



October 28, 2013

Dear Faculty and Staff,

For the third year, this fall Stevens administered the Faculty and Staff Survey to gauge our community's perceptions of Stevens across a range of areas, including academics, student services, administration, resources, facilities, and culture and governance. Attached is a summary of the survey results.

This year, a total of 521 respondents completed the survey, compared to 492 in 2012. This corresponds to a 76 percent response rate for tenured and tenure track faculty, 87 percent for full-time non-tenure track faculty, and 61 percent for staff, for a total of 67 percent of all full-time employees completing the survey.

Overall, the analysis showed that some of the positive gains in our community's perceptions recorded in the 2012 survey have declined in 2013:

Key findings from the 2013 survey include:

- In all but three questions out of 30, responses were lower this year than last year; however, in 23 out of 30 questions, this year's responses were higher than two years ago.
- Areas with the most observable gains included classrooms, teaching laboratories, and equipment.
- Areas whose rating declined included those related to a sense of positive movement, a clear vision framing our course of action, a clear understanding of the need to support faculty in teaching and research, and transparency in decision-making.

I want to assure all members of the Stevens community that I monitor and review these data very carefully and am working with the Provost and other members of the Cabinet to better understand the issues that have contributed to the decline in our community's attitudes about Stevens. While there has been much momentum in the recent past, we clearly have work to do to ensure that: (a) members of the Stevens community are benefiting from the improvements we are making in the University; and (b) we are appropriately communicating our progress.

As always, and with your help, I will work hard to address our challenges and fortify our strengths. I invite you to share your further thoughts and suggestions about these results directly with me at [nariman.farvardin@stevens.edu](mailto:nariman.farvardin@stevens.edu).

Thank you for your participation in the 2013 Faculty & Staff Survey and for your efforts to strengthen Stevens.

*Per aspera ad astra,*

A handwritten signature in black ink, appearing to read "N. Farvardin". The signature is written in a cursive style with a large initial "N" and a long, sweeping underline.

Nariman Farvardin  
President