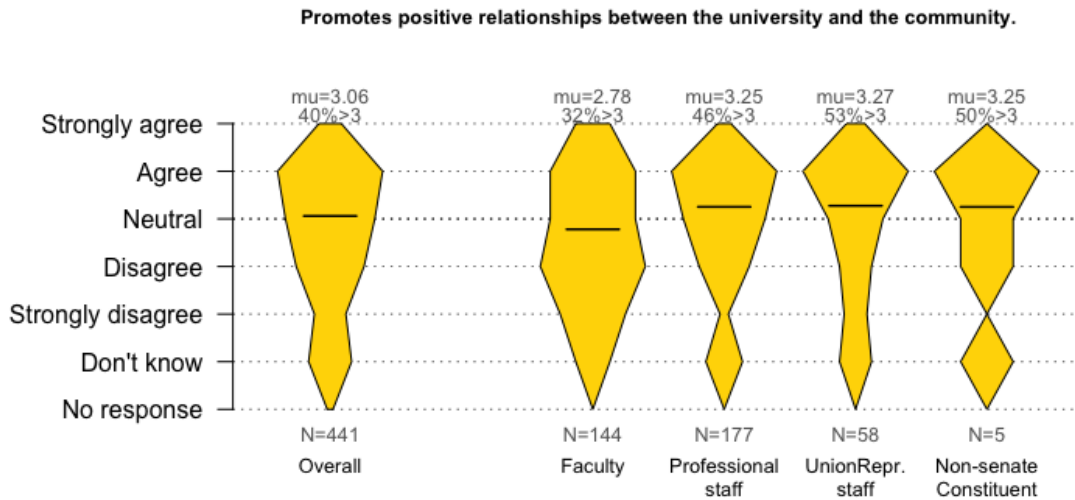


6. My salary is fair.

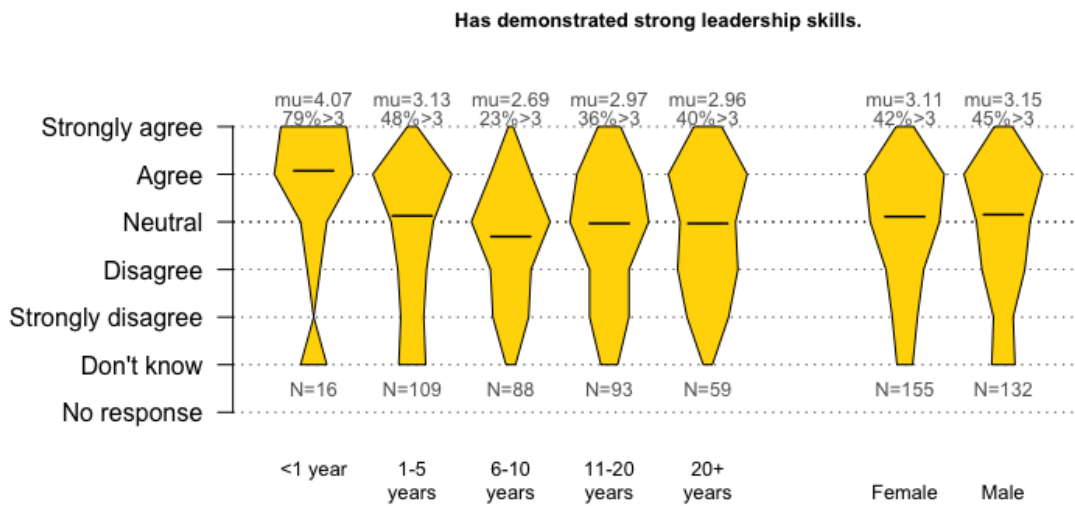
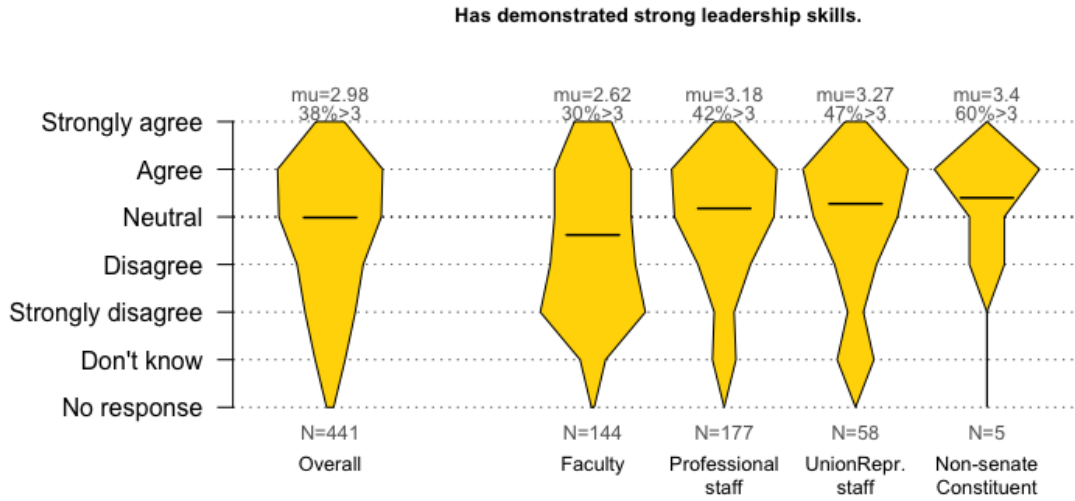


Do you agree or disagree with the following general statements about the President? (7-14)

