

# Faculty Satisfaction Survey 2020

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## Start of Block: Welcome

Q48 *Dear Montana Tech and MBMG Faculty, The Montana Tech Faculty Senate is once again conducting a Faculty Opinion & Satisfaction Survey. This survey will be open through Friday May 8th. If the Faculty Senate is to serve as the voice of all Faculty, we must understand what's working well and what needs improvement. Every voice matters and every opinion counts.*

*Please note, the responses are anonymous.*

*Best, Your Faculty Senate Officers*

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Q77 *You can also complete a paper survey in lieu of the Qualtrics survey. Paper copies will be made available on the faculty senate website, or upon request. These paper surveys can be submitted via campus mail anonymously to senate officers: C Faught (Business), S. Capoccia (Biology), A. Mitra (Mathematics)*

## End of Block: Welcome

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## Start of Block: Chancellor

Q4

**Please answer the following questions regarding the Chancellor of Montana Tech (Les Cook)**

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Q52 The Chancellor is the chief executive officer of the Institution and of the Montana Bureau of Mines and Geology, a department of Montana Tech. The Chancellor reports to the Commissioner of Higher Education for the internal administration of the Institution. Subject to the supervision of the President, the Chancellor shall (1) have the immediate direction, management, and control of the respective units, including instruction, practical affairs, and scientific investigation; (2) be the chief administrative officer of the general faculty and of the special faculties of the departments or colleges and the executive head of the unit in all its departments; and (3) have the duties of one of the professorships as long as the interests of the unit requires it.

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Q2 In what areas has Chancellor Cook excelled in the last year? Please rank with 1 being the highest.

- \_\_\_\_\_ Communication (1)
  - \_\_\_\_\_ External Relations (2)
  - \_\_\_\_\_ Leadership (3)
  - \_\_\_\_\_ Management (4)
  - \_\_\_\_\_ Planning (5)
  - \_\_\_\_\_ University Finance (6)
  - \_\_\_\_\_ Values (7)
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**Q90 Please indicate your agreement with the following statements regarding Chancellor Cook:**

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Q94 Chancellor Cook is accessible for communication.

- Strongly agree (13)
  - Agree (14)
  - Somewhat agree (15)
  - Neither agree nor disagree (16)
  - Somewhat disagree (17)
  - Disagree (18)
  - Strongly disagree (19)
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Q95 Chancellor Cook is a good representative of Montana Tech within the local communities.

- Strongly agree (13)
  - Somewhat agree (14)
  - Neither agree nor disagree (15)
  - Somewhat disagree (16)
  - Strongly disagree (17)
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Q96 Chancellor Cook resolves conflict with the goal for all to succeed.

- Strongly agree (6)
  - Agree (7)
  - Somewhat agree (8)
  - Neither agree nor disagree (9)
  - Somewhat disagree (10)
  - Disagree (11)
  - Strongly disagree (12)
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Q68 Comments for Chancellor Cook:

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End of Block: Chancellor

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Start of Block: Provost/Vice Chancellor for Academic Affairs

**Q12 Please answer the following questions regarding the Provost/Vice Chancellor for Academic Affairs of Montana Tech (Steve Gammon):**

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Q54 The Provost and Vice Chancellor for Academic Affairs (Provost) serves as the Chief Academic Officer for Montana Tech. The Provost reports directly to the Chancellor and acts in the capacity of Chief Executive Officer of the institution in the absence of the Chancellor. The Provost's duties include (but are not limited to): Academic Leadership, Institutional Integrity, Accreditation (both regional and degree-specific), Curriculum, Campus representative to external constituencies, Management of the campus degree portfolio, Budget Planning and Fiscal Management, Staffing, Student Affairs, and Faculty Development/Personnel. The Provost works with the Chancellor, Vice Chancellors, Deans, and the faculty/staff to carry out the mission of Montana Tech.

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Q69 Given that Provost Gammon has recently stepped into the role, the focus will be on recommendations for next year. List two to three priorities you would recommend for the Provost in the next academic year.

