



Welcome to the 2021-22 Michigan Tech President's Survey

The Michigan Tech University Senate would greatly appreciate 10-15 minutes of your time to evaluate the President's performance.

This annual survey makes it possible for the President to receive constructive feedback to continue or adjust efforts for best possible outcomes for all constituents across the University.

Be assured that all the answers you provide will be recorded anonymously and kept in the strictest of confidentiality. Only aggregate information will be published. A final report will be prepared this term and made available on the Senate website at <https://www.mtu.edu/senate/>.

If you have any questions about the survey, please contact the Co-chairs of the Senate Administrative Policy Committee, Rick Berkey (rjberkey@mtu.edu) and Jon Sticklen (sticklen@mtu.edu).

**Samuel Sweitz
The Senate President (srsweitz@mtu.edu)
Michigan Technological University**

For more information about President Koubek and his responsibilities, see the following web-links:

President's Job description
<http://www.mtu.edu/bot/governance/policies/chapter2/sections/2.01-2.05.html#pres>
President Koubek's webpage
<https://www.mtu.edu/president/>
Michigan Tech Metrics: Dashboard
https://www.banweb.mtu.edu/pls/owa/university_dashboard.strategic_plan



2021-22 Michigan Technological University Senate's Evaluation of the University President and President's Council

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

Rank 1-5 (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree) OR Don't Know

1. My work is appreciated.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

2. I am proud to work here.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

3. I have an acceptable work life balance.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know



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

Rank 1-5 (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree) OR Don't Know

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

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

5. My retirement benefits are adequate.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

6. My salary is fair.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know



2021-22 Michigan Technological University Senate's Evaluation of the University President and President's Council

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

Rank 1-5 (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree) OR Don't Know

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

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

8. Has demonstrated strong leadership skills.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

9. Seeks others' views and opinions.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

10. Promotes positive relationships between the university and industry.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

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

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

12. Keeps us informed about important issues on campus.

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

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

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree Don't Know

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

1. Strongly Agree

2. Agree

3. Neutral

4. Disagree

5. Strongly Disagree

Don't Know



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How would you rate the President's leadership in terms of the following?

Rank 1-5 (Excellent, Very Good, Adequate, Below Expectations, Poor) OR Don't Know

15. The overall Tech Forward initiative.

1. Excellent 2. Very Good 3. Adequate 4. Below Expectations 5. Poor Don't Know

16. Comments on Tech Forward

17. Diversity, inclusion, and equity.

1. Excellent 2. Very Good 3. Adequate 4. Below Expectations 5. Poor Don't Know

18. Please give ways the President can improve leadership on diversity, inclusion and equity.



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19. How do you rate the President's leadership on issues related to the COVID pandemic?

1. Very Satisfied 2. Satisfied 3. Neutral 4. Dissatisfied 5. Very Dissatisfied Don't Know

20. Do you have any specific comments about any aspects of the President's leadership on issues related to the COVID pandemic?

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

1. Very Satisfied 2. Satisfied 3. Neutral 4. Dissatisfied 5. Very Dissatisfied Don't Know

22. 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?



**This concludes survey questions regarding the President's performance.
The following questions are directed at the Presidents Council.**



2021-22 Michigan Technological University Senate's Evaluation of the University President and President's 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; Vice President for Student Affairs and Dean of Students: Wallace Southerland, III; 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; Athletic Director: Suzanne Sanregret; General Counsel: Sarah Schulte) performed the following duties?

Rank 1-5 (Very Adequately, Adequately, Neutral, Inadequate, Very Inadequate) OR Don't Know

23. Ensurance of a safe work environment.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

24. Advancement of diversity and inclusion.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

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

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

26. Expand student recruitment.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

27. Supported staff recruitment.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

28. Supported faculty recruitment.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

29. Advanced the growth of undergraduate programs.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

30. Advanced the growth of graduate programs.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

31. Ensured quality IT infrastructure and services.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

32. Supported facilities management.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

33. Provision of high quality research infrastructure.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

34. Increased research funding.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

35. Improve fundraising.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

36. Pursuit of capital investment.

1. Very Adequately 2. Adequately 3. Neutral 4. Inadequate 5. Very Inadequate Don't Know

37. Managed the budget responsibly.

1. Very Adequately

2. Adequately

3. Neutral

4. Inadequate

5. Very Inadequate

Don't Know

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



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The following demographic survey is voluntary and will be used only by the Senate and only to report the results of the President & Administration survey broken down by the below differentiated populations. Please take a moment to respond

39. What is your employment status? Most faculty and staff, including department chairs, are constituents; but certain faculty and staff who have university administrative roles (e.g. Vice President, Dean, Director) or are represented by a union are not constituents. For an up-to-date list of the Senate Constituents please refer the Senate website at <http://www.mtu.edu/senate/information/constituents/>

- Faculty
- Professional Staff
- Union Represented Staff
- Non-Senate Constituent

40. How long have you been employed at Michigan Tech?

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-20 years
- 20+ years
- Prefer not to answer

41. I identify my gender as:

- Female
- Male
- Prefer not to answer
- Other (please specify)

42. I identify my race/ethnicity as (select all that you feel apply):

- Asian
- Black or African American
- White or Caucasian
- Hispanic or LatinX
- Native American
- Pacific Islander
- Mixed-Race
- Other
- Prefer not to answer

43. Do you identify as a member of the LGBTQ+ community?

- Yes
- No
- Prefer not to answer

44. Do you identify as a person who is protected under the American disabilities act?

- Yes
- No
- Prefer not to answer

45. Are you a veteran?

- Yes
- No
- Prefer not to answer