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Dear Faculty and Staff,

I am pleased to share the comprehensive report of the Fall 2012 Faculty and Staff Survey (attached). As you recall, in the fall of 2011 and again in 2012, we administered a survey to gauge faculty's and staff's perceptions of our university. The survey, which includes both Likert-scale questions and open-ended response questions, aims to collect the community's views regarding a range of areas within the university, including academics, student services, administration, resources, facilities, and governance.

A total of 492 responses were received to the 2012 survey, compared to 449 respondents in 2011. Respondents represented: 70% of tenured and tenure track faculty; 77% of full-time non-tenure track faculty; 25% of adjunct faculty; and 56% of staff.

Highlights of the 2012 survey include:

- Aggregated responses for all groups improved in all 10 in each of the three survey categories (30 of 30 questions), reflecting improved sentiments about Stevens.
- Five of the questions showed especially significant gains:
  - Q9, Section I: The faculty and staff have sufficient say in defining the mission of the Institute.
  - Q5, Section II: There is a sense of positive movement in the Institute.
  - Q6, Section II: There is a clear and well-articulated vision framing the course of action for Stevens.
  - Q7, Section II: There is a clear understanding that the faculty need to be supported in their teaching and research.
  - Q8, Section II: There is an appropriate level of transparency in the decision-making process at Stevens.
- In Fall 2011, two out of 30 questions attained a 3.0 (agree) score. In Fall 2012, nine out of 30 questions reached a score of 3.0.
- In Fall 2011, five of 30 questions resulted in scores below 2.0 (neutral). In Fall 2012, only two questions elicited aggregate scores below 2.0.
- The three areas identified as the biggest areas of weakness at the Institute are related to the physical infrastructure (Q1-Q3, Section III).

While significant room for improvement remains, it is possible to conclude from these data that faculty and staff have positive feelings about the Institute's upward trajectory. I am very encouraged by this upward trend. With your help, I will work hard to address the remaining weaknesses and fortify our strengths.

Thank you for your participation in the 2012 Faculty & Staff Survey, and thank you for your efforts to strengthen our university.

Sincerely,

Nariman Farvardin  
President