



STEVENS
INSTITUTE *of* TECHNOLOGY
THE INNOVATION UNIVERSITY

Fall 2012 Faculty and Staff Survey

Question Summary Report

Office of Institutional Research & Assessment
Agata K. Wolfe, Director

November 2012

Office of the President
Stevens Institute of Technology
Annual Faculty and Staff Survey
September 2012

Section I: Our Mission (Teaching/Research/Service)

1. The quality of undergraduate education at Stevens is excellent
2. The quality of graduate education at Stevens is excellent
3. Innovation and new directions in teaching are appropriately rewarded at Stevens
4. The quality of our research programs is excellent
5. Scholarly endeavors are strongly encouraged at Stevens
6. Academic excellence is adequately acknowledged and rewarded
7. Stevens' academic entrepreneurship and technology commercialization programs are excellent
8. Faculty service beyond teaching and research is appropriately rewarded
9. The faculty and staff have sufficient say in defining the mission of the Institute
10. Co-curricular programs support student personal and professional development

Section II: Our Attitudes about Stevens

1. The morale of our staff is excellent
2. The Institute administration is responsive to the needs of the staff
3. The morale of our faculty is excellent
4. The Institute administration is responsive to the needs of the faculty
5. There is a sense of positive movement in the Institute
6. There is clear and well-articulated vision framing the course of action for Stevens
7. There is a clear understanding that the faculty need to be supported in their teaching and research
8. There is an appropriate level of transparency in the decision making process at Stevens
9. Stevens is effective in marketing its academic and research programs
10. Stevens has an effective and efficient administration

Section III: Our Working Environment

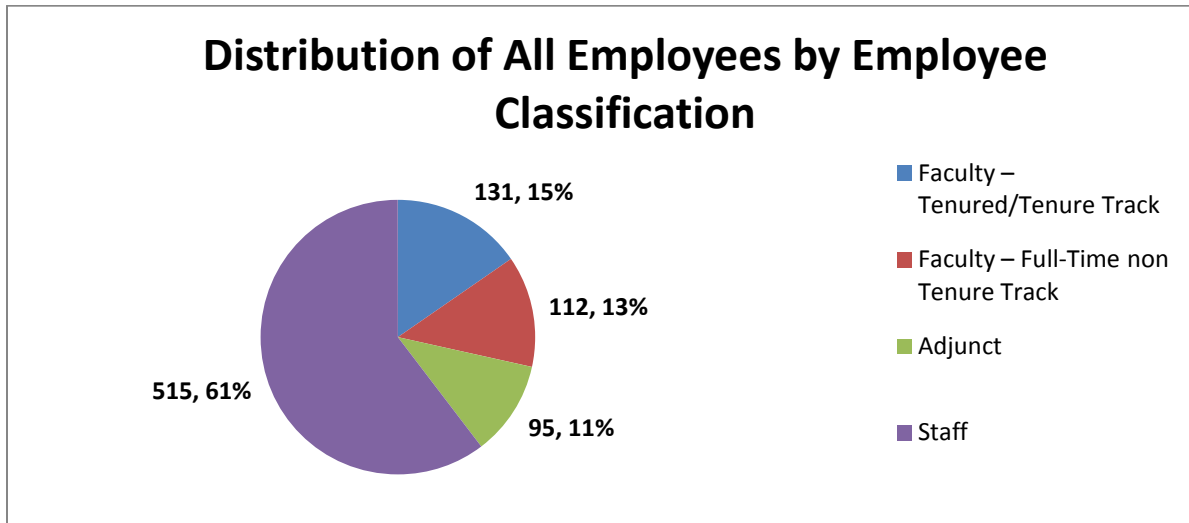
1. Classroom facilities and equipment are excellent
2. Teaching laboratory facilities and equipment are excellent
3. Research laboratory facilities and equipment are excellent
4. The Institute environment is generally clean and attractive
5. The information technology support at Stevens is excellent
6. There are generally positive interactions among faculty, staff and students
7. Support services for students are excellent
8. Support services for faculty are excellent
9. Campus culture supports student achievement and success
10. Stevens is an excellent place to work

Open Ended Questions:

1. What do you think would most improve the instructional component of the Stevens education?
2. What could be done to enhance the research strength of the Schools and Centers?
3. Given the limited resources available, what should be done to accelerate progress toward excellence at Stevens?"
4. What are the three strongest characteristics of Stevens (please state in the order of priority)?
5. What are the three weakest characteristics (please state in the order of priority)?

Distribution of All Employees by Employee Classification

Present Position	Total Population(N)	Position as % of Total Population
Faculty – Tenured/Tenure Track	131	15%
Faculty – Full-Time non Tenure Track	112	13%
Adjunct	95	11%
Staff	515	61%
Total	853	100%



Distribution of All Employees versus Respondents by Employee Classification

Present Position	Total Population	Total Respondents	Response Ratio
Faculty – Tenured/Tenure Track	131	91	70%
Faculty – Full-Time non Tenure Track	112	86	77%
Adjunct	95	24	25%
Staff	515	286	56%
Total	853	487*	57%

