



November 17, 2014

Dear Faculty and Staff,

Earlier this fall, for the fourth year in a row, 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. I am writing to share a summary of the survey results.

This year, a total of 498 respondents, or 58 percent of the total population of full-time tenured and tenure track faculty, full-time non-tenure track faculty, and staff, completed the survey. Of all respondents, 64 percent were staff, 19 percent were full time tenured or tenure track faculty and 17 percent were full-time non-tenure track faculty.

Overall, the analysis showed improvement in the attitudes and perceptions of our community across three categories surveyed: Mission, Attitudes about Stevens, and Working Environment.

Key findings from the 2014 survey include:

- In 28 of 30 questions, responses were higher this year than last year.
- Areas with the most observable gains included the quality of our graduate education, the quality of our research, our academic entrepreneurship and technology commercialization programs, the vision framing our course of action, and the effectiveness of marketing of our academic and research programs.
- Areas whose rating declined relative to 2013 included the morale of our faculty and the responsiveness of administration to the needs of faculty.
- When responses are disaggregated by employee classification, responses of full-time tenured and tenure track faculty were less favorable than responses of other groups of employees.

I want to assure all members of the Stevens community that I monitor and review these data very carefully. We are currently exploring ways to better understand the

decline in faculty morale ratings and the perceptions about lack of responsiveness of administration to faculty needs.

Certainly, the very significant upward trajectory Stevens has experienced across nearly all categories—size and academic profile of undergraduate and graduate populations, research funding, philanthropy, and rankings, to name a few—have resulted in some “growing pains” at Stevens, particularly in the area of space and teaching loads. We are working on short and longer-term plans to ameliorate these issues.

I will be discussing these findings, along with the 2014 Benchmarking Report, at the next ***Conversation with the President***, scheduled for Thursday, Dec. 11, 2014, 1-2:30 pm in the DeBaun Auditorium. I invite you to attend this session to ask questions and share your thoughts and suggestions about substantive improvements.

As always, and with your help, I will work hard to address our challenges and fortify our strengths. Please feel free to contact me directly at nariman.farvardin@stevens.edu.

Thank you for your participation in the 2014 Faculty & Staff Survey and for your efforts to strengthen Stevens.

Per aspera ad astra,



Nariman Farvardin
President