



STEVENS
INSTITUTE *of* TECHNOLOGY

THE INNOVATION UNIVERSITY

Fall 2014 Faculty and Staff Survey

Summary Report

Office of Institutional Research & Effectiveness
Agata K. Wolfe, Executive Director

November 10, 2014

Office of the President
Stevens Institute of Technology
Annual Faculty and Staff Survey
September 2014

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

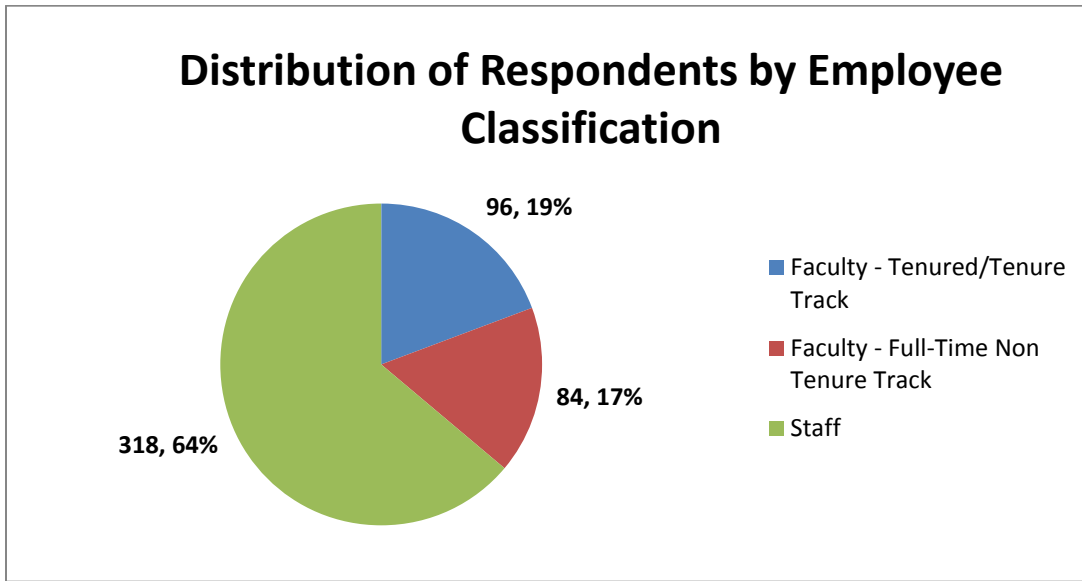
1. The morale of our staff is excellent
2. The Institute administration is responsive to the needs of the staff
3. The morale of our faculty is excellent
4. The Institute administration is responsive to the needs of the faculty
5. There is a sense of positive movement in the Institute
6. There is clear 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

Distribution of All Employees by Employee Classification

Present Position	Total Population(N)	Position as % of Total Population
Faculty – Tenured/Tenure Track	151	17%
Faculty – Full-Time non Tenure Track	111	13%
Staff	602	70%
Total	864	100%