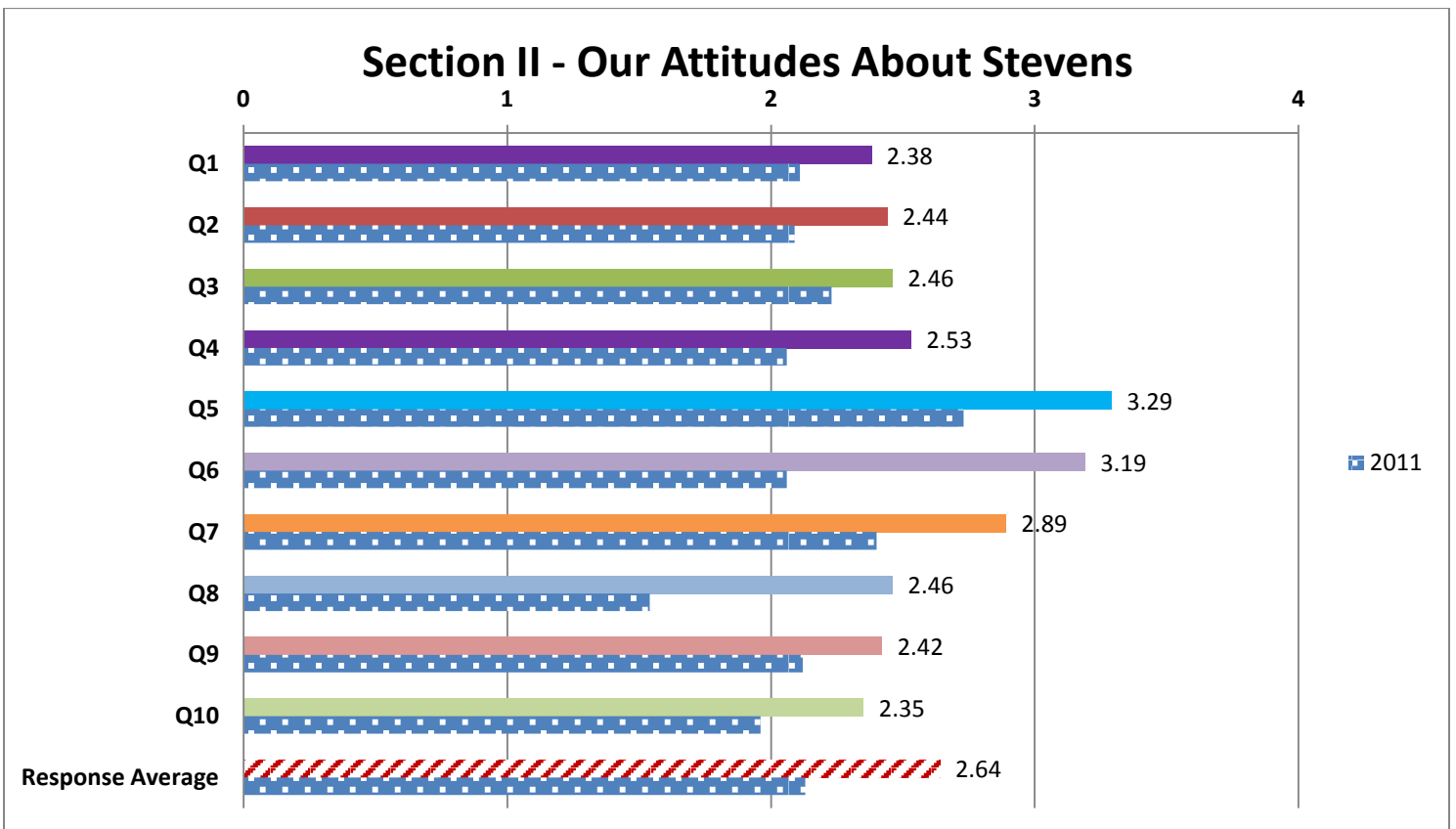
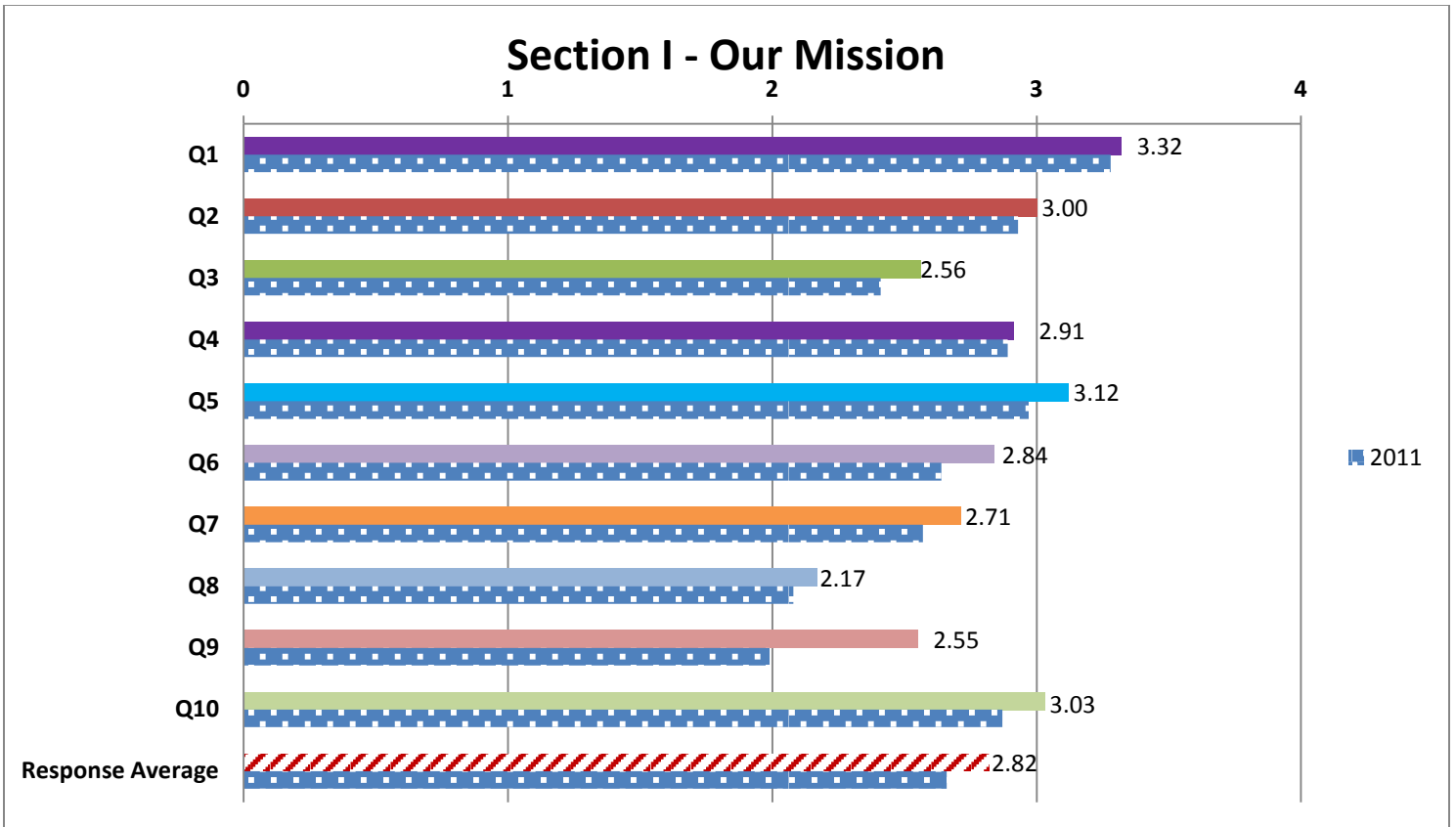
*5 respondents did not identify employee classification

Years of Experience at Stevens

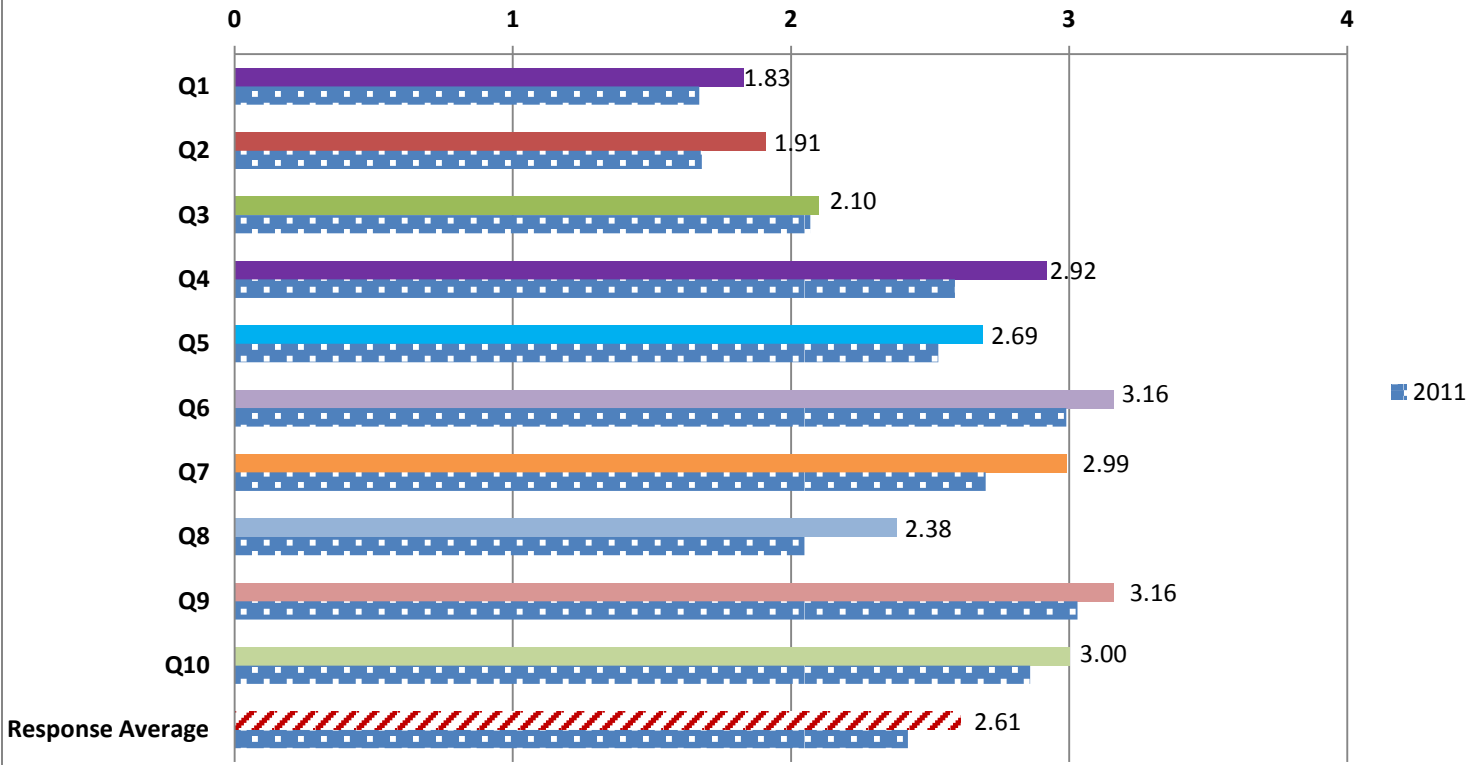
	Total Respondents	Response Ratio
0 – 5	207	42%
6 – 10	107	22%
11 - 15	70	14%
16 - 20	21	4%
20 plus	80	16%
Did not Provide Answer	7	2%
Total	492	100%

