



February 23, 2018

Dear Faculty and Staff:

In order to gauge the perceptions and perspectives of the campus community and identify areas of strength and opportunities for improvement, I am pleased to announce the re-introduction of the Faculty and Staff Survey. This survey was previously administered from 2011 to 2016, but was suspended in order to explore opportunities to improve the instrument and the process of administering it.

After a review of various alternative survey instruments by the Division of Human Resources, Stevens has partnered with the *Chronicle of Higher Education's* "Great Colleges to Work For" survey in collaboration with ModernThink, LLC, an independent management consulting firm focused on workplace quality in higher education. Through this partnership, Stevens has developed and will administer the new Faculty and Staff Survey. Survey topics include work quality, communication, management, workplace culture, benefits, and other areas critical to the experience of faculty and staff.

On February 28, the survey will be distributed to all full-time faculty and staff. You will receive an email invitation from ModernThink with information on the survey and how to log on. The survey will be accessible on any computer or mobile device and **is voluntary and completely confidential**; Stevens will not be able to trace results back to individuals.

When you receive the invitation, please take 20 minutes to complete the survey. Your timely feedback is critical to ensure the data collected accurately represents the faculty and staff community. The survey will close on March 14, 2018 and ModernThink will process the survey responses and report on the organizational competencies and relationships that most directly impact and influence our culture. At the conclusion of the process, results will be summarized and shared with faculty and staff.

Your participation is strongly encouraged. As we continue to pursue *Excellence In All We Do* in all facets of the University, the perspectives of faculty and staff will continue to provide valuable feedback for ongoing enhancements.

Thank you in advance for your feedback and participation. Please contact Warren Petty, Vice President for Human Resources (wpetty@stevens.edu) or Maria Ouckama, Senior Director of Human Resources (maria.ouckama@stevens.edu) if you have any questions.

Per aspera ad astra,

Nariman Farvardin
President