

REPORT OF 2013 UNIVERSITY SENATE SURVEY

Rob Kelly

Chair, Senate Administrative Review Committee

November 2013

Administrative Review Committee

- ARC
- Standing committee of the University Senate
- “Chief body of the Senate for reviewing and evaluating administrative performance and proposed reorganizations”



ARC Members Responsible for Report

- Matthew Dawber
- Dale Deutsch
- Paula DiPasquale
- Georges Fouron
- Rob Kelly
- Nicholas Koridis
- Kristen Nyitray
- Laura Valente
- Stephen Walker

Faculty/Staff Survey

- Occurrences – every few years (over the past 20)
- Current process
 - On-line
 - One Senate eligible person, one vote
- Frequency – will increase (biennial or annual)
Approximately 100 questions (about 15-20 minutes to complete)
- Comments field
- Concerns with legal constraints, data integrity, and performance

2013 Survey

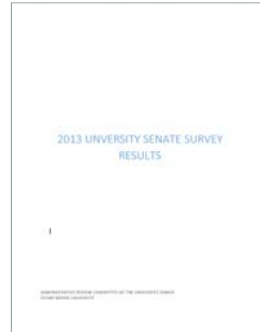
- Administered by the Center for Survey Research (funded by Stony Brook administration)
- Revised question set and screening questions
- Format of scores
 - Previously - used grading similar to a GPA calculation
 - Currently –use 5, 4, or 2 choices (plus No Opinion)

Question Style

- Based on historical question set
- Somewhat subjective
- Mostly not outcome-based
- Measures perception more than results

Report

- Will be available on-line at the Senate Web site
- Contents
 - Scores (some scores not published where number of responses was below a threshold of 30)
 - Listing of positive and negative areas
 - Comment analysis
 - Filtered to remove identifying information
 - Critical component of the analysis of survey results
 - Comments selected for report to align with survey results



Responses

- 793 responses
 - 334 faculty
 - 377 staff
 - 82 hospital staff
- More responses than previous surveys
- Response categories
 - Excellent, very good, good, fair, and poor
 - Yes or No
 - A great deal, some, a little, and not at all
- ARC
 - Categorized response scores as either positive or negative
 - Computed ratio of positive to negative
 - Identified negative scores (under 1.0) as a focus of attention

Comments

- Comment option for every question
- Extraordinary number of comments provided
- Comment analysis
 - Remove identifying information
 - Select comments consistent with results
 - Publish representative comments
 - Identify underlying themes not associated with a given question

Results

- Overall positive results
- Some areas of concern
- Comments
 - Very specific in many cases
 - More negative than survey scores
 - Consistent with results in some questions

Results - Administration

- Key question
 - “Overall, do you approve or disapprove of the job that _____ is doing as _____?”
- Positive results
 - President – 2.37
 - SVP, Health Sciences – 2.58
 - Provost – 1.66

Administration - Areas for Improvement

- President
 - Involvement of faculty/staff in policy decisions
 - Administrative management
- Senior Vice President of Health Sciences and Dean of Medicine
 - Involvement of faculty/staff in policy decisions
- Provost
 - Involvement of faculty/staff in policy decisions
 - Administrative management

High Overall Scores

1. Child care services
2. Campus grounds
3. Library services
4. Library electronic resources
5. Campus police
6. Conference & Special Event planning
7. EOP/AIM
8. Athletic facilities & programs
9. SINC sites
10. Career Center
11. DSS
12. University communications
13. VP, Finance
14. Stony Brook Foundation

Areas of Concern

- Involvement of appropriate faculty/staff members in making decisions that affect them
- Maintenance of buildings
- Campus parking (including handicapped)
- Faculty/staff dining
- COEUS

Selected General Results

- Religious holiday policy – 1.34
- Libraries/print collection– 2.02 / 2.89
- Undergraduate colleges – 3.70
- Academic advising services – 3.34
- Involvement of faculty and staff in departmental policies and decisions – 2.43
- University Senate – 1.25 (41.5% had no opinion of the University Senate)

General Issues in Comments

- Not quantified
- Issues
 - Perceived favoritism
 - Science/engineering vs. Humanities/soft sciences
 - East campus vs. West campus
 - Inadequate staffing levels in administration service areas
 - Cluster hires
 - MOOCs

Evaluation of Deans

- Faculty asked to evaluate their own Dean
- Results not published for units with fewer than 30 respondents (per Survey Center recommendation)
- Results concerning other units provided to EC for possible distribution to administration
- Published results
 - Dean – College of Arts & Sciences
 - Dean – School of Medicine

Dean Scores

- College of Arts & Sciences
 - Outstanding overall positive rating (5.66)
 - Excellent rating in all categories (over 3.9)
- School of Medicine
 - Overall positive (1.94)
 - Concern with involvement of faculty, staff, and students in decisions (.35)

2014 Plans

- Details on any subject available to administration (after comment filtering)
- Document
 - Faculty/staff eligible for survey and
 - Total population counts
- 2014 survey?
 - New questions on issue areas
 - Shift to more outcome data
 - Include faculty and staff for Deans' questions

Questions