Mean Score of Responses – By Section

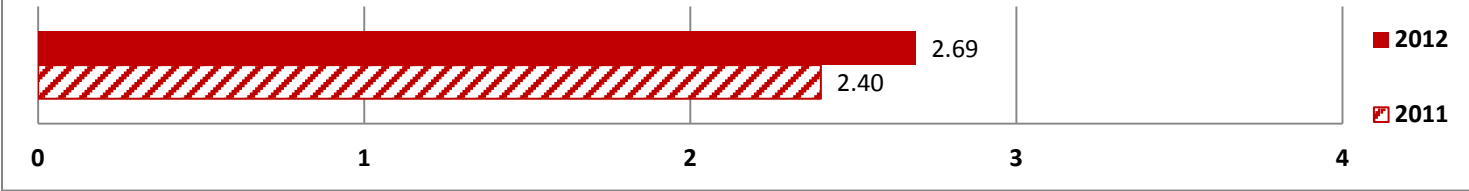
(0) - Strongly Disagree (1) – Disagree (2) – Neutral (3) – Agree (4) – Strongly Agree



Section III - Our Working Environment



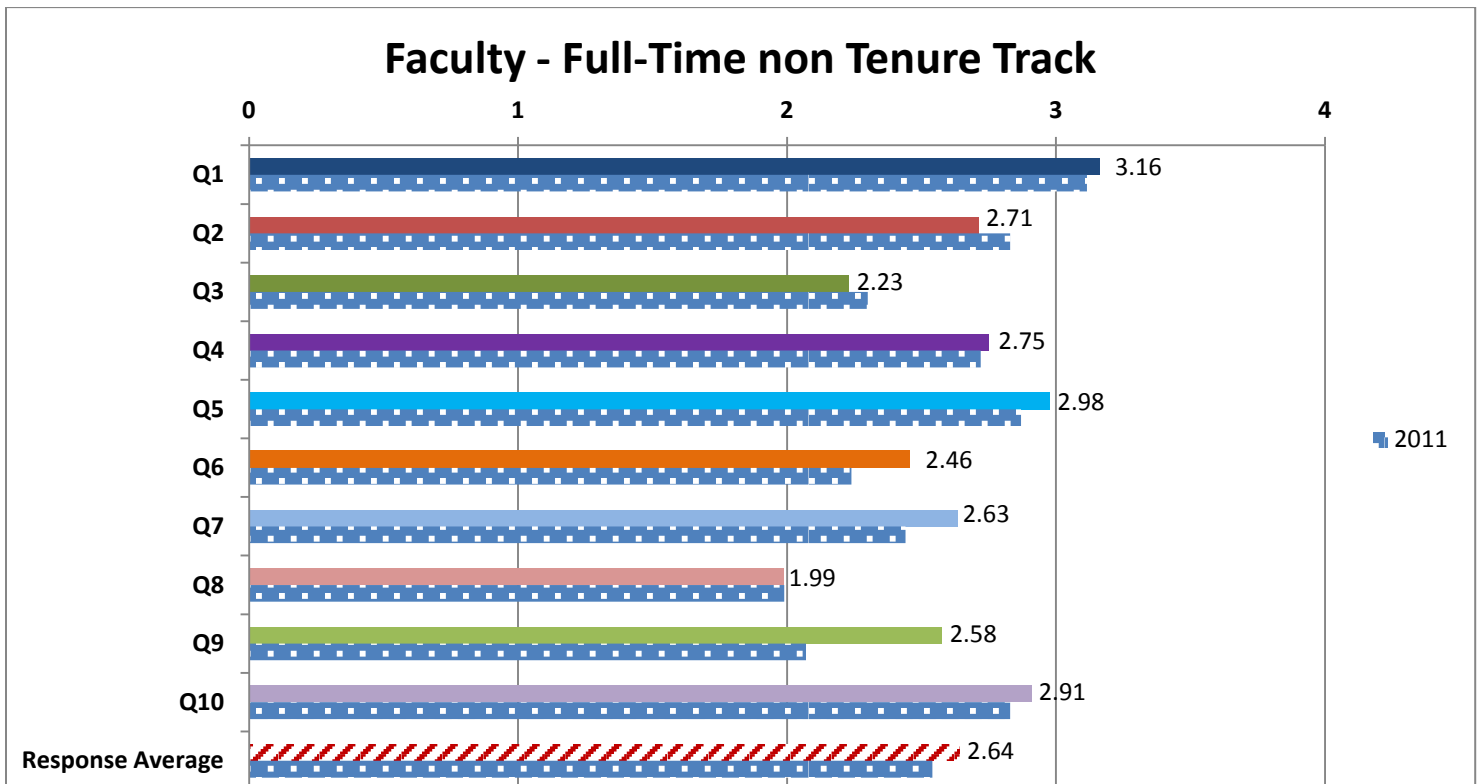
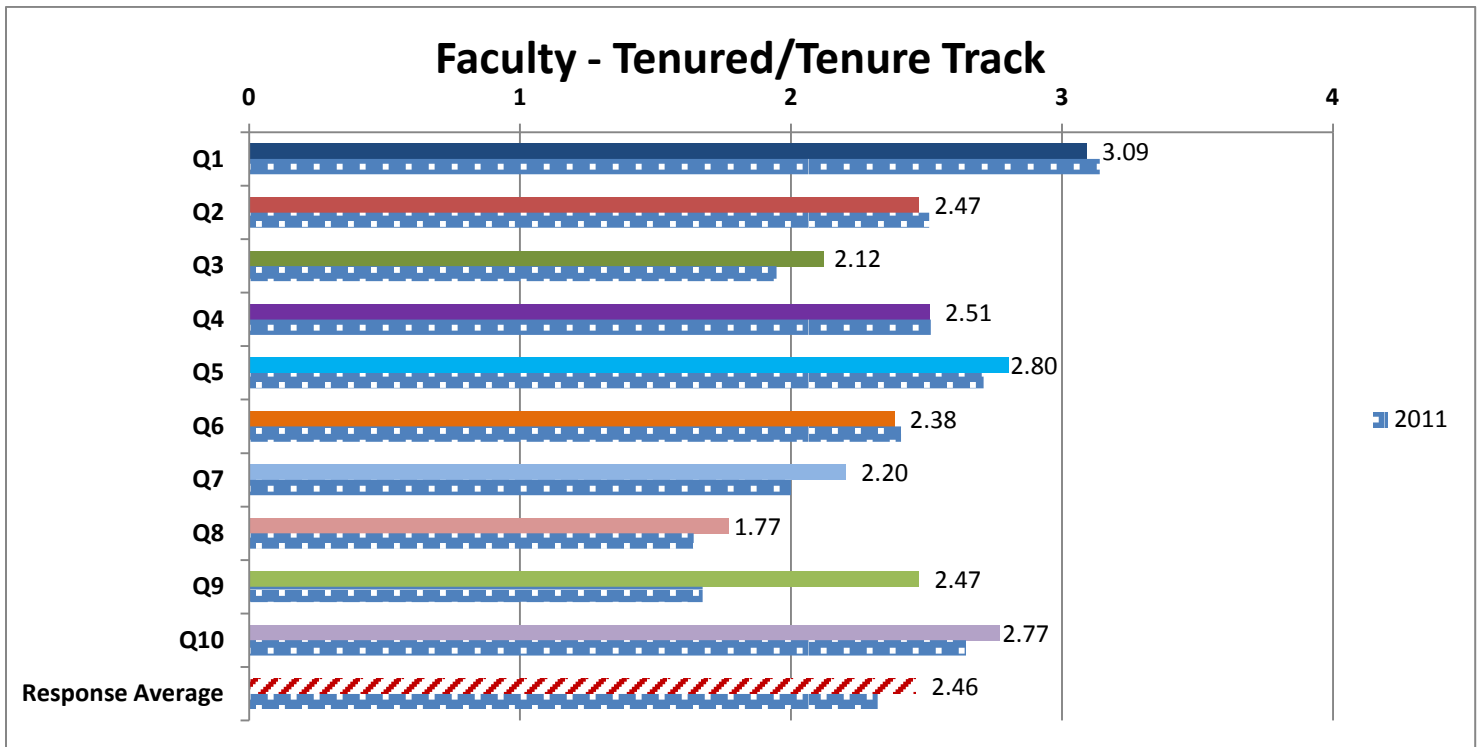
Total Response Average - Section I - III