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End of Block: Provost/Vice Chancellor for Academic Affairs

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Start of Block: Vice Chancellor for Research / Dean of the Graduate School

Q16

**Please answer the following questions regarding the Vice Chancellor for Research/Dean of the Graduate School for Montana Tech (Beverly Hartline):**

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Q56 The Vice Chancellor of Research and Dean of the Graduate School sets a climate that enables excellence and growth in research and creative scholarship and serves as the chief academic officer for graduate education. The Vice Chancellor also oversees institution-level Centers of Excellence, including the Center for Advanced Materials Processing (CAMP).

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Q17

In what areas has the Dr. Hartline, Vice Chancellor for Research/Dean of the Graduate School (VCR/DGS), excelled in the last year? Please rank with 1 being the highest.

- \_\_\_\_\_ CAMP Oversight (1)
  - \_\_\_\_\_ Grant/Funding Assistance (2)
  - \_\_\_\_\_ Grant/Funding Promotion (3)
  - \_\_\_\_\_ Graduate Education (4)
  - \_\_\_\_\_ Research Leadership (5)
  - \_\_\_\_\_ Communication (6)
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Q70 Comments for Dr. Hartline:

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End of Block: Vice Chancellor for Research / Dean of the Graduate School

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Start of Block: Vice Chancellor for Development and University Relations; President, Montana Tech Foundation

Q20

**Please answer the following questions regarding the Vice Chancellor for Development and University Relations/President, Montana Tech Foundation (Joe McClafferty):**

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Q58 The Vice Chancellor of Development and University Relations/President of the Montana Tech Foundation (VCDUR) serves as head of the campus' fundraising arm. In addition, s/he leads the offices of Alumni Affairs, Career Services and Public Relations. S/he works closely with Montana Tech's Chancellor, the Montana Tech Foundation Board, alumni, and other university constituencies, functioning as the campus chief advancement officer to raise private financial support for the campus, while marketing the university to generate interest in and raise the profile of its programs, faculty and students.

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Q21

In what areas has Mr. McClafferty, Vice Chancellor for Development and University Relations/President, Montana Tech Foundation (VCDUR/PMTF), excelled in the last year?

Please rank with 1 being the highest.

- \_\_\_\_\_ Alumni Affairs Leadership (1)
  - \_\_\_\_\_ Campus Fundraising (2)
  - \_\_\_\_\_ Public Relations Leadership (4)
  - \_\_\_\_\_ Communication (5)
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Q71 Comments for Mr. McClafferty:

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End of Block: Vice Chancellor for Development and University Relations; President, Montana Tech Foundation

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Start of Block: Associate Vice Chancellor for Enrollment Management/Dean of Student Success

**Q111 Please answer the following questions regarding the Associate Vice Chancellor for Enrollment Management/Dean of Student Success (Carrie Vath):**

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Q112 Reporting directly to the Provost/Vice Chancellor for Academic Affairs, the Associate Vice Chancellor for Enrollment Management/Dean of Student Success provides leadership and direction for all aspects of enrollment management and student affairs. Associate Vice Chancellor for Enrollment Management Provides Leadership, Planning, and Supervision in the following areas: Student Recruitment, Student Retention, Scholarships, Financial Aid, Other areas as directed. Dean of Student Success: Provides Leadership, Planning, and Supervision in the following areas: Counseling, Disability Services, Health Services, Academic Center for Excellence, International Student Support, Residence Life, Dining Services, Student Activities, Associate Students of Montana Tech (ASMT), Other areas as directed.

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**Q113**

In what areas has Dr, Vath, the Associate Vice Chancellor for Enrollment Management/Dean of Student Success excelled in the last year? Please rank with 1 being the highest.

- \_\_\_\_\_ Student Advocacy (1)
  - \_\_\_\_\_ External Relations (2)
  - \_\_\_\_\_ Institutional Integrity (3)
  - \_\_\_\_\_ Leadership (4)
  - \_\_\_\_\_ Communication (5)
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**Q115 Please indicate your agreement with the following statements regarding Dr. Vath:**

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Q128 Dr. Vath is accessible for communication.

- Strongly agree (11)
  - Somewhat agree (12)
  - Neither agree nor disagree (13)
  - Somewhat disagree (14)
  - Strongly disagree (15)
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Q119 Dr. Vath's actions are consistent.

- Strongly agree (11)
  - Somewhat agree (12)
  - Neither agree nor disagree (13)
  - Somewhat disagree (14)
  - Strongly disagree (15)
- 

Q117 Dr. Vath resolves conflict with the goal for all to succeed.