Distribution of All Employees versus Respondents by Employee Classification

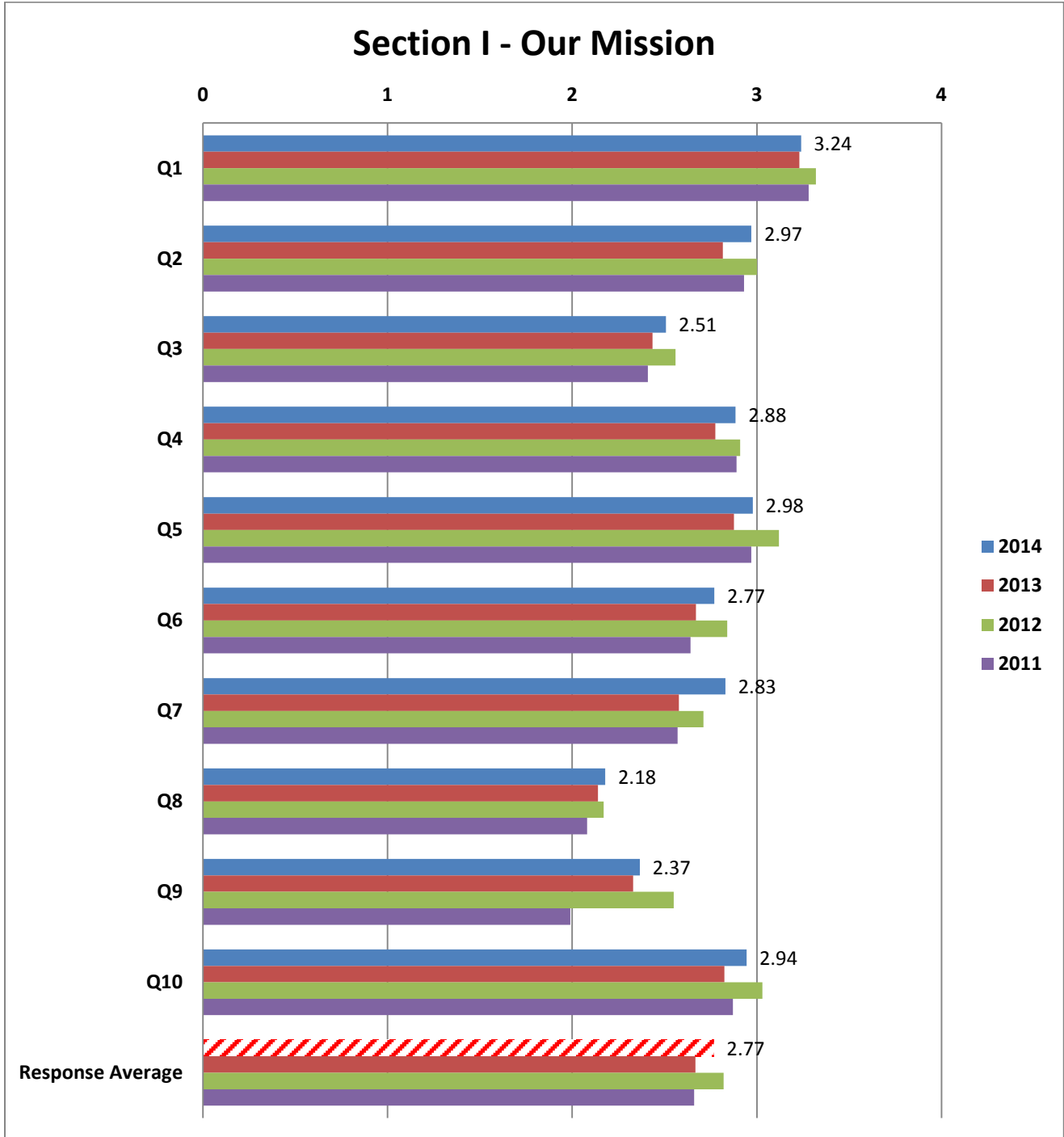
Present Position	Total Population	Total Respondents	Response Ratio
Faculty – Tenured/Tenure Track	151	96	64%
Faculty – Full-Time non Tenure Track	111	84	76%