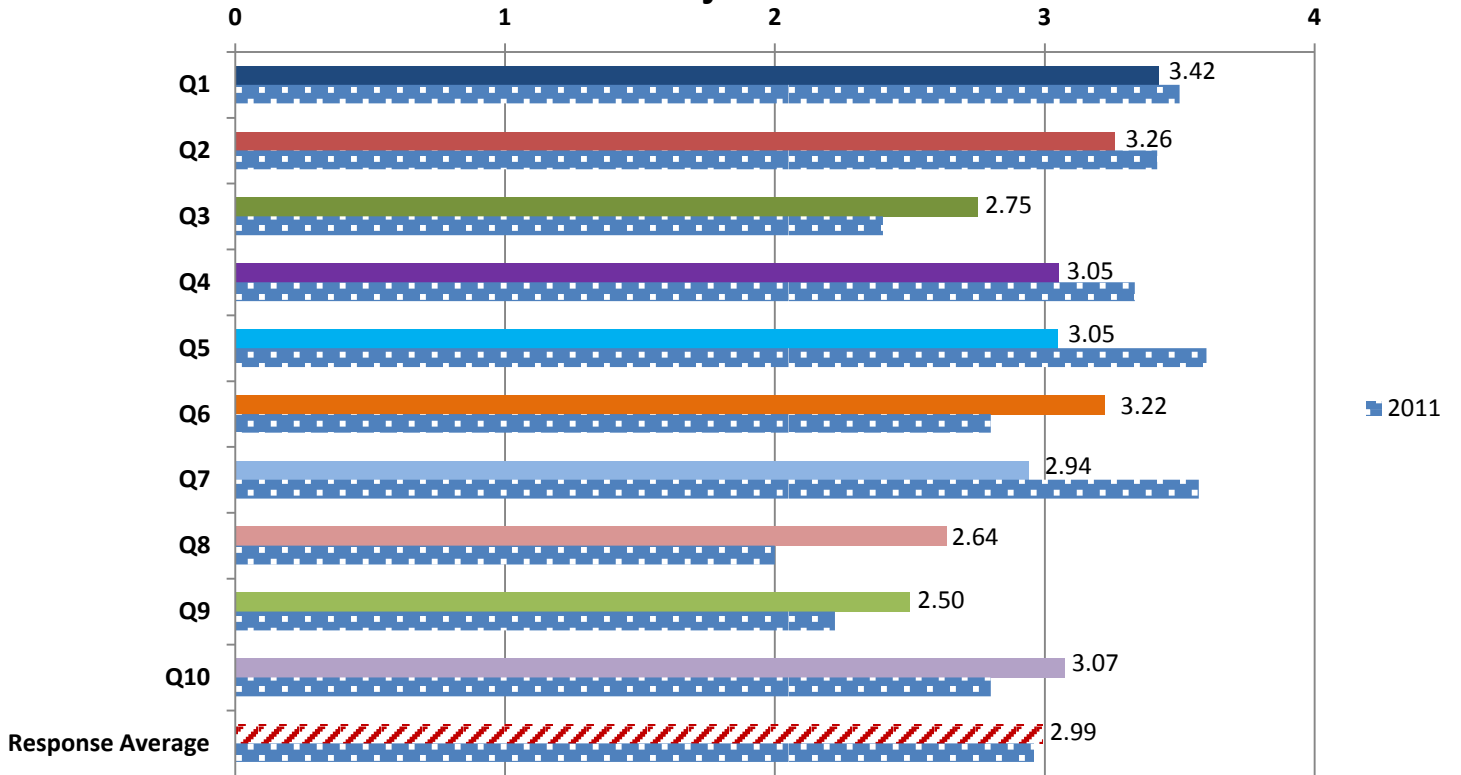
Mean Score of Responses - By Employee Classification

Section I: Our Mission

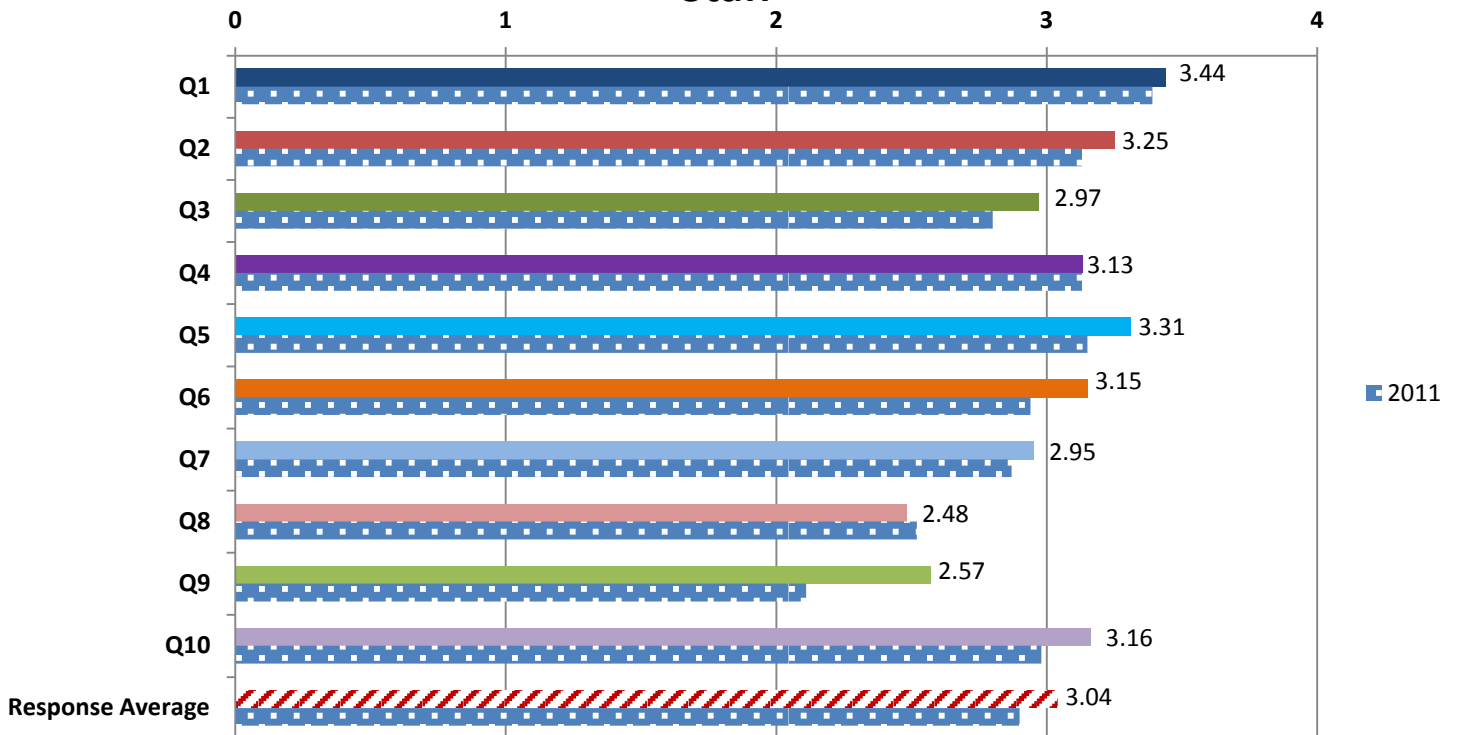
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Adjunct