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

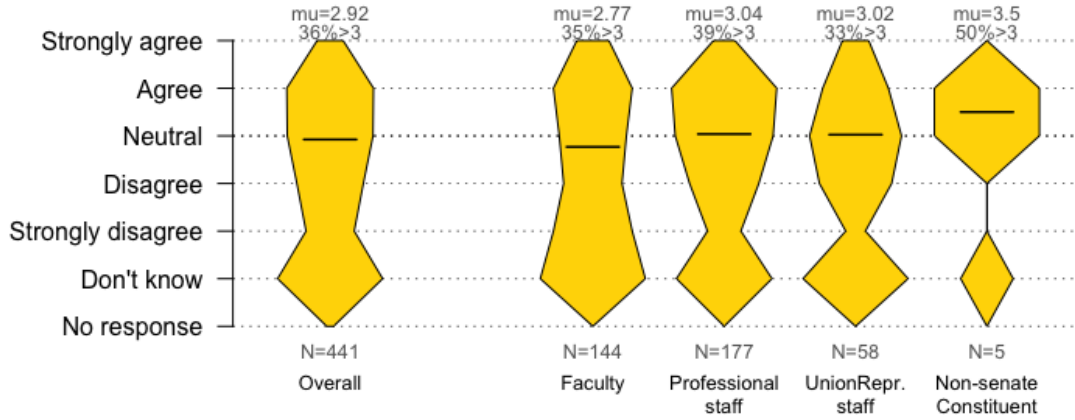


8. Has demonstrated strong leadership skills.

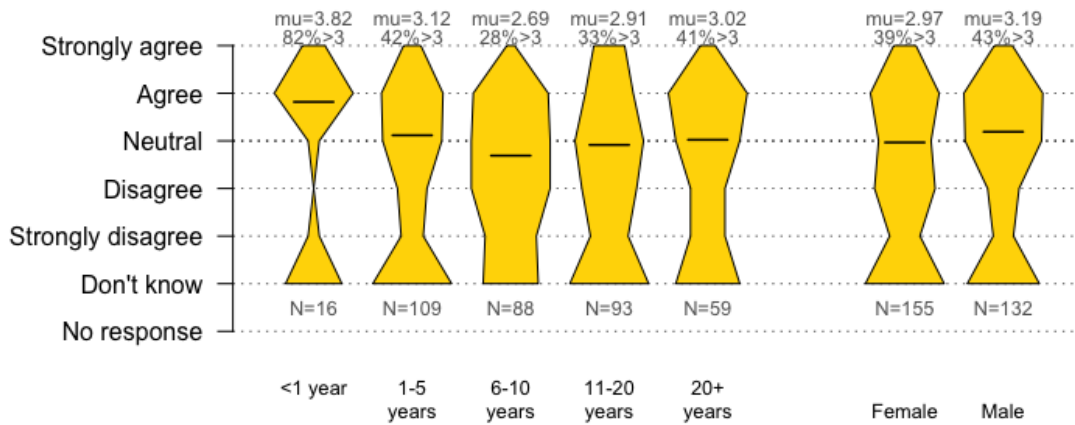


9. Seeks others' views and opinions.

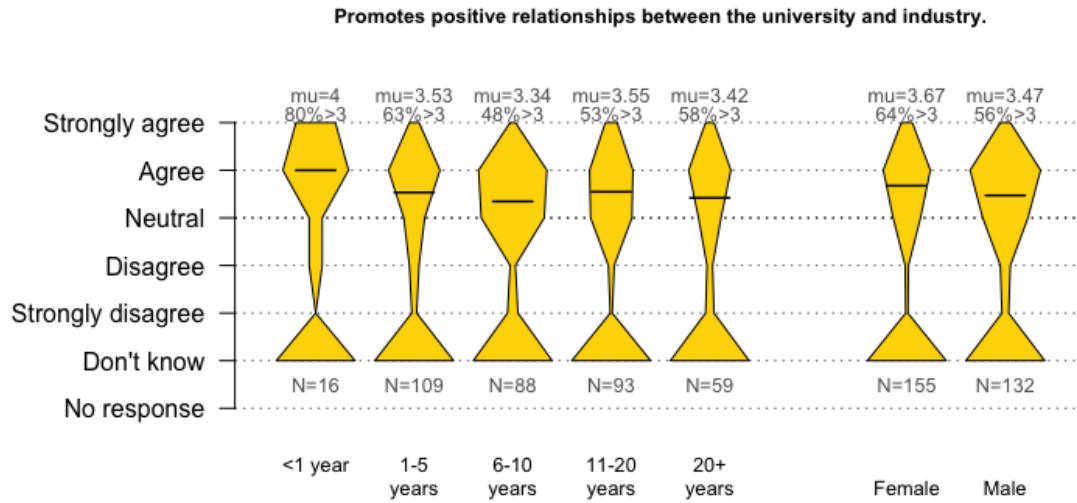
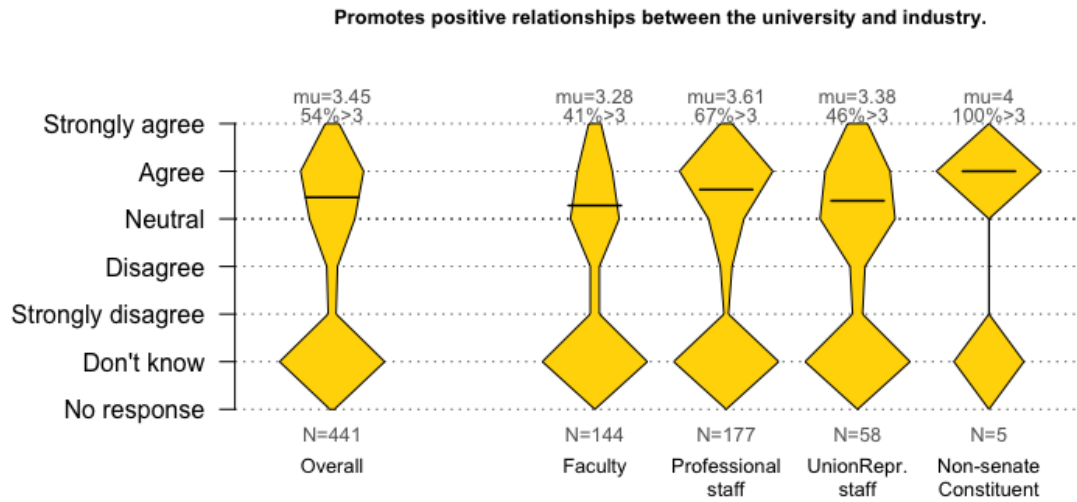
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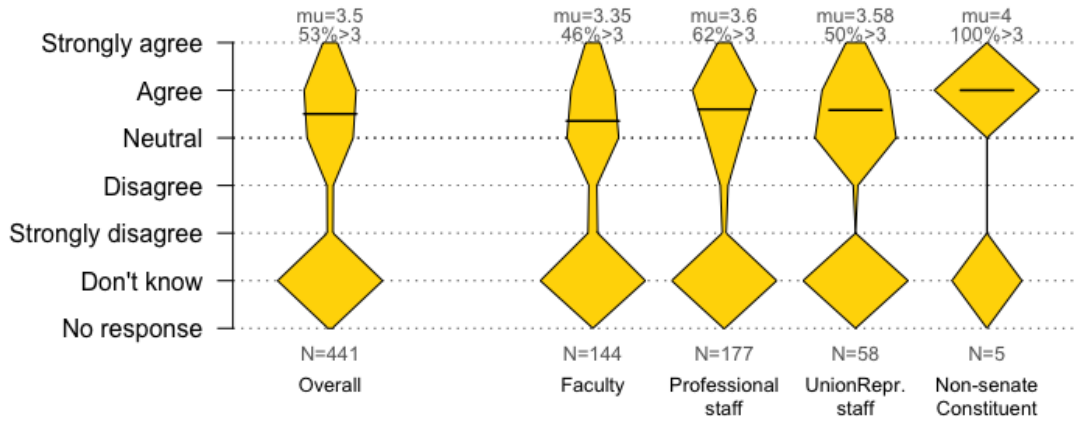


10. Promotes positive relationships between the university and industry.

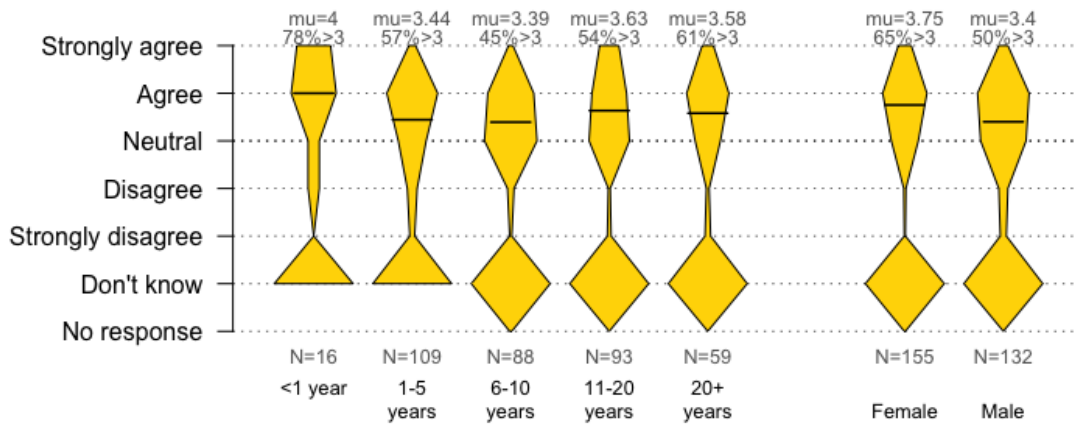


11. Promotes positive relationships between the university and the state government.

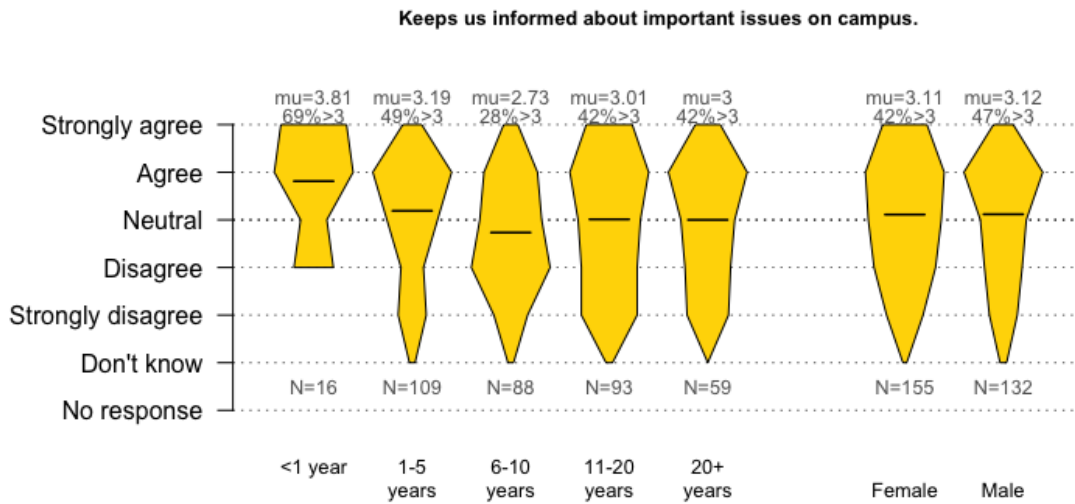
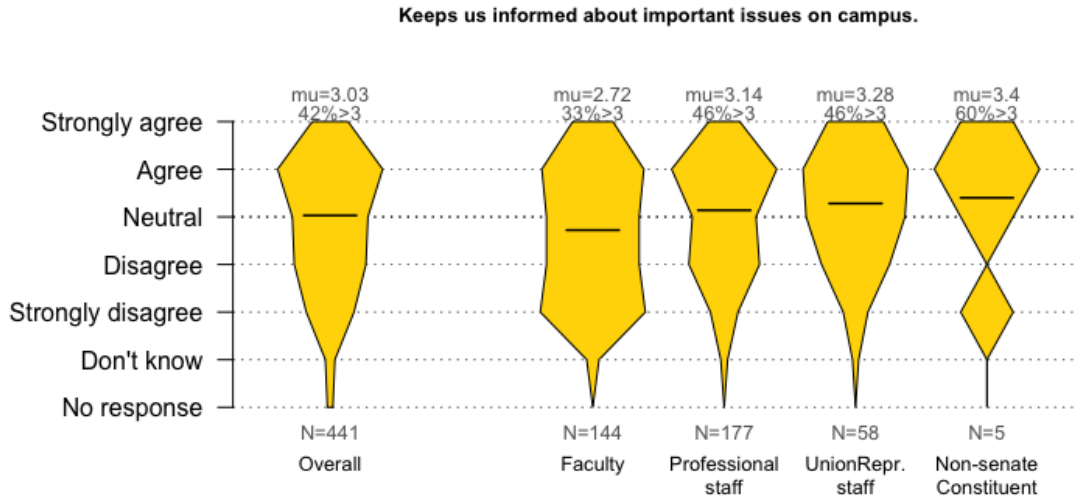
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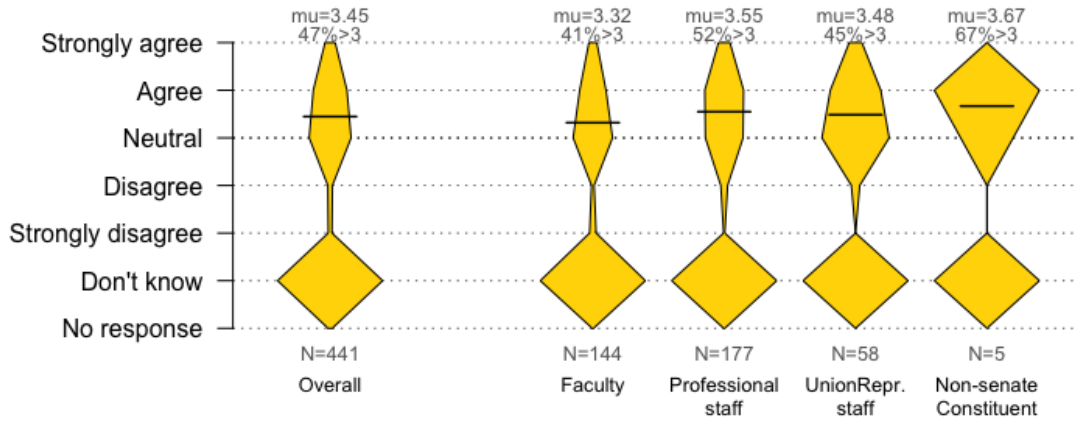