Staff	602	318	53%
Total	864	498	58%

Years of Experience at Stevens

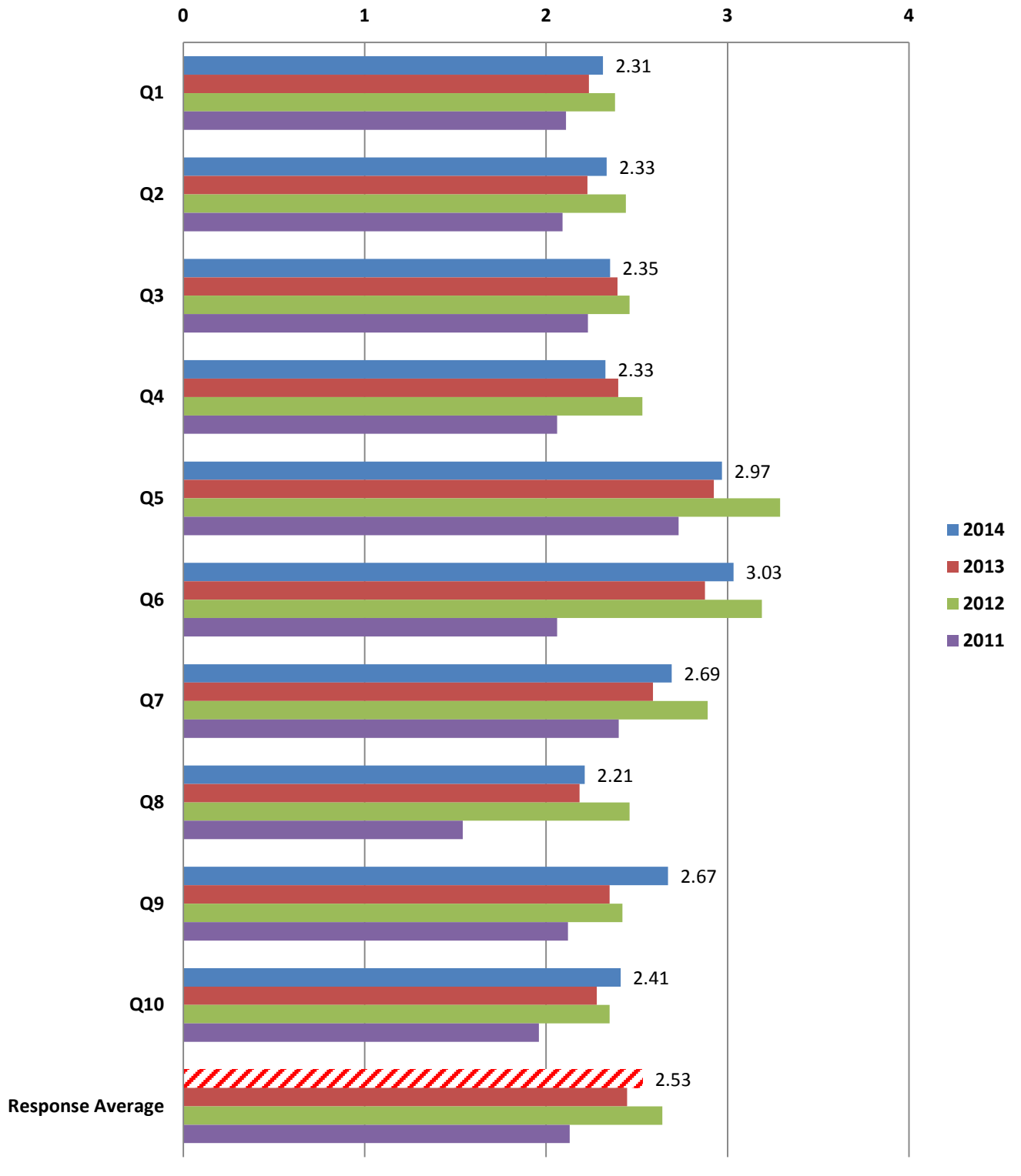
	Total Respondents	Response Ratio
0 – 5	250	50%
6 – 10	89	18%
11 - 15	65	13%
16 - 20	22	4%
20 plus	72	15%
Total	498	100%