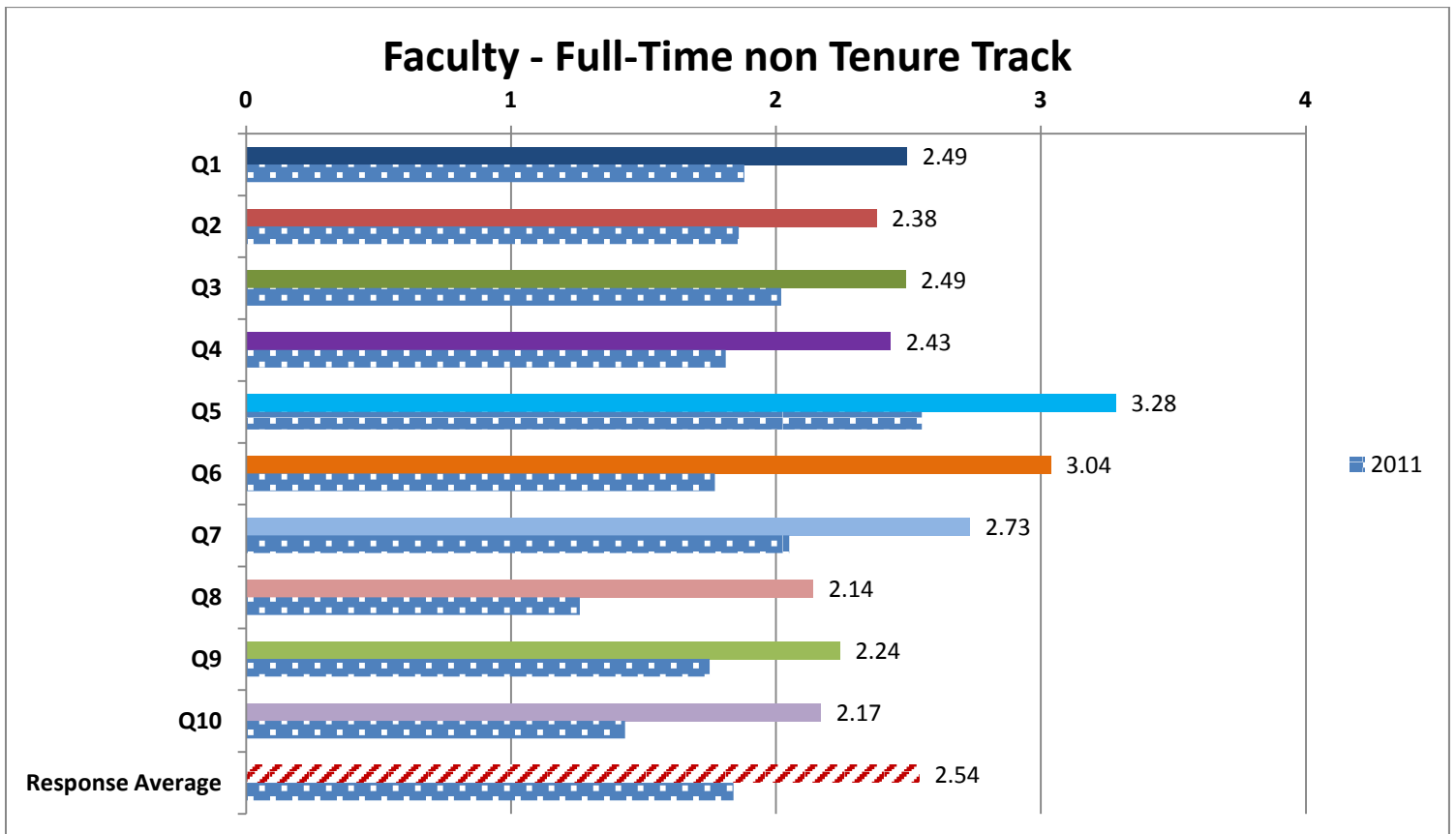
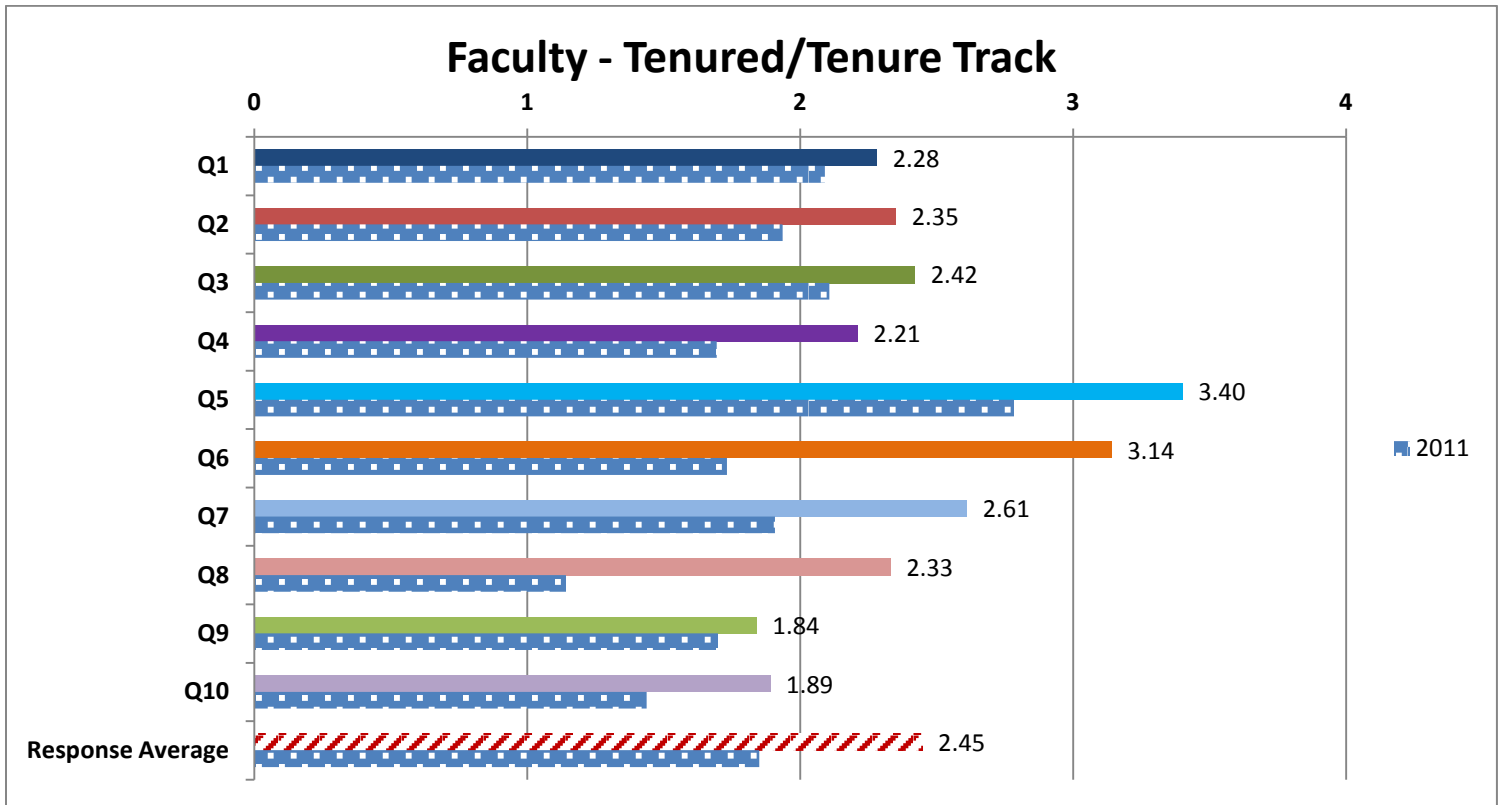