12. Keeps us informed about important issues on campus.

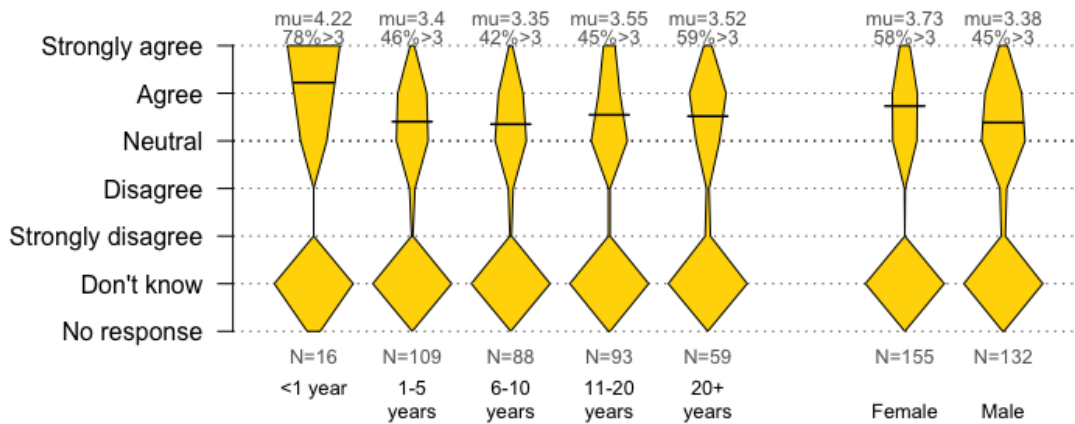


13. Promotes positive relationships between the university and the federal government.

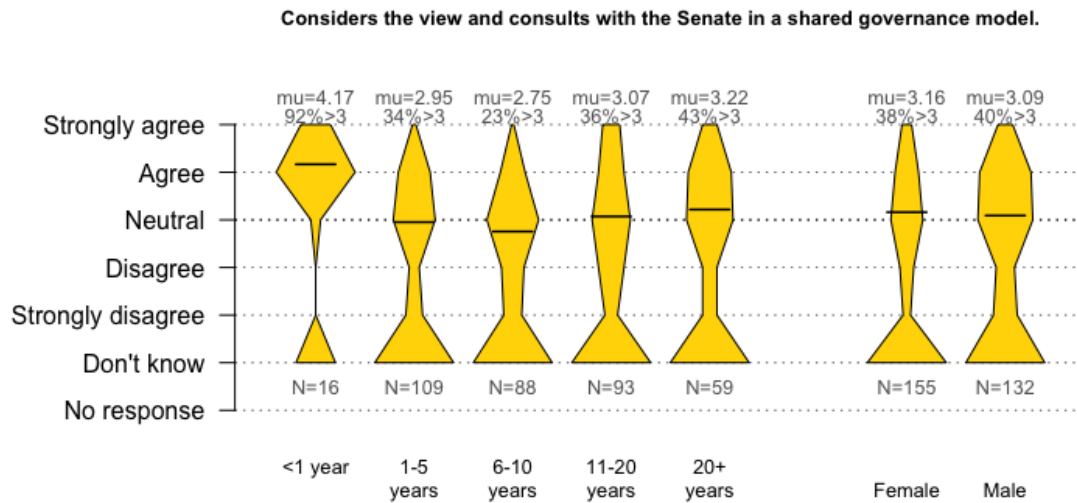
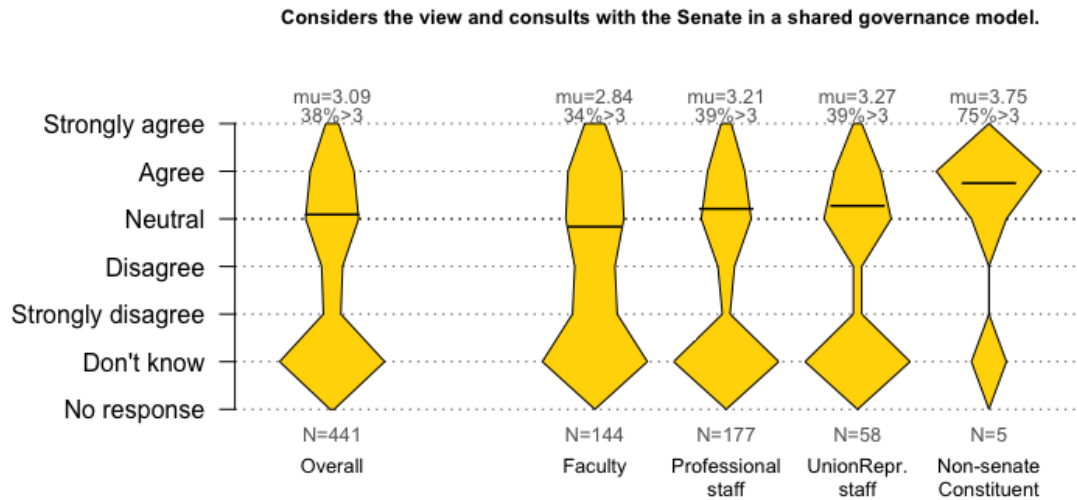
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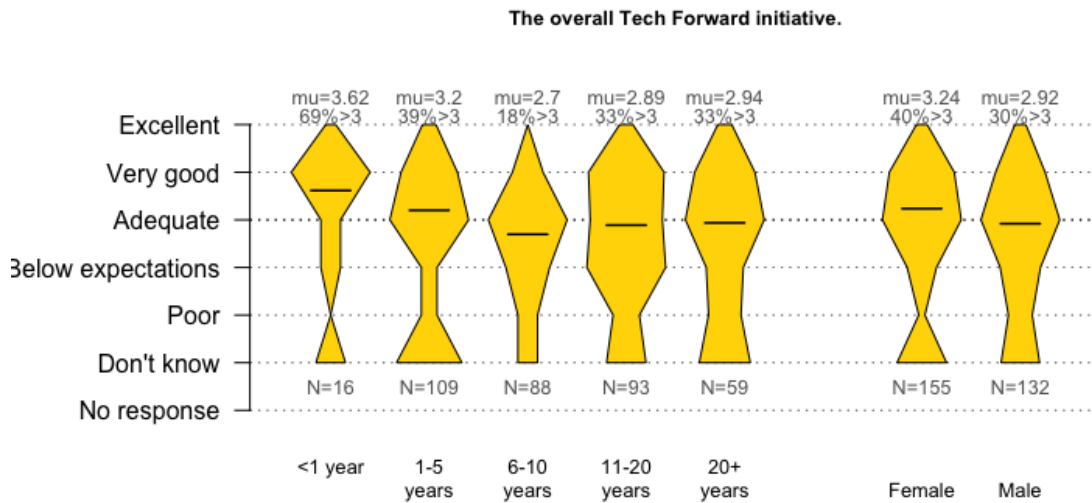
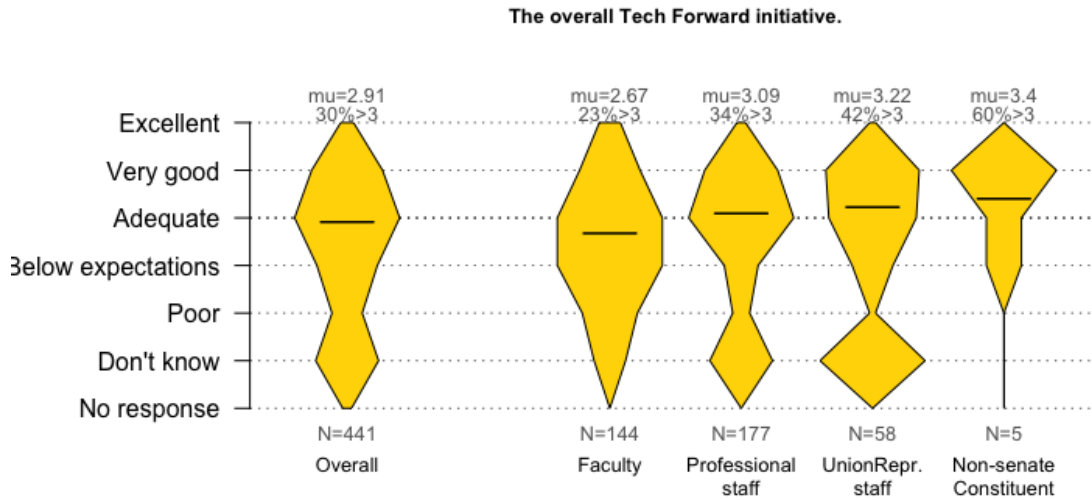


14. Considers the view and consults with the Senate in a shared governance model.



How would you rate the President's leadership in terms of the following? (15-18)

15. The overall Tech Forward initiative.

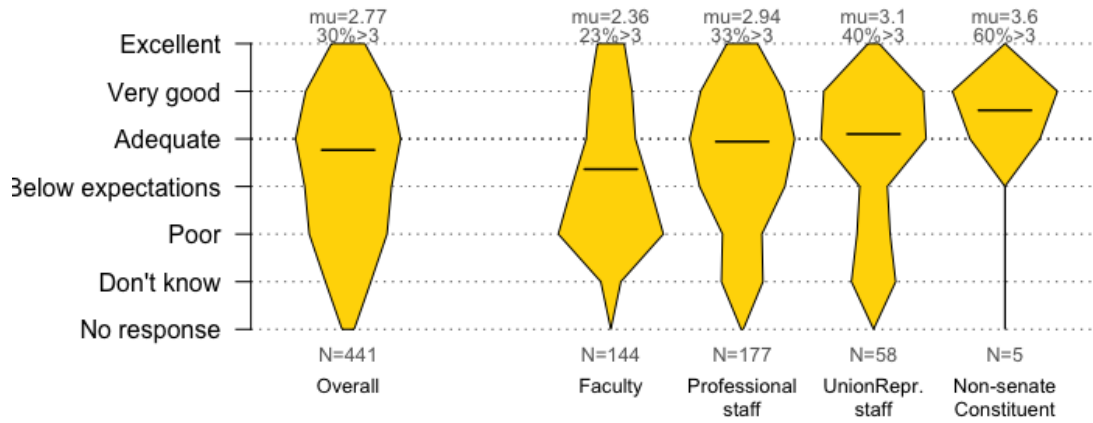


16. Comments on Tech Forward? (Open Text Box).

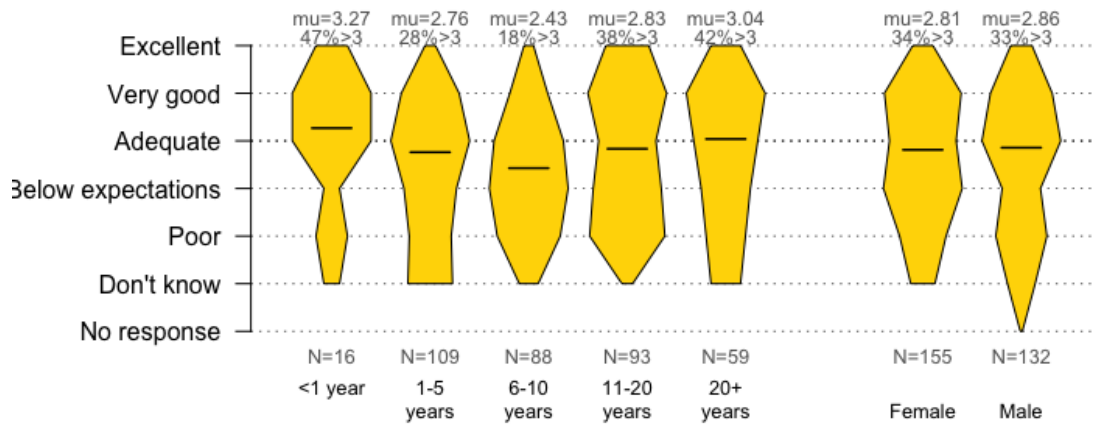
Comments are viewed ONLY by the MTU Board of Trustees

17. Diversity, inclusion and equity

Diversity, inclusion, and equity.