Mean Score of Responses – By Section

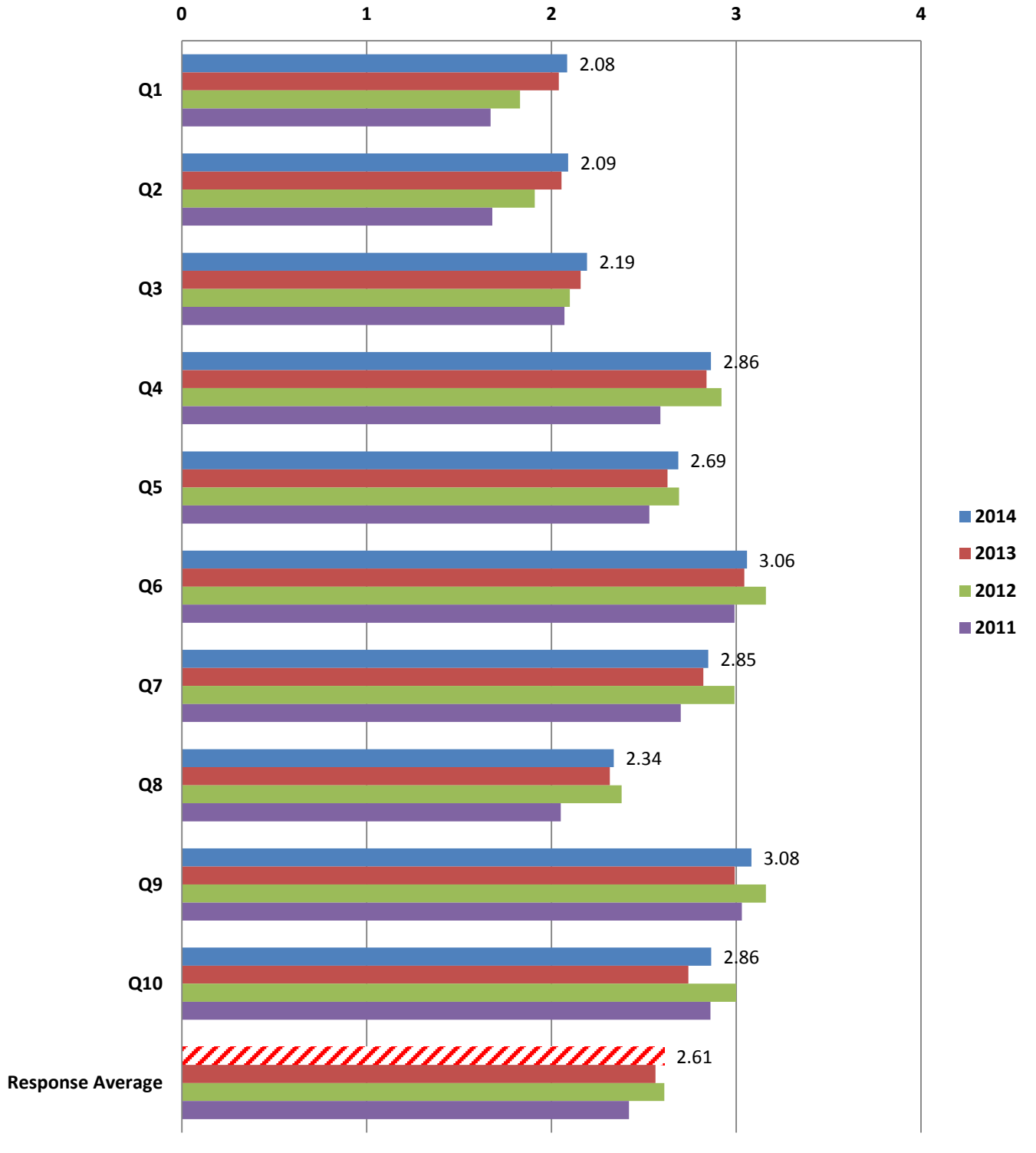
(0) - Strongly Disagree (1) – Disagree (2) – Neutral (3) – Agree (4) – Strongly Agree