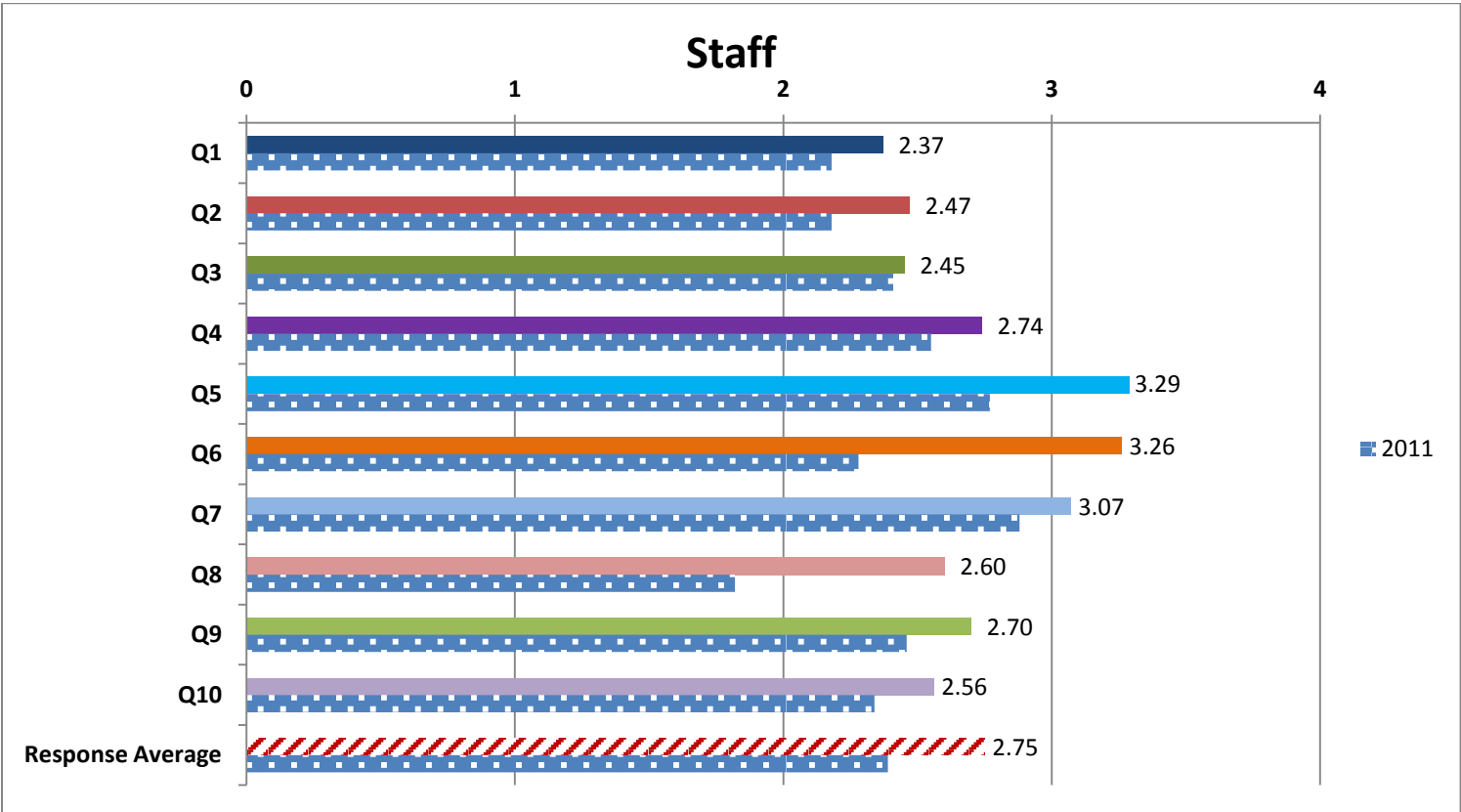
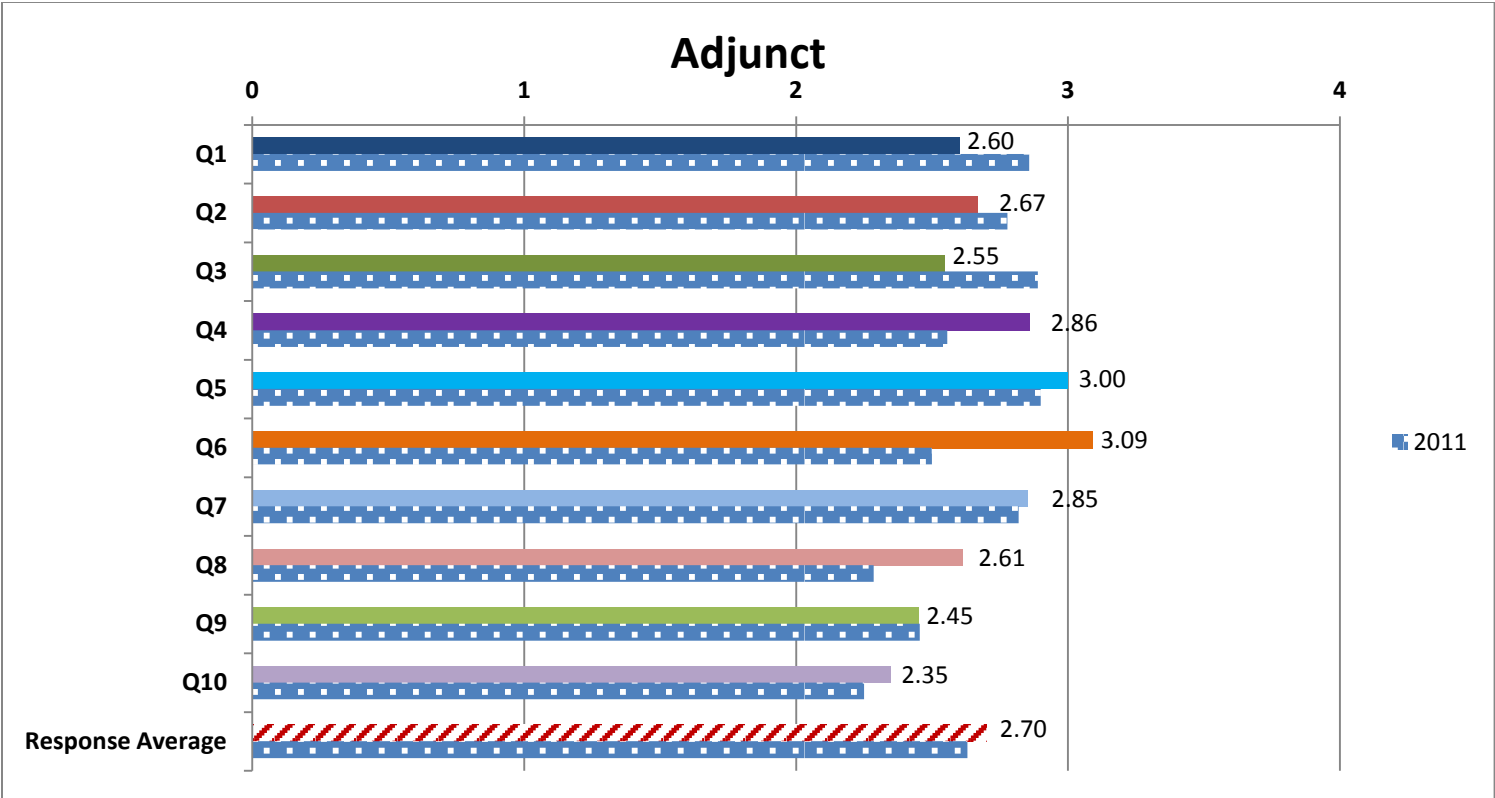
Staff