- Strongly agree (13)
  - Somewhat agree (14)
  - Neither agree nor disagree (15)
  - Somewhat disagree (16)
  - Strongly disagree (17)
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Q116 Comments for Dr. Vath:

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End of Block: Associate Vice Chancellor for Enrollment Management/Dean of Student Success

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Start of Block: Vice Chancellor for Administration and Finance

Q24

**Please answer the following questions regarding the Vice Chancellor for Administration and Finance:**

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Q60 The Vice Chancellor is responsible for the areas of budgeting, payroll, personnel, purchasing and accounts payable. This includes supervision, program development, problem resolution and policy development and oversight. Other areas of responsibility and supervision include the business office, grants and contracts accounting, telecommunications, the mail and copy center, the bookstore, environmental health and safety, network technology, information services and other computer related functions. The Vice Chancellor also acts as the EEO/AA and Title IX officer. Reports to the Chancellor.

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Q129 Position is currently not filled.

End of Block: Vice Chancellor for Administration and Finance

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Start of Block: Administration Effectiveness

**Q133 Montana Tech, through exemplary undergraduate and graduate education, workforce development, research, and service, builds on a strong heritage in engineering, science, and technology that blends theory with practice in meeting the changing needs of society and the responsible development and use of natural resources.**

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Q122 Please consider how administration (including those listed individually) acted on behalf of Montana Tech in fulfilling our Mission. Based on the overall performance of Administration this past year, what effectiveness measure would you assign?

- Extremely effective (12)
  - Very effective (13)
  - Moderately effective (14)
  - Slightly effective (15)
  - Not effective at all (16)
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Q134 Administration effectiveness comments:

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End of Block: Administration Effectiveness

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Start of Block: Budget and Finance

Q81 As it relates to finance, in what areas has the university administration excelled? Please rank with 1 being the highest.

- \_\_\_\_\_ Budget Process (1)
  - \_\_\_\_\_ Transparency (2)
  - \_\_\_\_\_ Communication (3)
  - \_\_\_\_\_ Justification (4)
  - \_\_\_\_\_ Allocation (5)
  - \_\_\_\_\_ Fiscal Responsibility (6)
  - \_\_\_\_\_ Budget Balancing (7)
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Q84 Budget Comments:

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Q85 My department budget information is available for all faculty to access.

- Strongly agree (10)
  - Somewhat agree (11)
  - Neither agree nor disagree (12)
  - Somewhat disagree (13)
  - Strongly disagree (14)
-

Q131 My department budget funds are appropriately allocated.

- Strongly agree (11)
- Somewhat agree (12)
- Neither agree nor disagree (13)
- Somewhat disagree (14)
- Strongly disagree (15)

End of Block: Budget and Finance

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Start of Block: Deans

Q132 What best describes your status? Please click all that apply

- Full Time (1)
  - Part Time (2)
  - Tenured (3)
  - Tenure Track (probationary) (4)
  - Non-tenure Track (7)
  - Instructor (12)
  - Bureau Professional Faculty (9)
  - Research Professor (10)
  - Visiting (8)
  - Post Doc (11)
  - Adjunct (5)
  - Other- please list (6) \_\_\_\_\_
- 

Q5 In which College or School do you reside?

- Highlands (1)
- Letters, Sciences, and Professional Studies (2)
- Mines and Engineering (3)
- Graduate/Library/Bureau/Athletics (4)

*Skip To: Q28 If In which College or School do you reside? = Highlands*

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*Display This Question:*

*If In which College or School do you reside? = Highlands*

**Q28 Please answer the following questions regarding Dean David Gurchiek**

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*Display This Question:*

*If In which College or School do you reside? = Letters, Sciences, and Professional Studies*

**Q140 Given the interim dean status, no questions are being asked at this time.**

*Skip To: End of Block If Given the interim dean status, no questions are being asked at this time. Is Displayed*

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*Display This Question:*

*If In which College or School do you reside? = Mines and Engineering*

**Q30 Please answer the following questions regarding Dean Dan Trudnowski:**

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*Display This Question:*

*If In which College or School do you reside? = Graduate/Library/Bureau/Athletics*

**Q31 Please answer the following questions regarding your Dean / Director:**

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*Display This Question:*

*If In which College or School do you reside? = Graduate/Library/Bureau/Athletics*

**Q74 Please provide the name of your Dean / Director:**

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Q61 Deans at Montana Tech are the leaders and chief representatives of their school/college and, except in extraordinary circumstances, are the conduits through which communications flow to and from their school/college on policy and procedural matters of an academic or administrative nature. The Dean, in consultation with the Department Heads of the school/college, is responsible for setting goals and objectives for the school/college, for

developing plans to achieve them, and for periodically assessing progress towards meeting them.