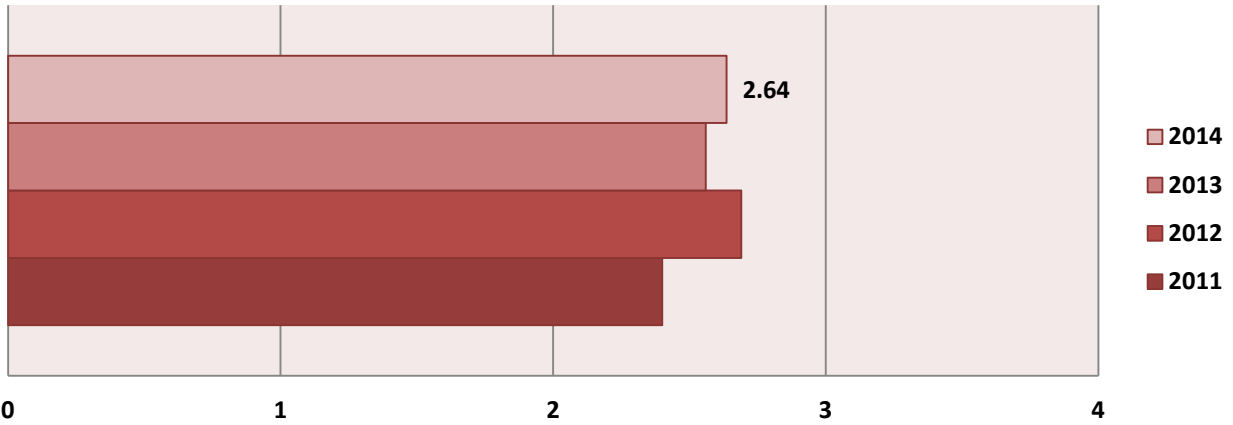
Section II - Our Attitudes About Stevens