Section II: Our Attitudes about Stevens

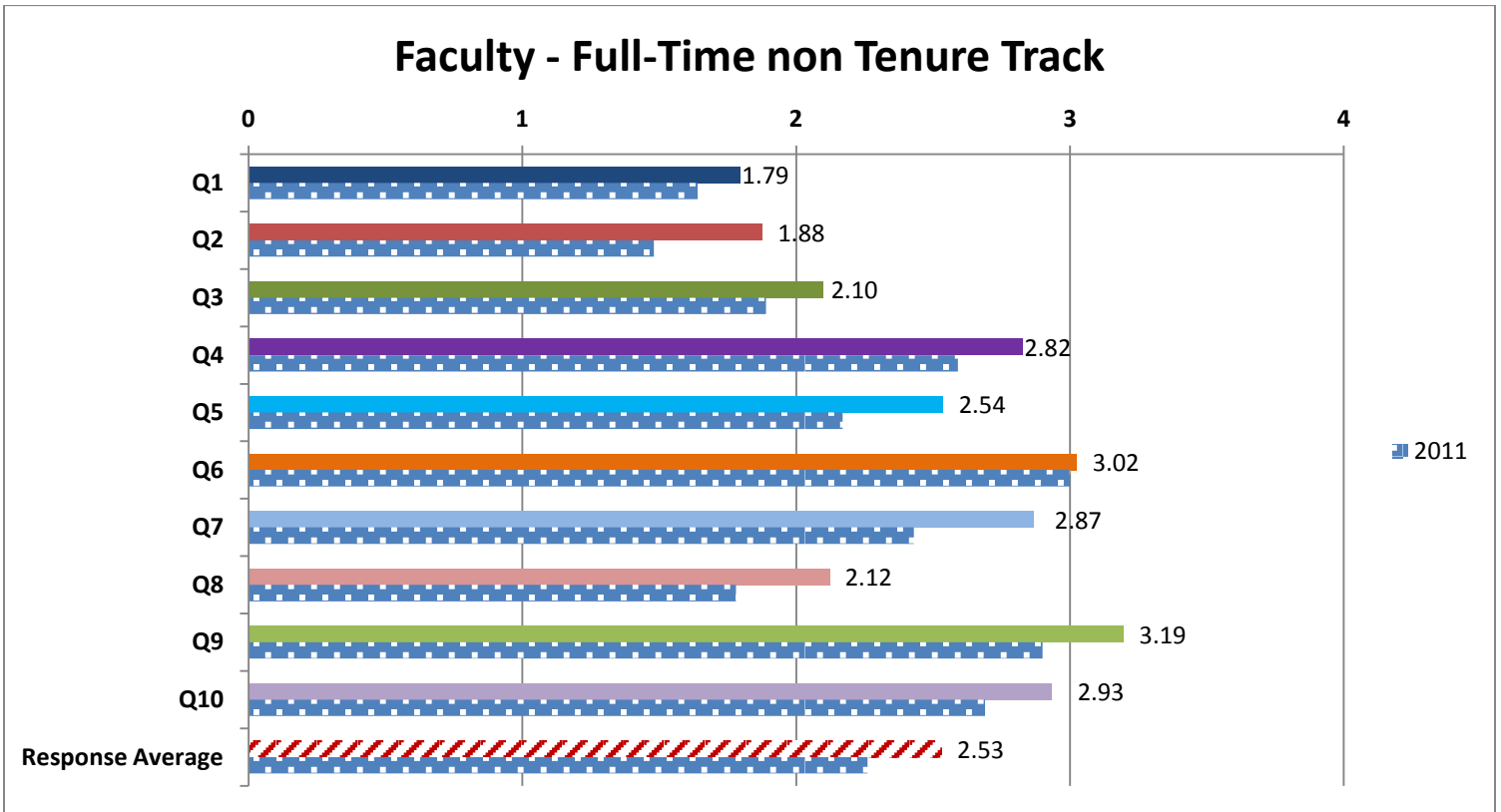
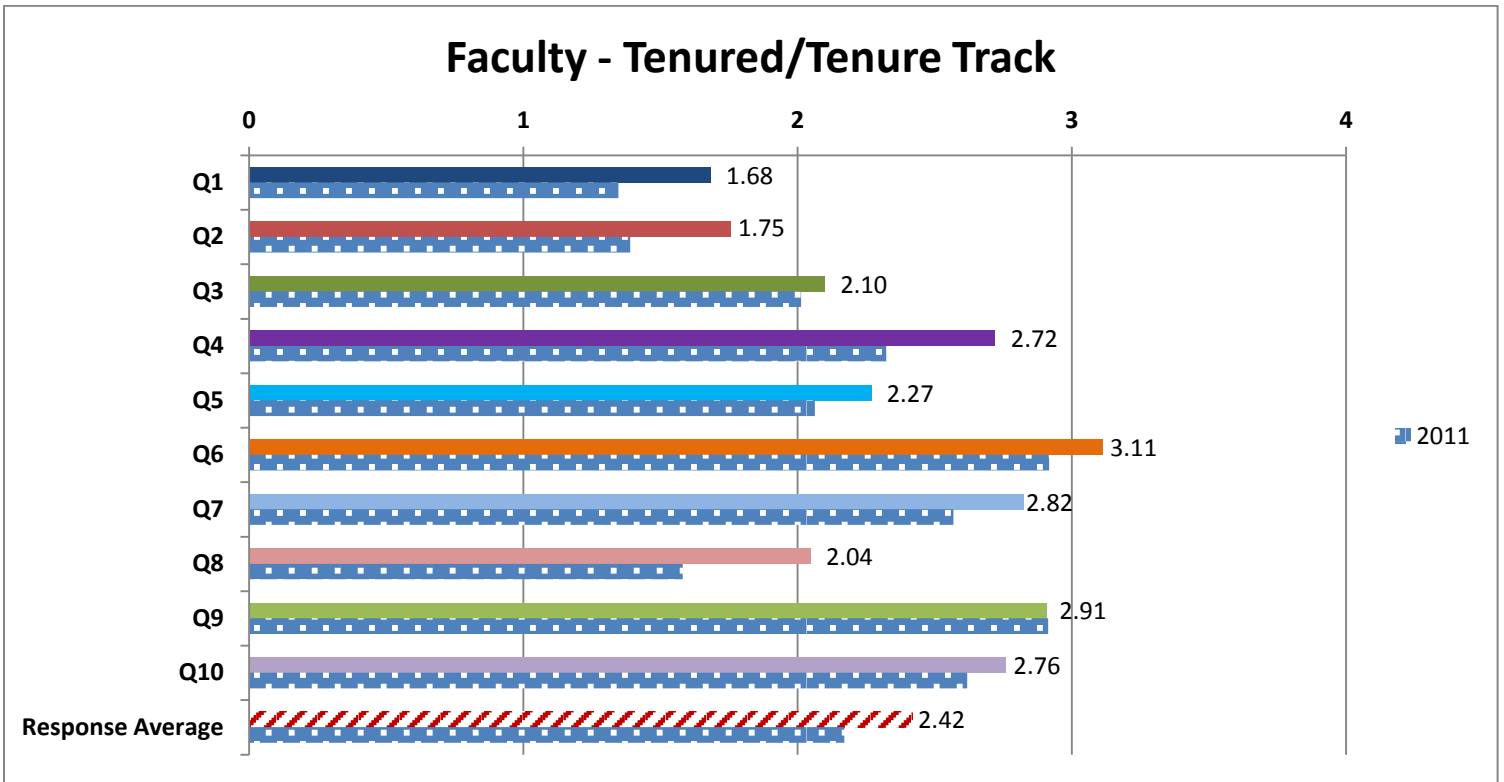
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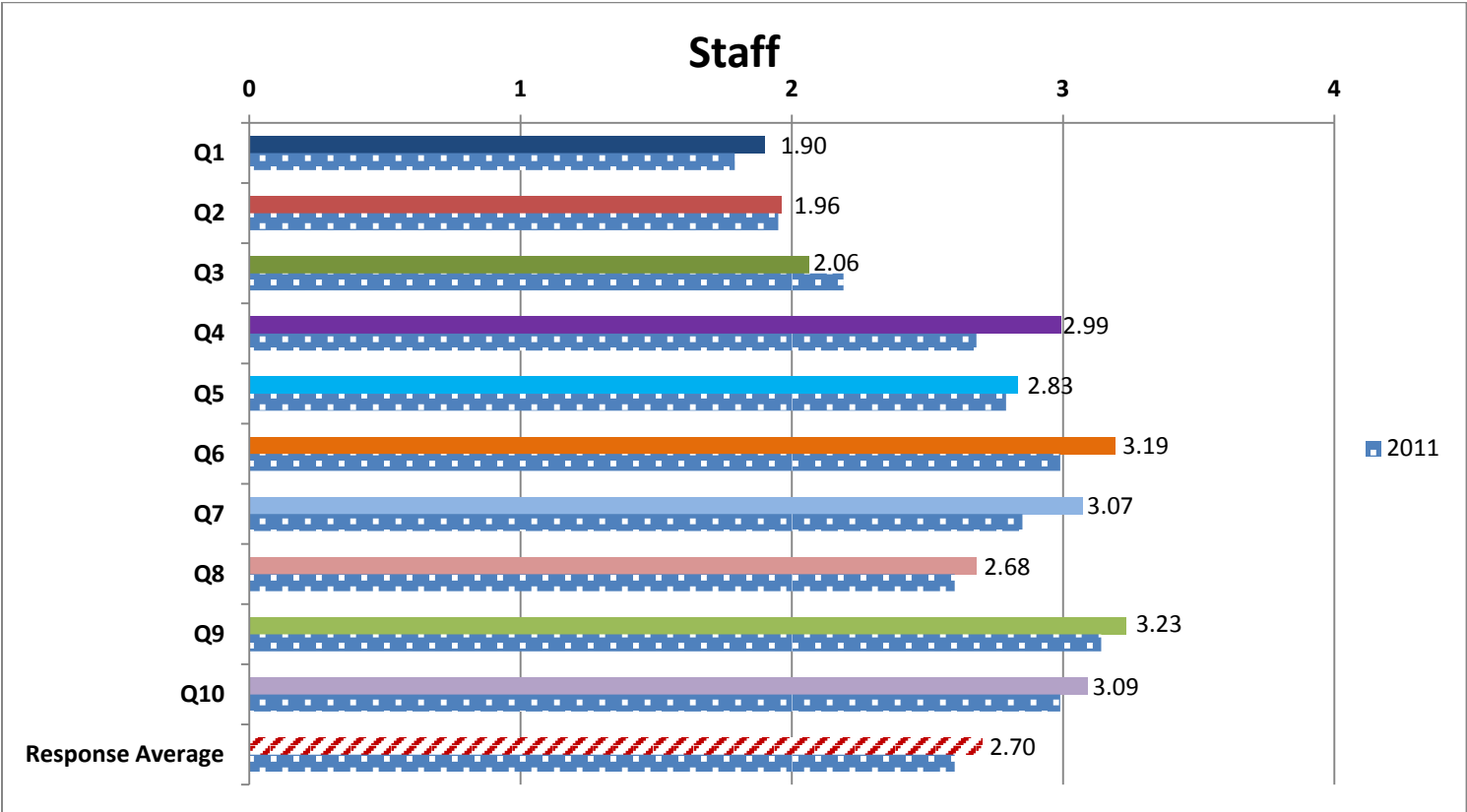
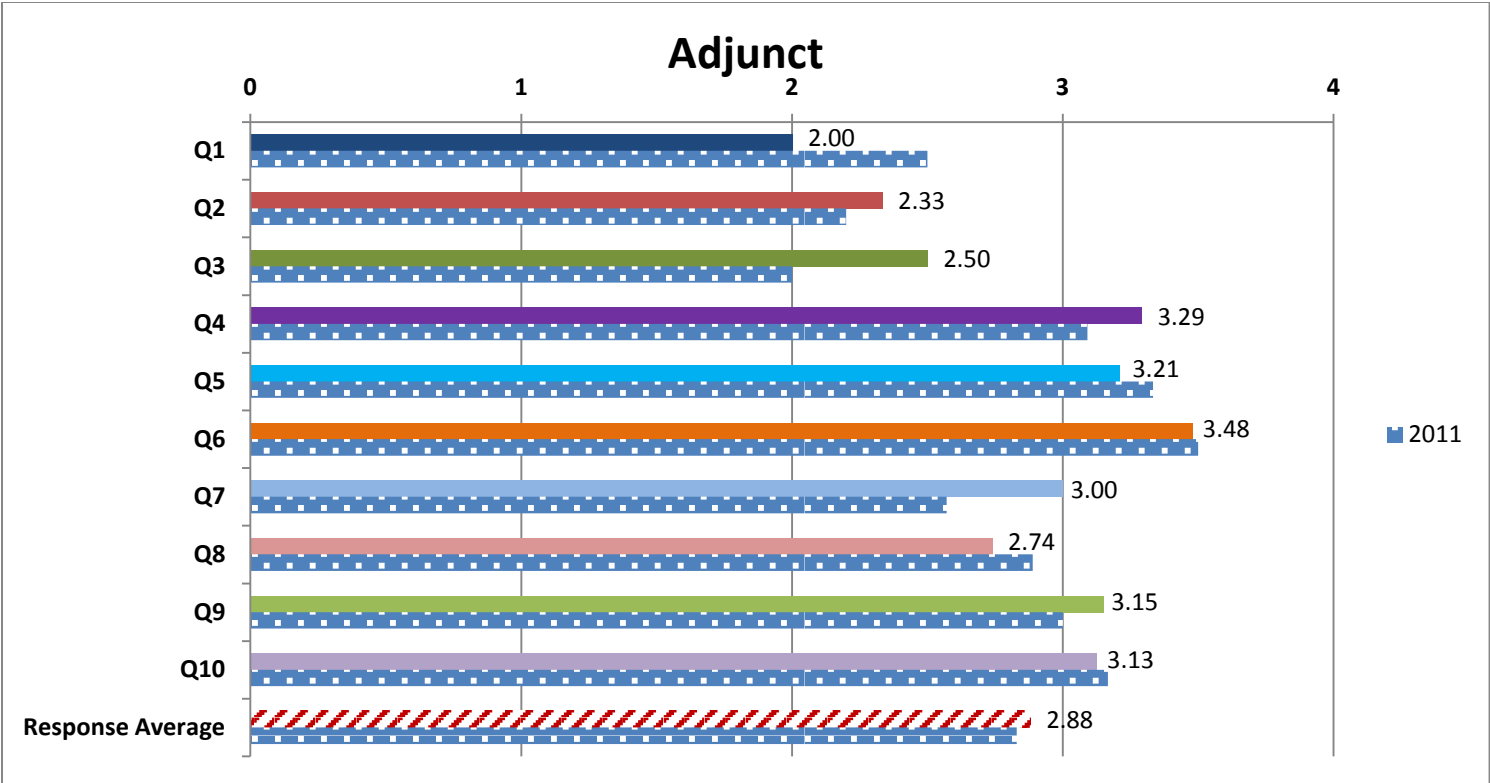