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Q7 In what areas has your academic Dean / Director excelled in the last year? Please rank with 1 being the highest.

- \_\_\_\_\_ Communication (1)
  - \_\_\_\_\_ Fair & Reasonable (2)
  - \_\_\_\_\_ Grants Autonomy (3)
  - \_\_\_\_\_ Leadership (4)
  - \_\_\_\_\_ Represents College (5)
  - \_\_\_\_\_ Fiscal Responsibility (6)
  - \_\_\_\_\_ Transparency (7)
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Q78 Comment:

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End of Block: Deans

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Start of Block: Campus Questions

**Q32 Please indicate your agreement with the following statements regarding Montana Tech:**

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Q33 I can openly express my concerns without fear of retribution.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
- 

Q87 My department practices shared governance in the way our program is shaped.

- Strongly Agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
-



Q34 Montana Tech's online course management system (**Moodle**) is a useful and usable resource for faculty.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
- 

Q35 Montana Tech's **buildings and grounds** are well-maintained.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
- 

Page Break

Q36 ***My Computer Support Specialist*** provides effective IT support to faculty (e.g. Workstations and Instructional Technology).

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
- 

Q80 ***Campus Technology Services*** provide effective IT support to faculty (e.g. Network Performance).

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
-

Q37 The **Library** provides access to high quality resources.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
- 

Q75 The **Library** provides excellent service to faculty.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
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Q38 The **Bookstore** provides excellent service to faculty.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
- 

Q39 The office of **Enrollment Services** provides excellent support to faculty.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
-

Q40 The office of **Human Resources** provides high-level support to faculty.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
- 

Q123 Please indicate your average use of Montana Tech's Dining Services in the last academic year.

- Less than once a month (12)
  - Once a month (14)
  - A few times a month (15)
  - Weekly (16)
  - More than once a week (17)
-

Q41 The Montana Tech **Dining Services** provides excellent services and food.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
- 

Q42 **Campus Security** maintains a safe and secure environment at Montana Tech.

- Strongly agree (1)
  - Agree (2)
  - Somewhat agree (3)
  - Somewhat disagree (4)
  - Disagree (5)
  - Strongly disagree (6)
-

Q136 Montana Tech has offered adequate support during the transition to online this semester.

- Strongly agree (6)
  - Agree (7)
  - Somewhat agree (8)
  - Neither agree nor disagree (9)
  - Somewhat disagree (10)
  - Disagree (11)
  - Strongly disagree (12)
- 

Q125 How satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at the Montana Tech within the past academic year?

- Extremely satisfied (18)
  - Somewhat satisfied (19)
  - Neither satisfied nor dissatisfied (20)
  - Somewhat dissatisfied (21)
  - Extremely dissatisfied (22)
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Q88 Please offer any comments in relation to general campus function.

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End of Block: Campus Questions

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Start of Block: Senate

**Q135 Montana Tech Faculty Senate Mission is to promote the stable growth and continued improvement of higher education at Montana Tech of the University of Montana and in the State of Montana; to facilitate communication and cooperation among administrative and faculty personnel; and to insure the continued development of our educational programs and policies.**

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**Q46 Please answer the following questions concerning Faculty Senate:**

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Q10 How often would you like Faculty Senate to call meetings of the full faculty?

- Never (1)
  - Once a Year (2)
  - Once a Semester (3)
  - More Than Once a Semester (4)
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Q11 What issues do you think Faculty Senate should prioritize? Please name the top area(s) .

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Q9 Based on the mission, what effectiveness measure would you assign Faculty Senate for the last year?

- Extremely effective (13)
  - Very effective (14)
  - Moderately effective (15)
  - Slightly effective (16)
  - Not effective at all (17)
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Q76 Comments:

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End of Block: Senate

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