Section III - Our Working Environment



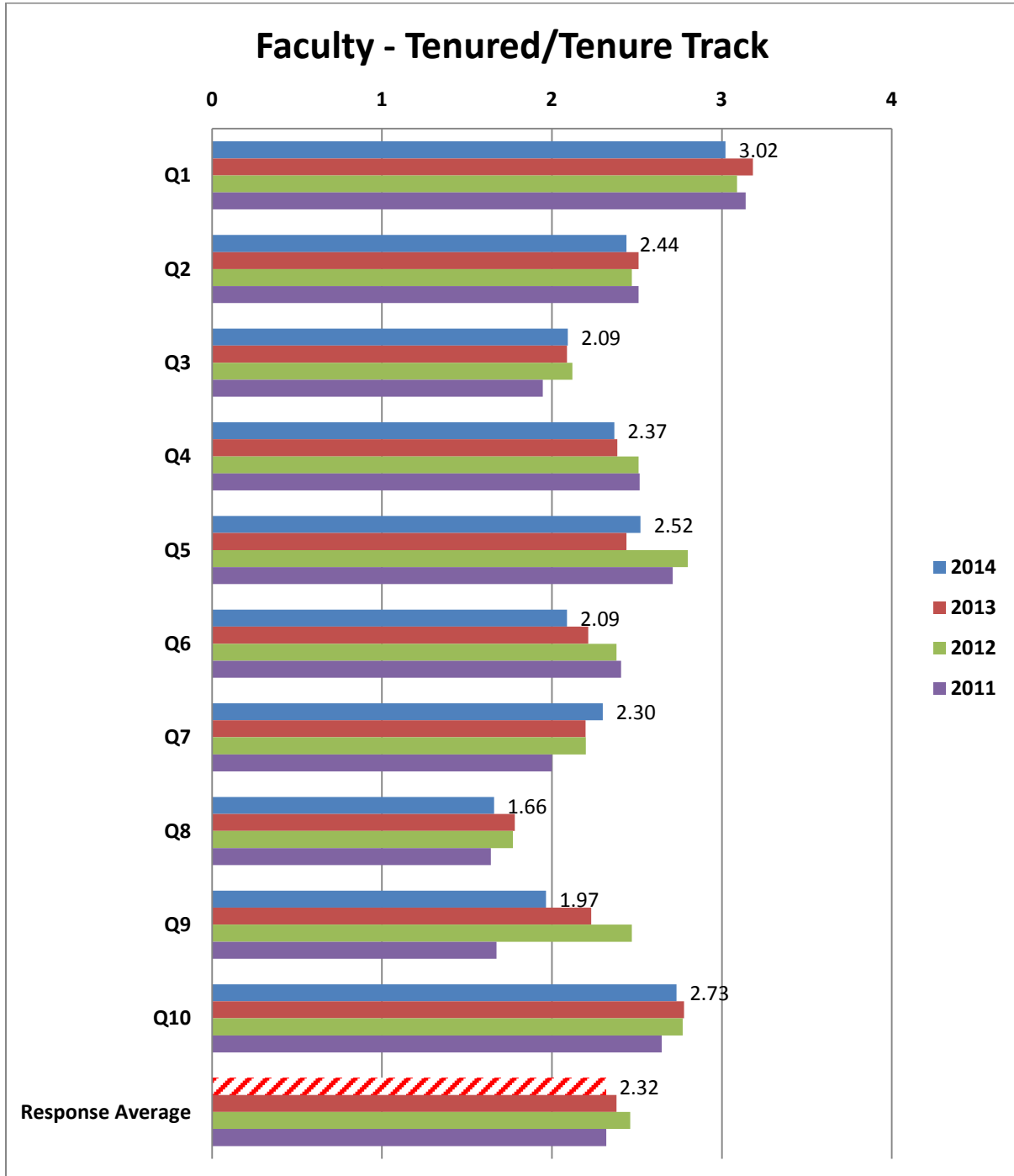
Total Response Average - Section I - III