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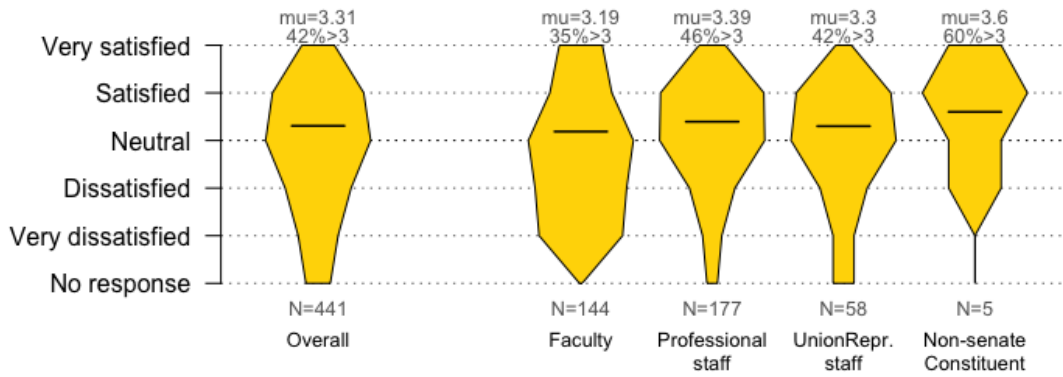


18. Please give ways the President can improve leadership on diversity, inclusion and equity. (Open Text Box).

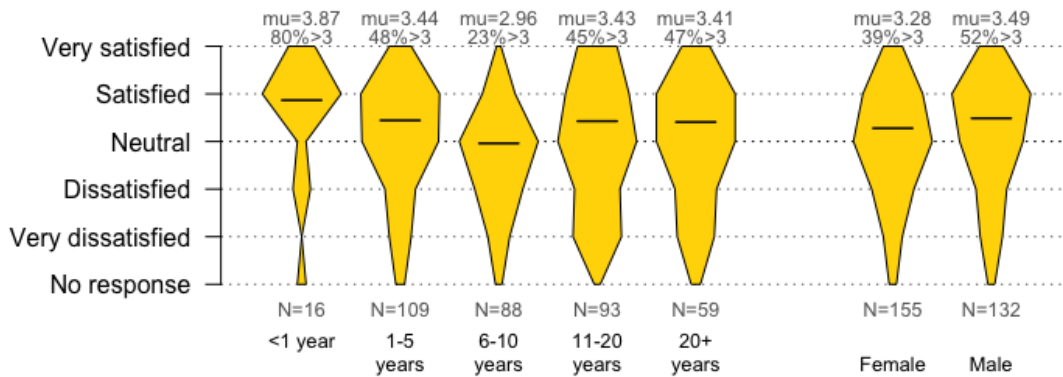
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19. Considering every aspect of his duties, how satisfied were you with the President's performance over the past year?

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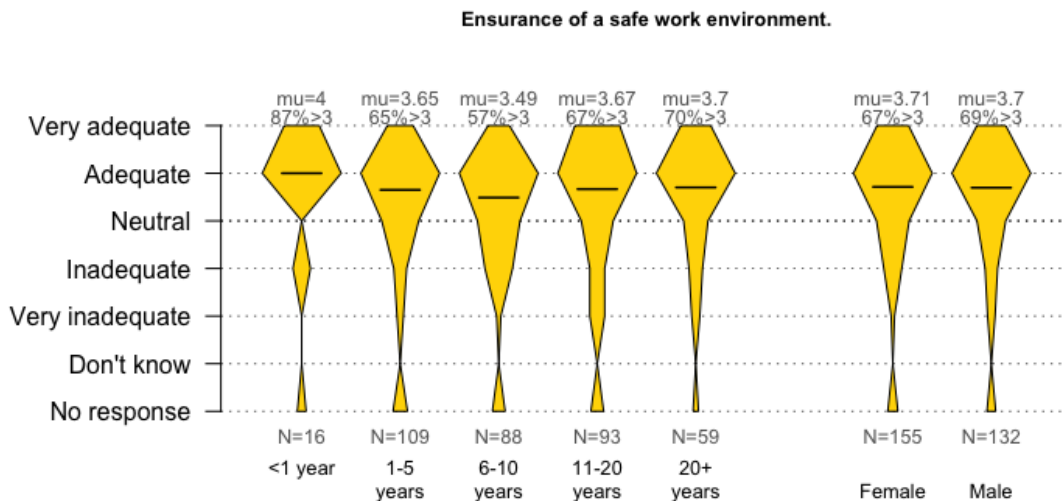
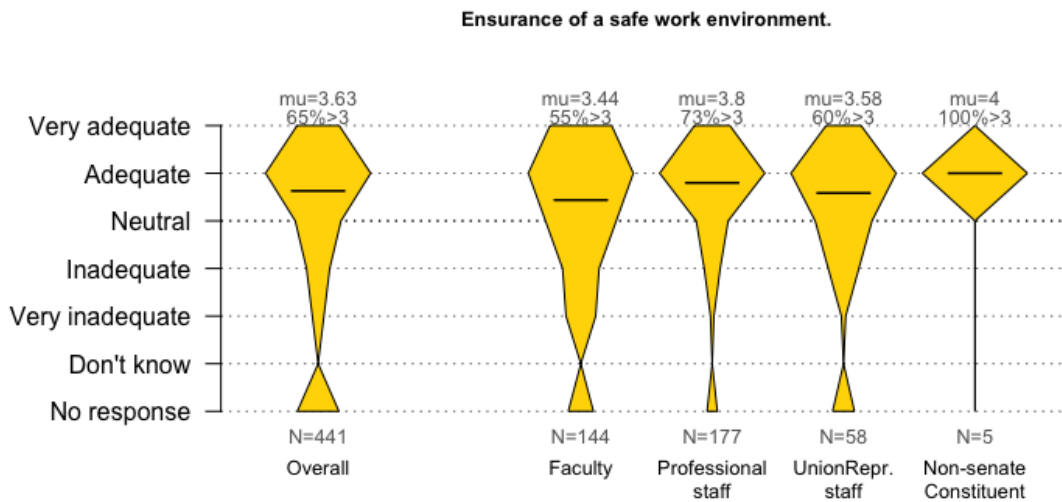
20. Do you have any specific comments about any aspects of the President's performance over the past year in discharging his duties as the University's Chief Executive Officer? (Open Text Box).

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The following questions (21-36) focus on the Presidents Council.

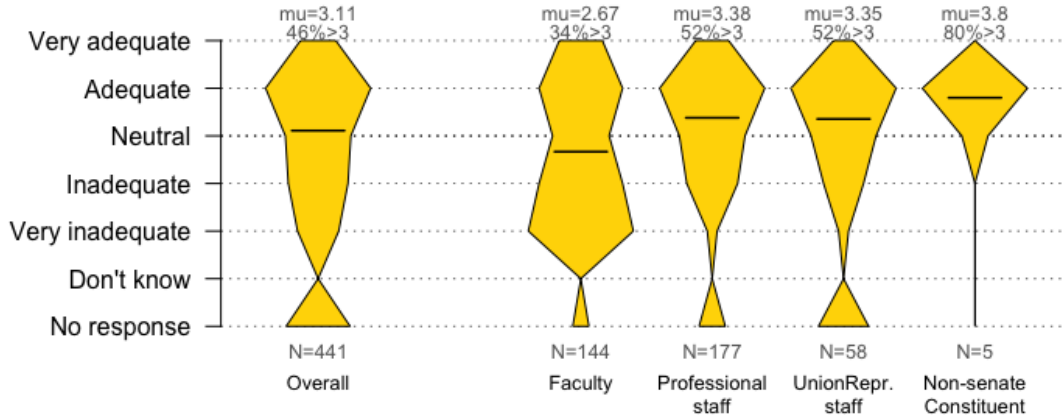
How effectively has the Presidents Council (President, Richard Koubek; Provost and Senior Vice President for Academic Affairs, Jacqueline Huntoon; Chief Financial Officer and Senior Vice President for Administration: Susan Kerry; Dean of Students and Associate Provost for Student Affairs: Bonnie Gorman;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

