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