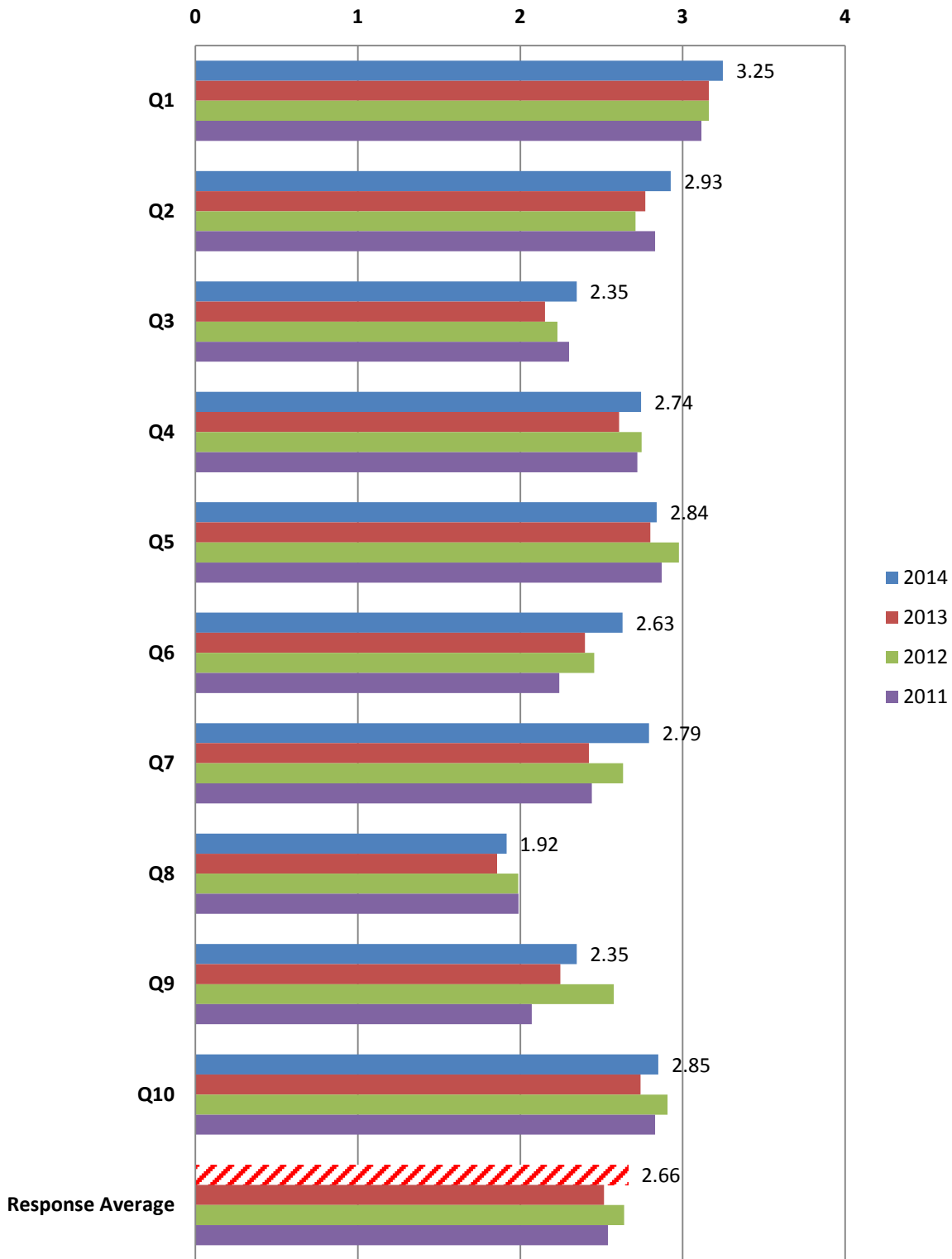
Mean Score of Responses - By Employee Classification

Section I: Our Mission

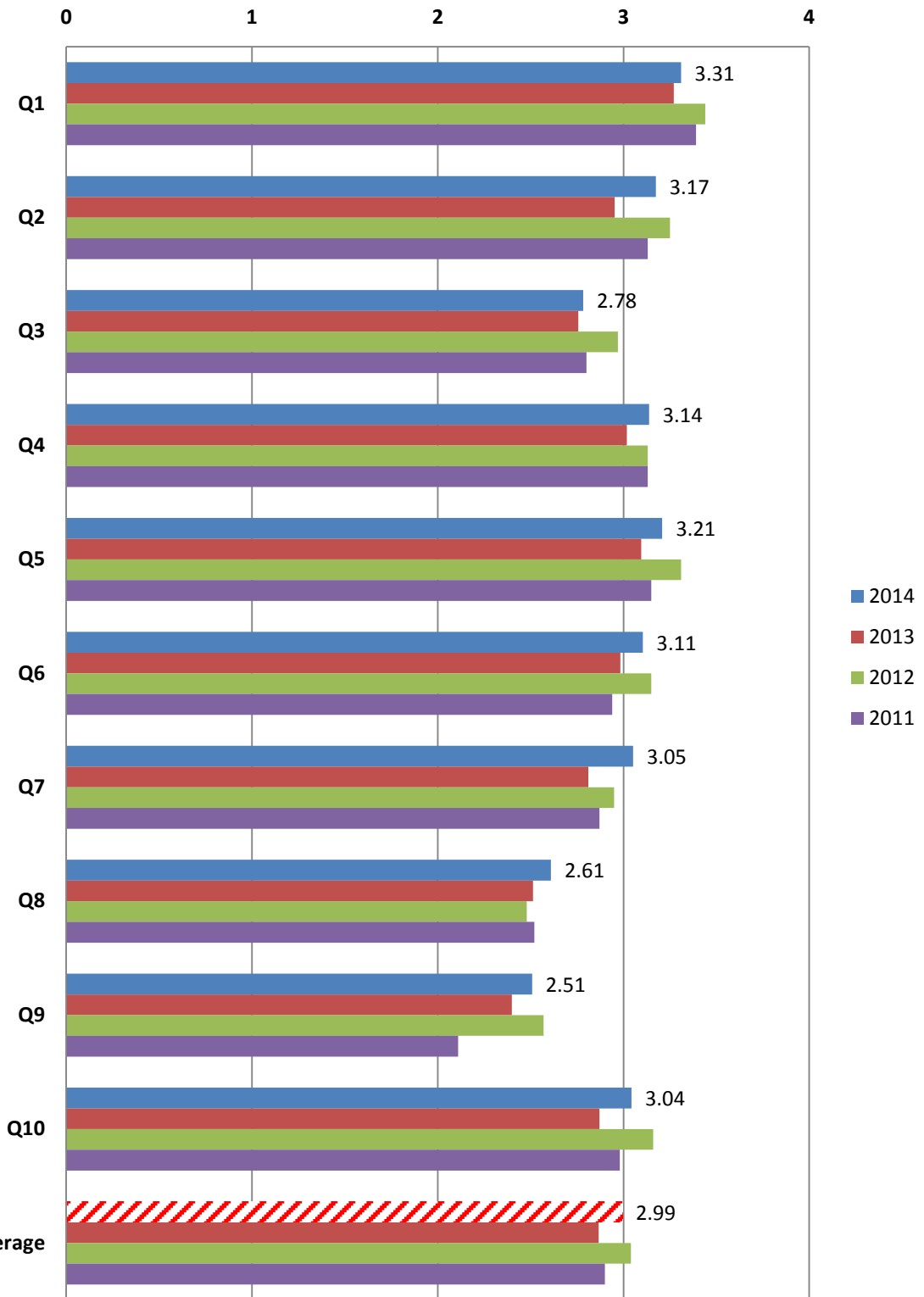
(0) - Strongly Disagree (1) – Disagree (2) – Neutral (3) – Agree (4) – Strongly Agree