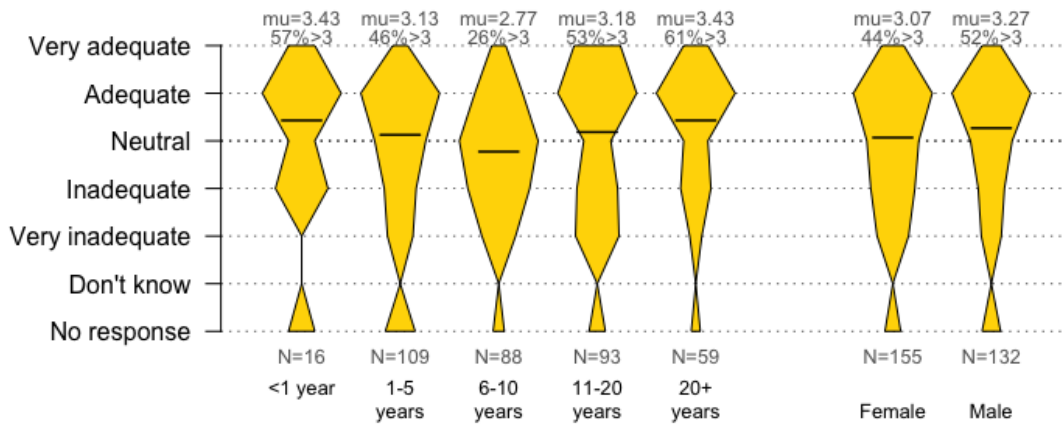


22. Advancement of diversity and inclusion

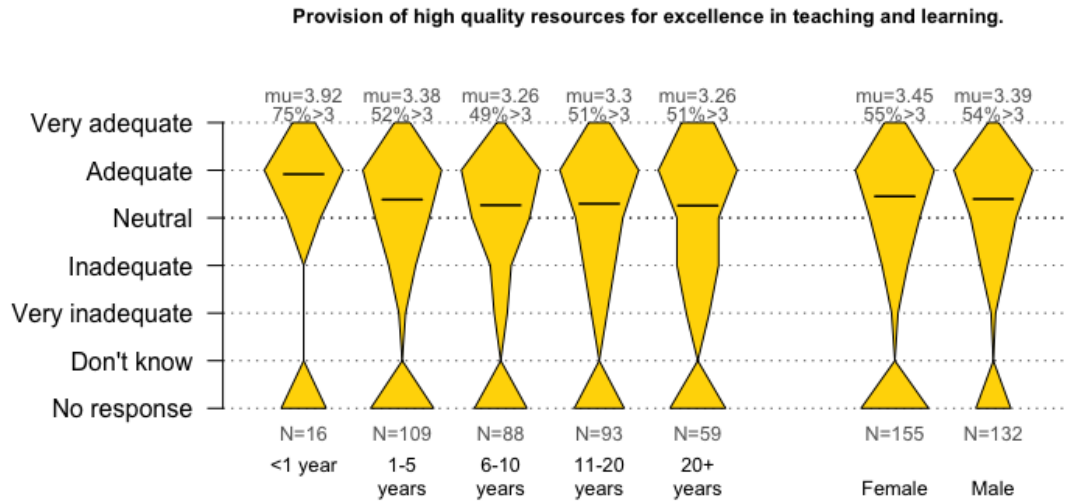
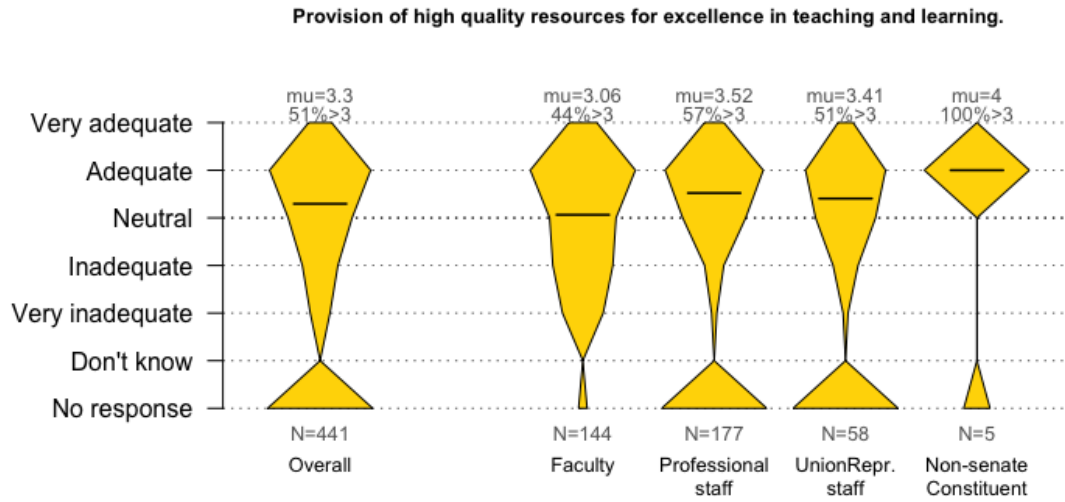
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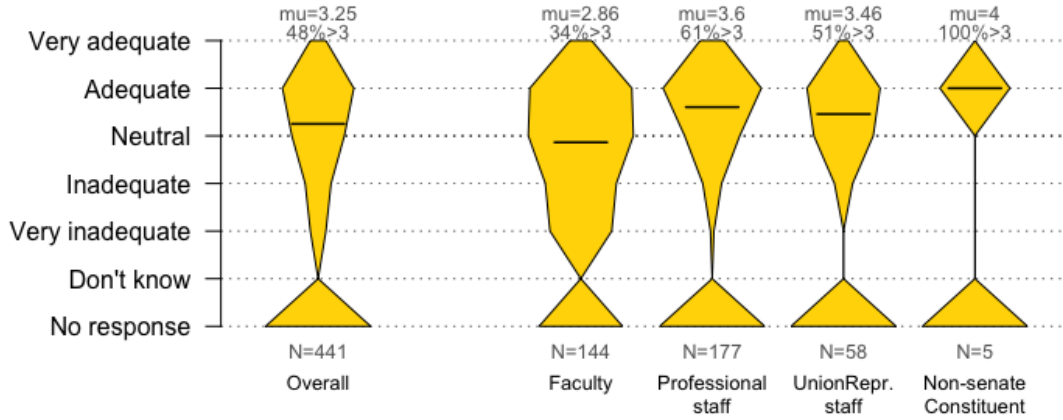


23. Provision of high-quality resources for excellence in teaching and learning

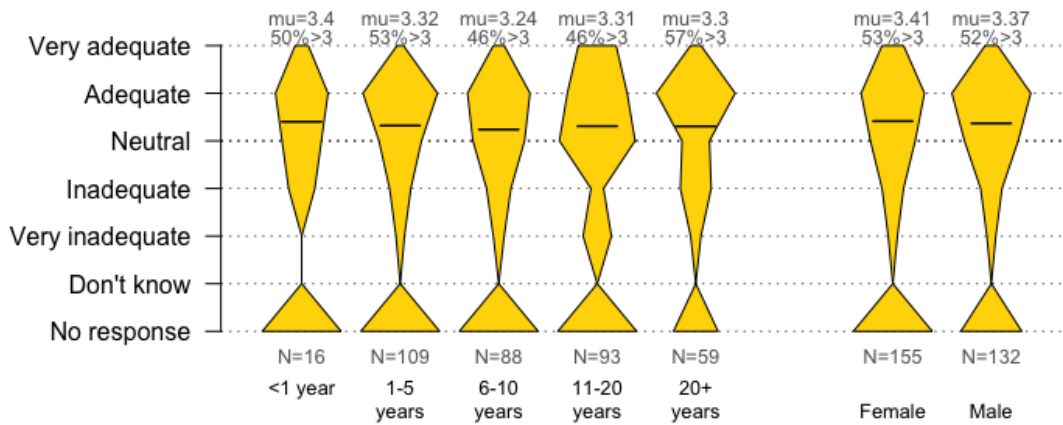


24. Expand student recruitment

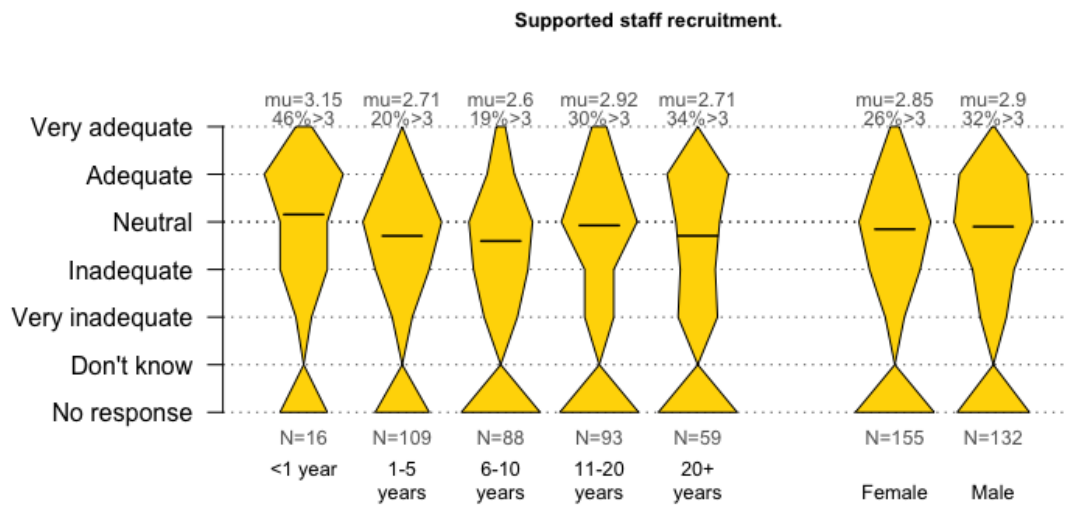
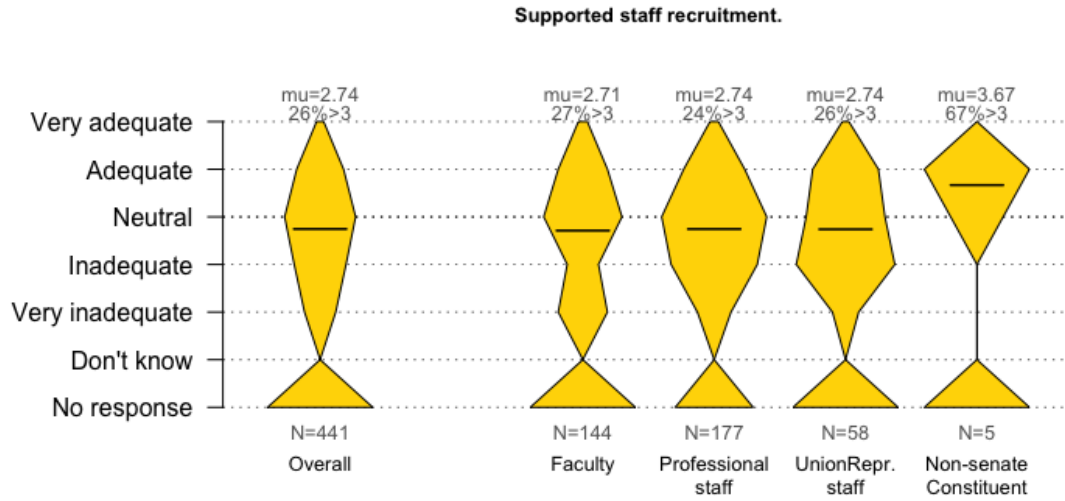
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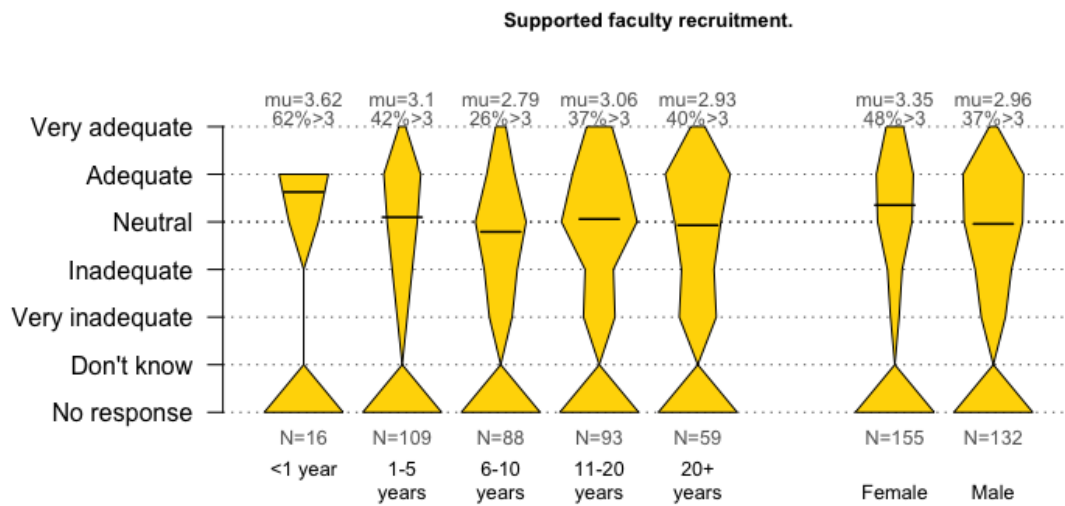
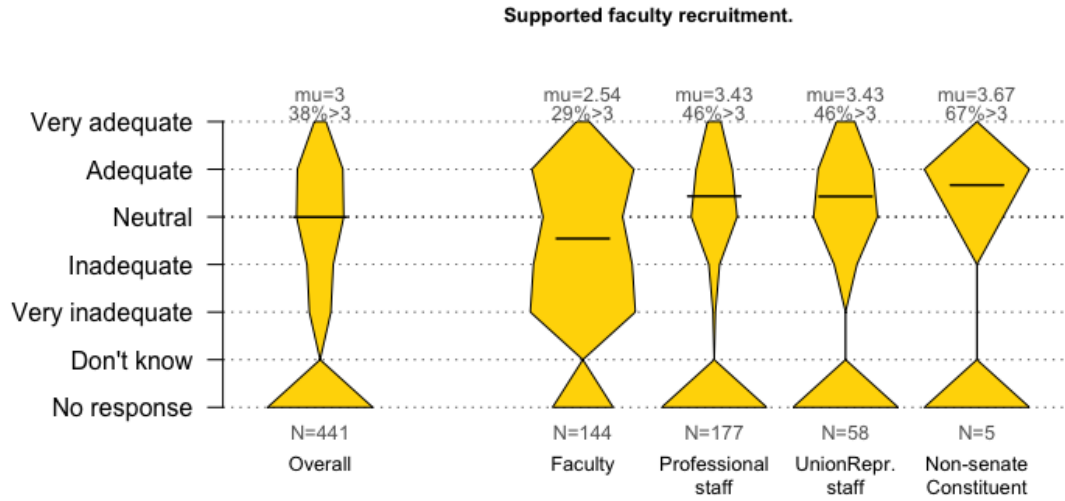
Expand student recruitment.



