




Office of the Provost and  
Senior Vice President for Academic Affairs

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**TO:** Richard Koubek, President

**FROM:** Andrew Storer, Provost & Senior Vice President for Academic Affairs 

**DATE:** April 24, 2023

**SUBJECT:** Senate Proposal 38-23

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Attached is Senate proposal 38-23, "Proposal to Modify Senate Procedure 507.1.1 PROCEDURE TO ENHANCE CONFIDENTIALITY AND ANONYMITY IN ADMINISTRATORS REVIEW SURVEYS," and a memo stating the Senate passed this proposal at their April 19, 2023 meeting. I have reviewed this proposal and recommend approving the proposal.

I concur  X  do not concur \_\_\_\_\_ with the provost's recommendation as stated in this memo.



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Richard Koubek, President

4/24/23

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Date



**Michigan Tech**

*University Senate*

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**DATE:** April 20, 2023  
**TO:** Richard Koubek, President  
**FROM:** Michael Mullins  
University Senate President  
**SUBJECT:** Proposal 38-23  
**COPIES:** Andrew Storer, Provost & Senior VP for Academic Affairs

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At its meeting on April 19, 2023, the University Senate approved Proposal 38-23, "Proposal to Modify Senate Procedure 507.1.1 PROCEDURE TO ENHANCE CONFIDENTIALITY AND ANONYMITY IN ADMINISTRATORS REVIEW SURVEYS". Feel free to contact me if you have any questions.

Current Mark up for 807.1.1 – APC 2022-2023.

BLUE = latest changes from APC.

# The University Senate of Michigan Technological University

## Proposal 38-23

### Proposal to Modify Senate Procedure 507.1.1: PROCEDURE TO ENHANCE CONFIDENTIALITY AND ANONYMITY IN ADMINISTRATORS REVIEW SURVEYS

#### Procedure 507.1.1

PROCEDURE TO ENHANCE CONFIDENTIALITY AND ANONYMITY IN [DEPARTMENT CHAIR](#) REVIEW SURVEYS

([Proposal 16-14](#))

([Proposal 8-16](#))

([Proposal 28-16](#))

#### Senate Procedures 507.1.1

##### I. Background

This procedure formalizes the steps for conducting survey and reappointment ballots during a department chair review. The procedure is designed to enhance the security, confidentiality, and anonymity of the review process.

The procedure requires the [department's](#) review committee to give its survey instruments and its list of constituents (in electronic form) to the University Senate's administrative assistant, who will then use a secure, online tool to conduct the constituent survey and an electronic ballot for the [department](#), and then deliver the results back to the review committee.

Several electronic survey and balloting tools are available. Because the intent of this procedure is to improve the process, no particular tool is recommended. Hence, the University Senate's Administrative Policy Committee should select the best available tool with the advice of experts in Michigan Tech's information services. All efforts should be made to ensure the anonymity of the respondents. For example, the tool shall not record the computer identity (name, MAC address, IP address, etc.) of the respondents.

##### II. Procedure for Survey Conducted with Senate Assistance

Current Mark up for 807.1.1 – APC 2022-2023.

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1. The **department** chair review committee will design the survey instrument and prepare the **department** constituents' email address list in electronic form. If faculty and staff are to be surveyed separately then two lists, one for the faculty and another for the staff, must be submitted. The **department** review committee will also submit the email list of all the members of the **department** review committee, identifying its chair and the external member. The survey instruments for faculty and staff can be different (Senate Procedure 506.1.1).
2. The **department** chair review committee will submit the constituent email list and survey instrument to the Senate administrative assistant at least ten working days before the conduct of the survey.
3. The Senate administrative assistant will prepare an electronic survey instrument following the design intent of the **department's** review committee. Comments for questions will be collected separately from likert-scale responses.
4. Within five working days from the submission date, the Senate administrative assistant will send a copy of the survey instrument to all members of the **department's** chair review committee for final approval. The chair of the **department's** review committee will inform the Senate administrative assistant of any changes to the survey instrument and will specify the start date for the survey.
5. On the specified start date, the Senate administrative assistant will send eligible constituents an email message with a link to the online survey, and the survey will remain open for seven calendar days.
6. The Senate administrative assistant will send the results of the survey to the chair of the **department's** chair review committee and the external member of the committee. These two members will acknowledge to the Senate administrative assistant the receipt of the results, after which the administrative assistant will purge all responses from the online survey tool within five working days. The Senate administrative assistant will update the survey instrument posted on the Senate website for future use by the Michigan Tech community.

### **III. Procedure for the Reappointment Ballot Conducted with Senate Assistance**

1. The chair of the **department's** chair review committee will notify the Senate administrative assistant to conduct the ballot for reappointment via an online survey tool.
2. The Senate administrative assistant will conduct the ballot within two working days of the notification. The balloting will remain open for five working days.
3. **The ballot will state:**  
(Name of department chair) should be reappointed or continue as the chair of the department:  
Yes — No — Abstain —

Current Mark up for 807.1.1 – APC 2022-2023.

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4. The Senate administrative assistant will email the results to the chair of the [department's](#) chair review committee and the external member of the committee within two working days of the conclusion of the survey. The chair of the chair review committee will acknowledge to the Senate administrative assistant receipt of the results, after which the administrative assistant will purge all responses from the online survey tool within five working days. The results should record the number of electronic ballots sent out, the number of votes received, and the breakdown of the number of votes received (Yes, No, and Abstain).

#### IV. Entry Page of Survey/Ballot

The entry page for the survey/ballot should read as follows:

“This survey/ballot is being conducted by the University Senate on behalf of [department name] in review of [administrator name, administrator's title]. No identifying information (computer name, user name, computer IP or MAC addresses, etc.) is stored. All comments are stored in a common bin; hence, no pattern can be discerned from your responses. At the end of survey/ballot, the results will be sent to the chair and external member of the chair review committee of your department, and all survey records will be purged.”

[Insertion of any additional information requested by the [department](#) review committee may follow.]

Proposal 16-14:

Introduced to Senate: 22 January 2014

Amended by Senate (in red): 05 February 2014

Approved by Senate with amendment: 05 February 2014

Approved by Administration with editorial change (in blue): 24 February 2014

Proposal 8-16:

Introduced to Senate: 4 November 2015

Approved by Senate: 18 November 2015

Disapproved by Administration (offered editorial changes): 01 February 2016

Administration offered new recommendations: 21 March 2016

Motion submitted by Saeid Nooshabadi: 23 March 2016

Revised Response from Administration: 25 March 2016

Motion was tabled: 06 April 2016

New recommendations offered by Administration was tabled: 06 April 2016

Senate approved new recommendations: 20 April 2016

Proposal 28-16:

Introduced to Senate: 21 March 2016

Approved by Senate: 06 April 2016

Approved by Administration: 21 April 2016