Section III: Our Working Environment

(0) - Strongly Disagree (1) – Disagree (2) – Neutral (3) – Agree (4) – Strongly Agree





Part II

Open Ended Question Summary Report

1. What do you think would most improve the instructional component of the Stevens education?

1. Improve University facilities – bring up to “industry standards”.
 - i. Projectors in every classroom
 - ii. Increased focus on cleanliness
 - iii. Greater number of power outlets to accommodate student laptops
 - iv. Uniformity of equipment in each classroom
2. Improve IT infrastructure/support – administrative system, eLearning platforms
3. Improve faculty quality
 - i. Establish a system to recruit and retain top notch faculty
 1. Stronger compensation packages
 2. Funding for professional development
 3. Revise present faculty performance review with emphasis on excellence in teaching
 - ii. Reduce the number of adjuncts utilized
 - iii. Identify and differentiate “teaching faculty” vs. “research faculty”
 - iv. Create two distinct performance reward systems: teaching excellence and research excellence.
 - v. Increase the number of faculty with terminal degrees
 - vi. Emphasize presentation skills, teaching ability and creativity in content delivery when evaluating potential candidates
 - vii. Offer ongoing professional faculty development opportunities designed to enhance instructional methods
4. Eliminate communication barriers between administration and faculty
 - i. Improve transparency in decision making
 - ii. Increase information flow
 - iii. Redesign the management structure to be more flat
5. Enhance educational offerings
 - i. Restructure curricular requirements
 1. Establish consistency between UG programs
 2. Increase focus on experiential learning as opposed to traditional lecture delivery
 3. Identify potential outdated courses, programs, and materials. Evaluate redesign vs. removal.
 - ii. Heighten language requirements at the admissions level and increase language support for current students
 - iii. Increase TA program quality
 1. Require fluency in the English language
 2. Emphasize subject matter knowledge
6. Develop an online programming strategy (WebCampus)
 - i. Assess current platforms
 - ii. Provide instructional design support for faculty

2. What could be done to enhance the research strength of the Schools and Centers?

1. Increase access to funding opportunities
2. Enhance availability of research literature, resources and databases
3. Reduce teaching and advising loads of those focused primarily on research – flexible scheduling
4. Revise present faculty tenure evaluation system – standardize the approach
5. Increase marketing efforts. Increased recognition yields increased research opportunities, cultivate our brand
6. Recruit top quality, expert faculty with proven research excellence, competitive in their fields
7. Revise research reward practices – create incentives, define criteria of accomplishment
8. Improve support services provided to OSP in an effort to better serve the needs of the institution
9. Update facilities and existing equipment used. Consider centralized management/maintenance of all research equipment
10. Increase the duration of research appointments.
11. Encourage student collaboration/participation in research projects

3. Given the limited resources available, what should be done to accelerate progress toward excellence at Stevens?

- a. Form industry relationships leading to research opportunities/funding
- b. Establish professional development opportunities for both faculty and staff. Offer training for various software titles used such as Microsoft Office (Word, Excel, etc.).
- c. Increase alumni engagement
- d. Reevaluate upper management
- e. Improve current facilities and build new ones (academic and housing)
- f. Increase spending while reducing waste by applying a cost/benefit analysis to all institutional expenditures
- g. Update IT infrastructure (SIS)
- h. Hire more faculty / staff
- i. Improve overall fundraising efforts (not limited to alumni)
- j. Heighten focus on customer service towards students
 - i. Increases the number of offices designed to provide support and increase resources within such offices that already exist. For example, the number of tutors available.

- ii. Establish an anonymous system for students to report poor customer service and other issues
- k. The “very top” of the institution needs to reach out to the “very bottom” in order to better evaluate what is really happening at Stevens - especially within academic departments
- l. Ensure each department is contributing to the institution’s strategic plan and not working against it by clinging to the “old” way of doing things
- m. Improve the overall quality of the incoming class

4. What are the three strongest characteristics of Stevens?

- 1. Location and proximity to New York City
- 2. Academic reputation
- 3. A long history of excellence
- 4. The current President
- 5. High quality of the faculty, staff, undergraduate students, and the education provided
- 6. Excellent career services – large number of job placements after graduation yielding a high return on investment for students
- 7. Small size of the institution
- 8. Long standing emphasis on technology, innovation, engineering education, entrepreneurship

5. What are the three weakest characteristics?

- a. Lack of a strong endowment fund
- b. High cost of tuition
- c. Low visibility beyond the tri-state area
- d. Limited marketing efforts/initiatives
- e. Lack luster facilities in both quality and quantity (academic, athletic, student housing)
- f. Lack of transparency and accountability
- g. Archaic Information Technology infrastructure
- h. Overall lack of pride exhibited by the university community – strong disconnect academic vs. administrative
- i. Lack of top administrative oversight, assessment
- j. Focus on legacy vs. current priorities – too many clinging to the “old way” of doing things