25. Supported staff recruitment

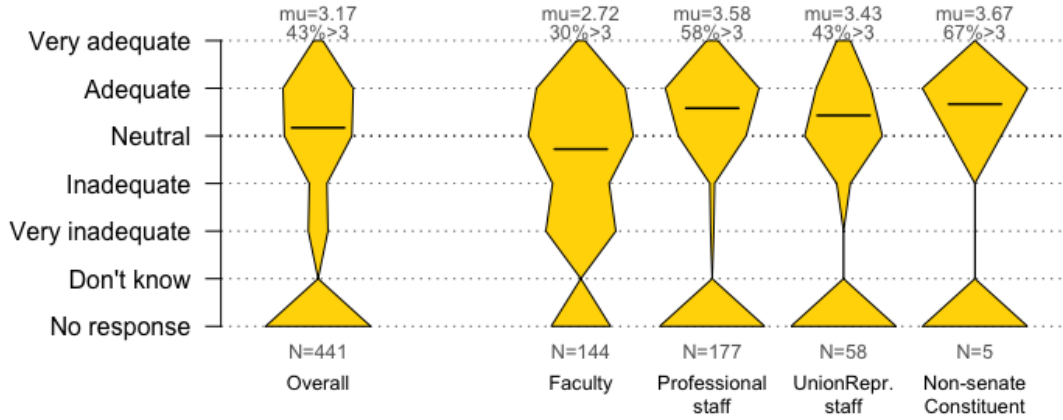


26. Supported faculty recruitment

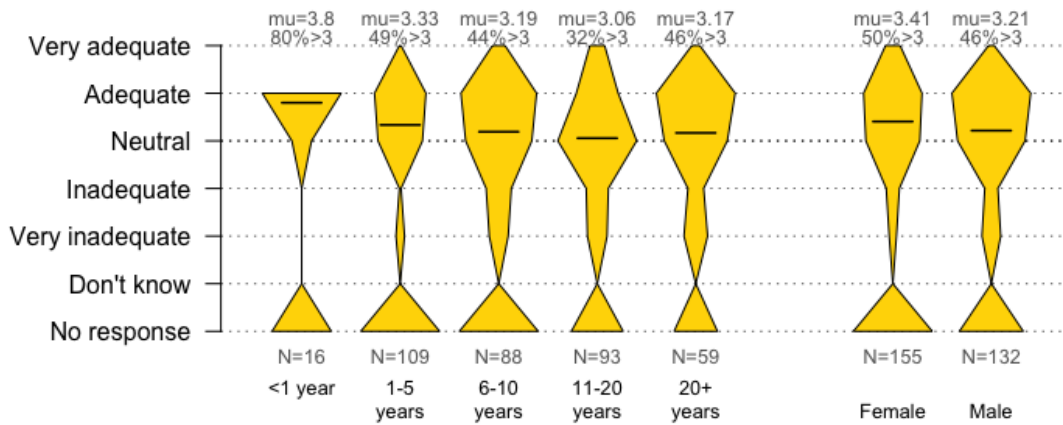


27. Advanced the growth of undergraduate programs

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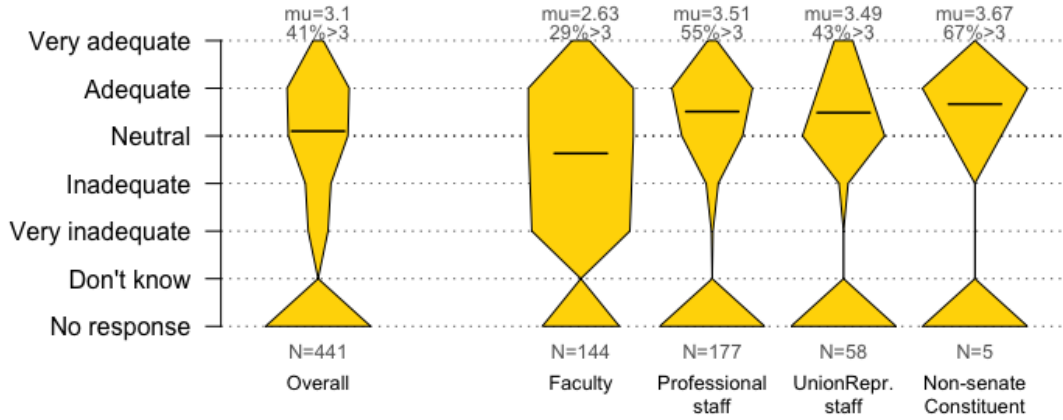


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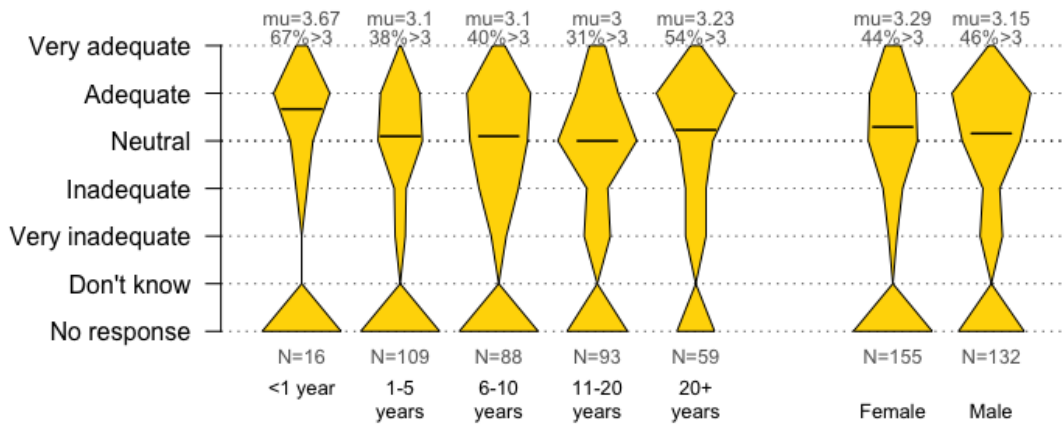


28. Advanced the growth of graduate programs

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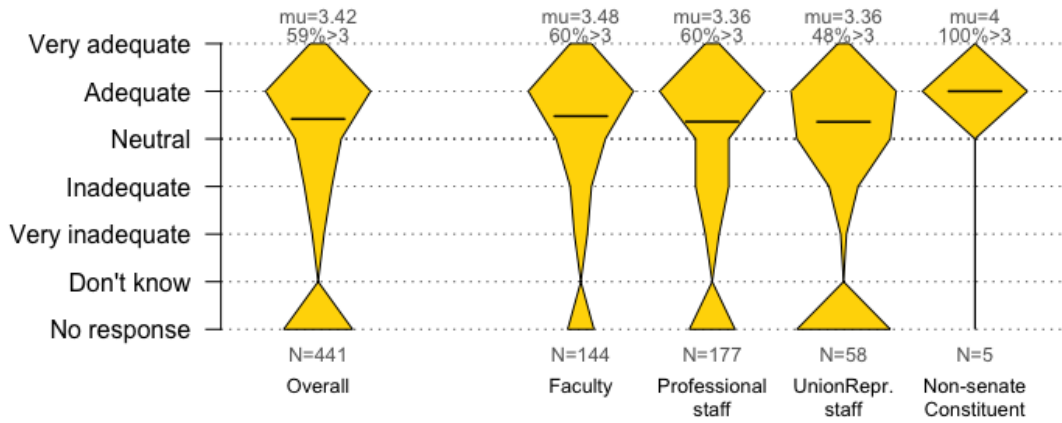


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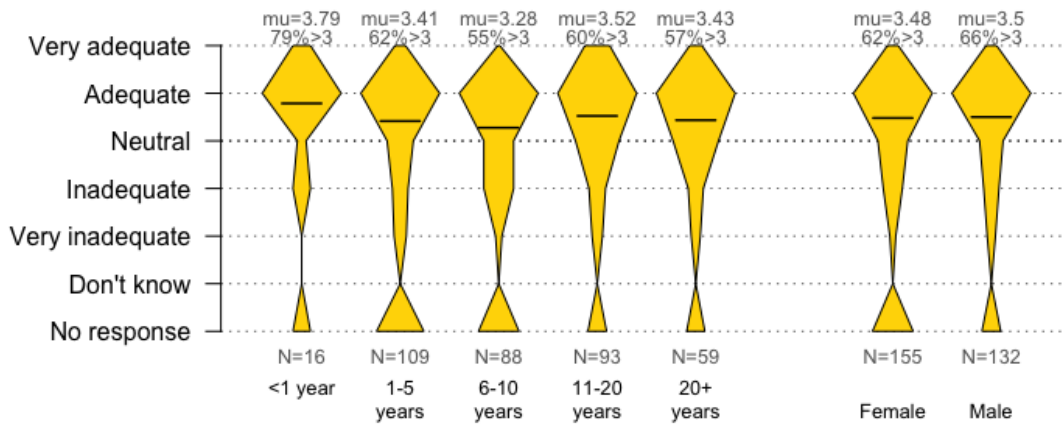


29. Ensured quality IT infrastructure and services

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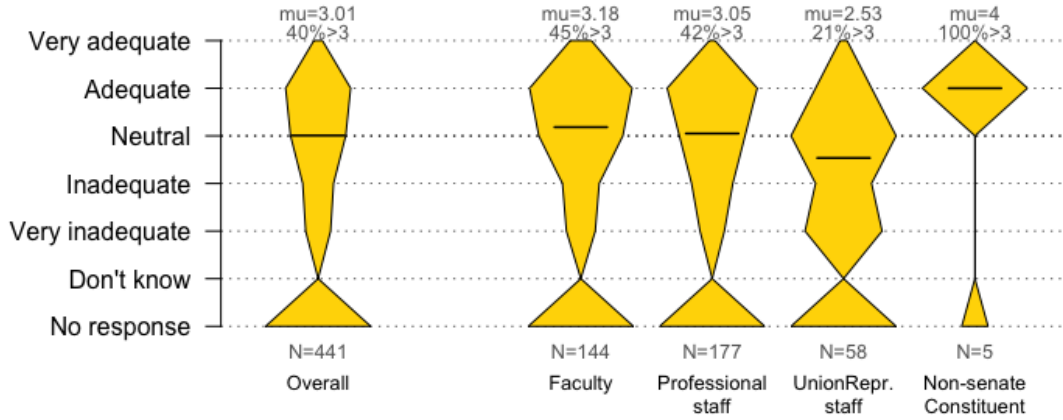


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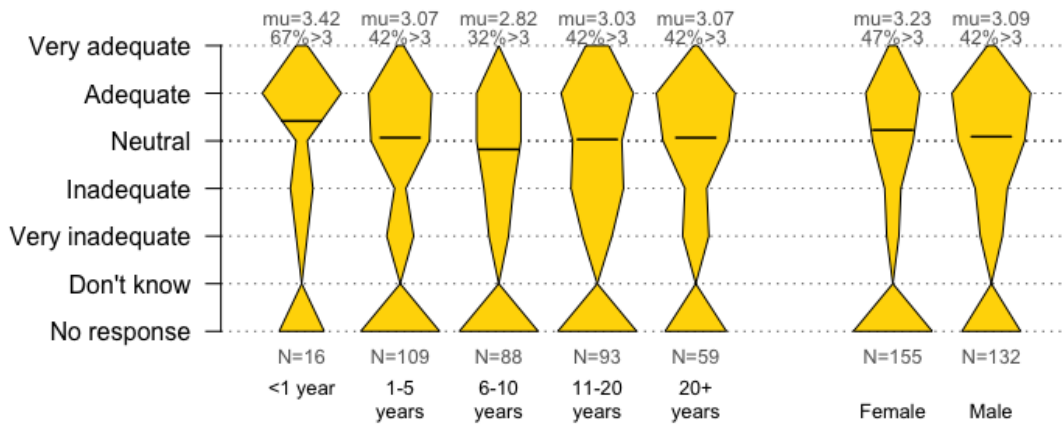


30. Supported facilities management

Supported facilities management.

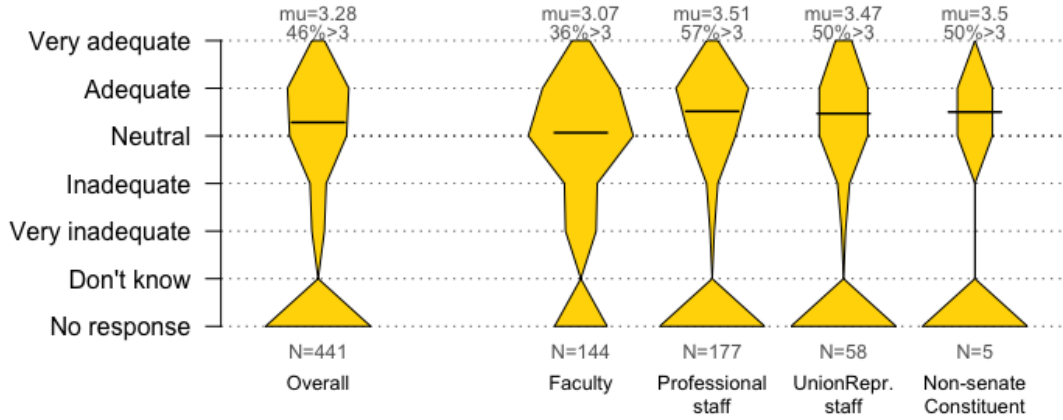


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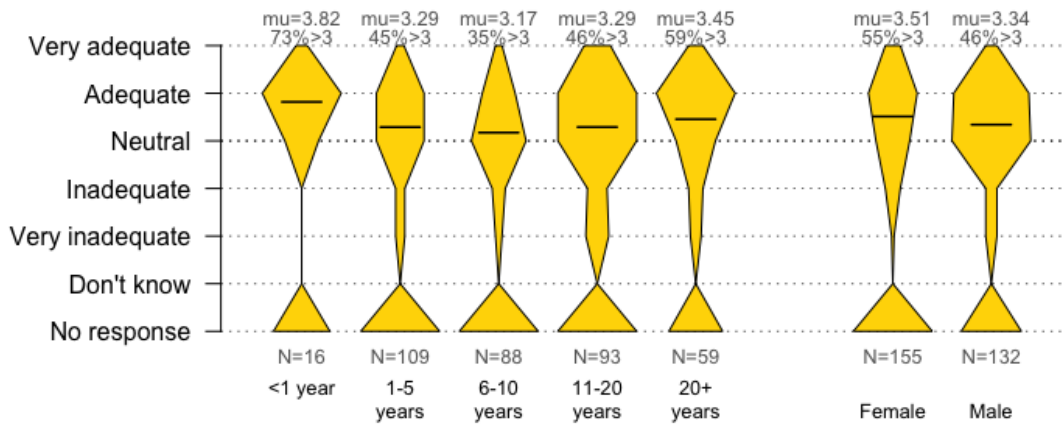


31. Provision of high quality research infrastructure

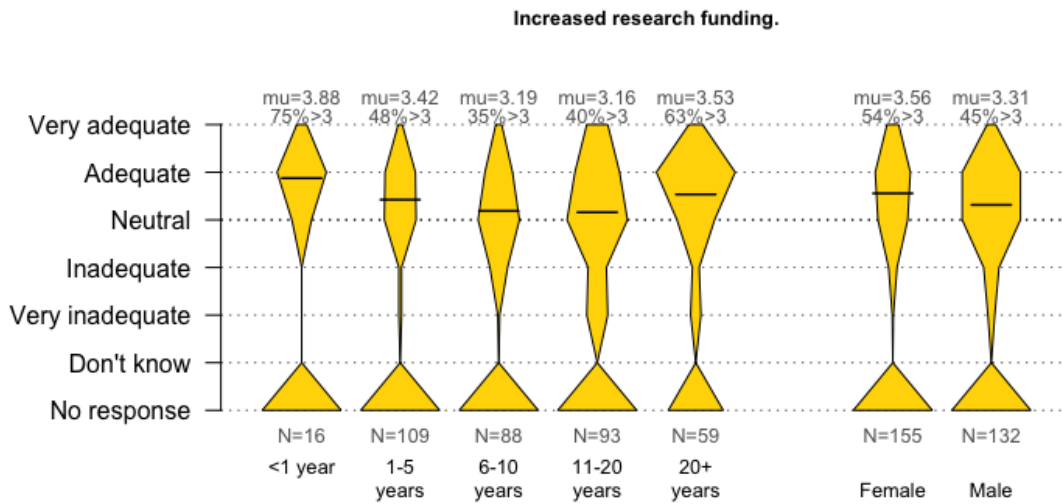
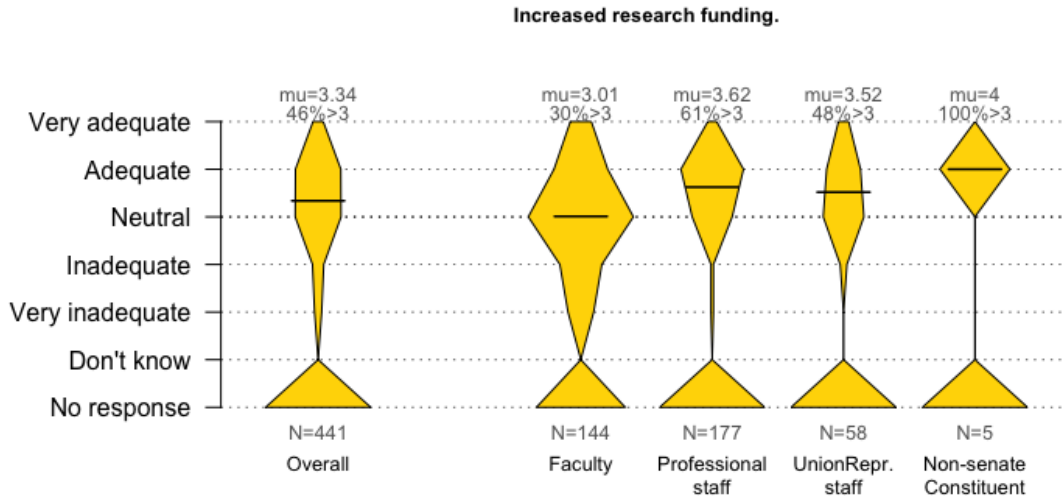
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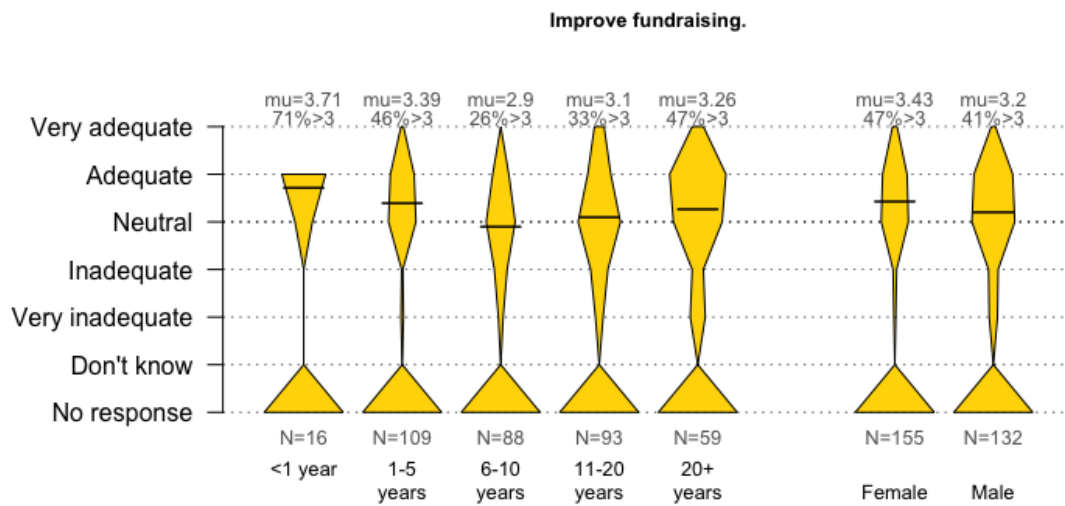
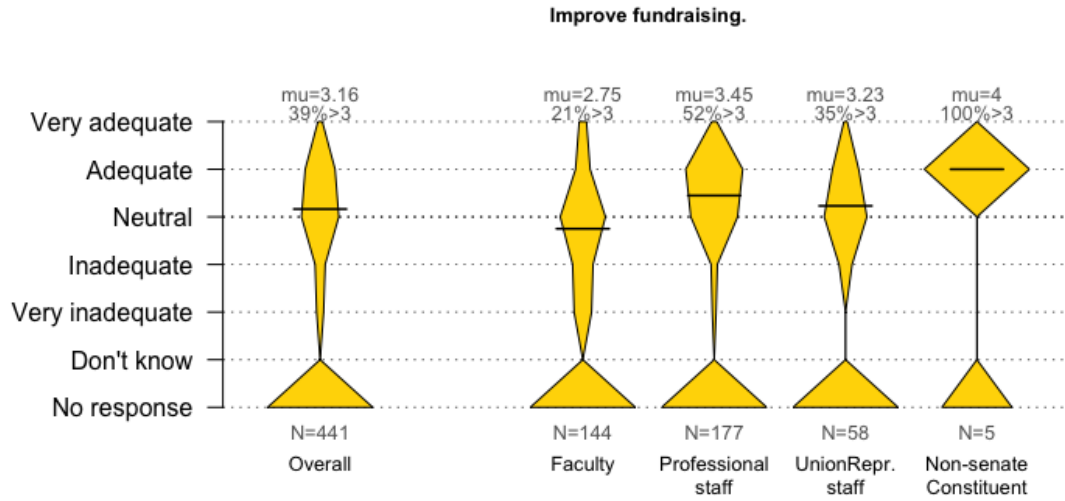
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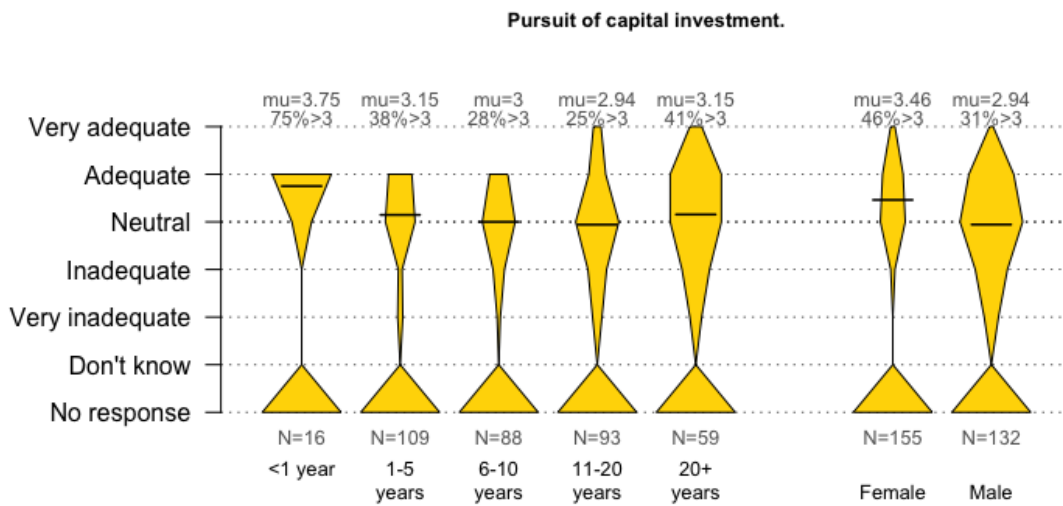
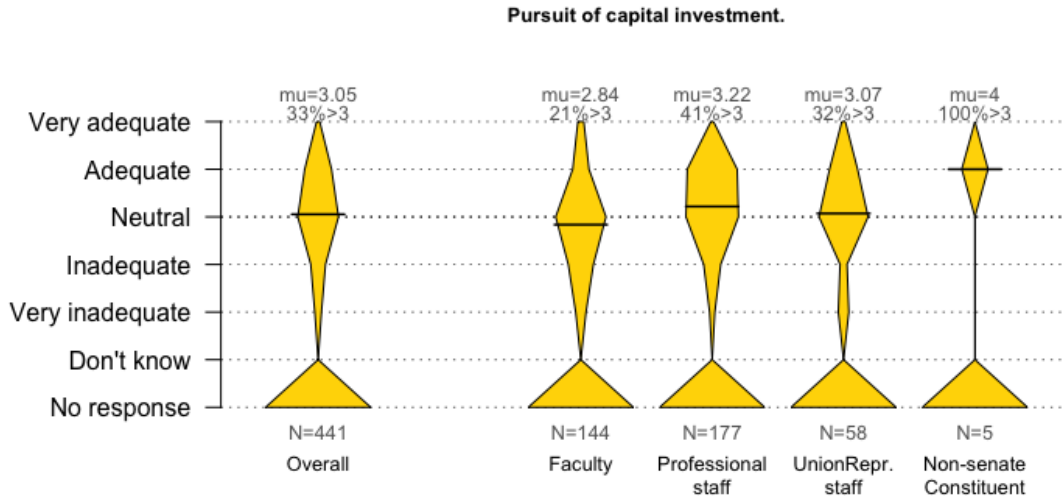
32. Increased research funding



33. Improve fundraising

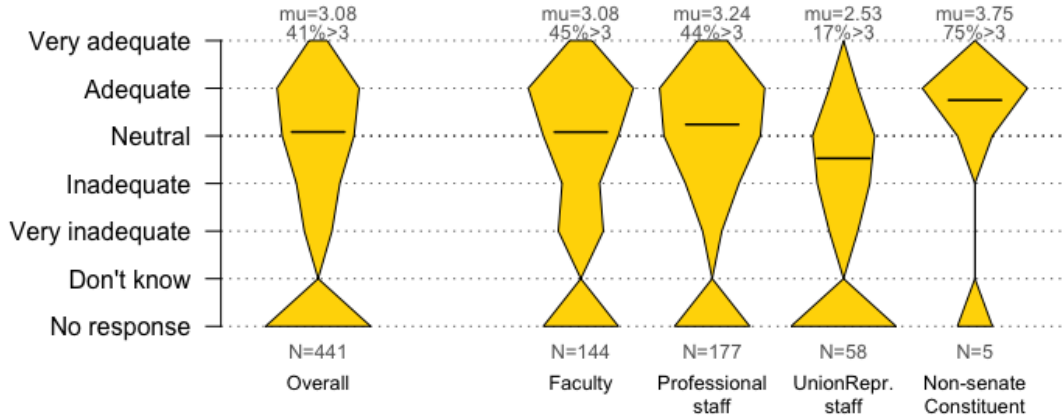


34. Pursuit of capital investment

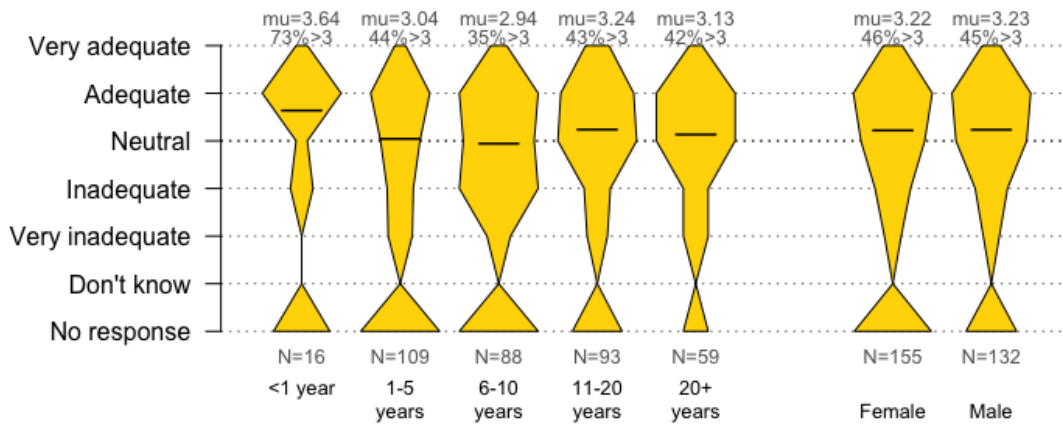


35. Managed the budget responsibly

Managed the budget responsibly.



Managed the budget responsibly.



35. Do you have any specific comments about any aspects of the Council over the past year?

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