Faculty - Full-Time Non Tenure Track



Staff

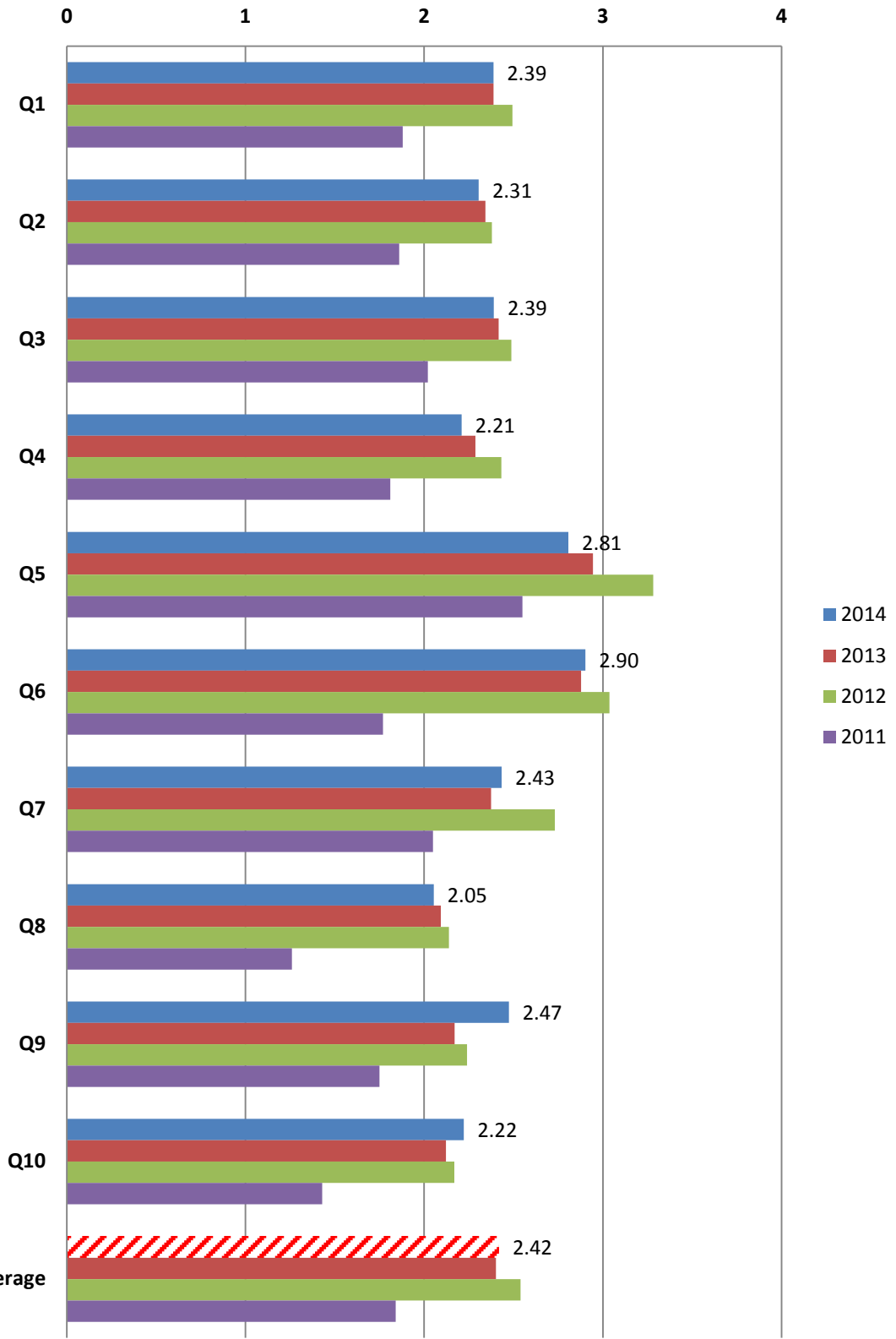


Section II: Our Attitudes about Stevens

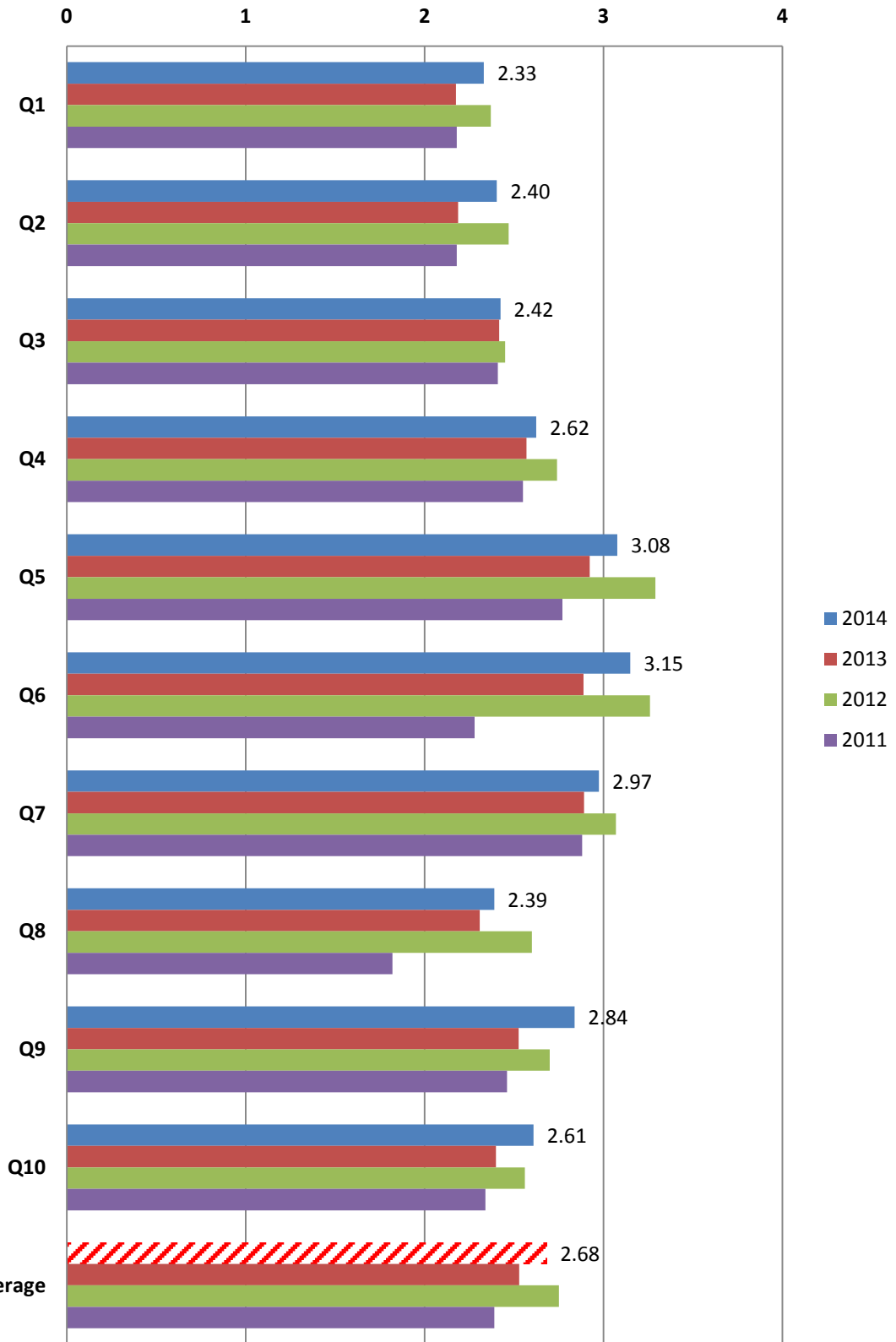
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Faculty - Full-Time Non Tenure Track

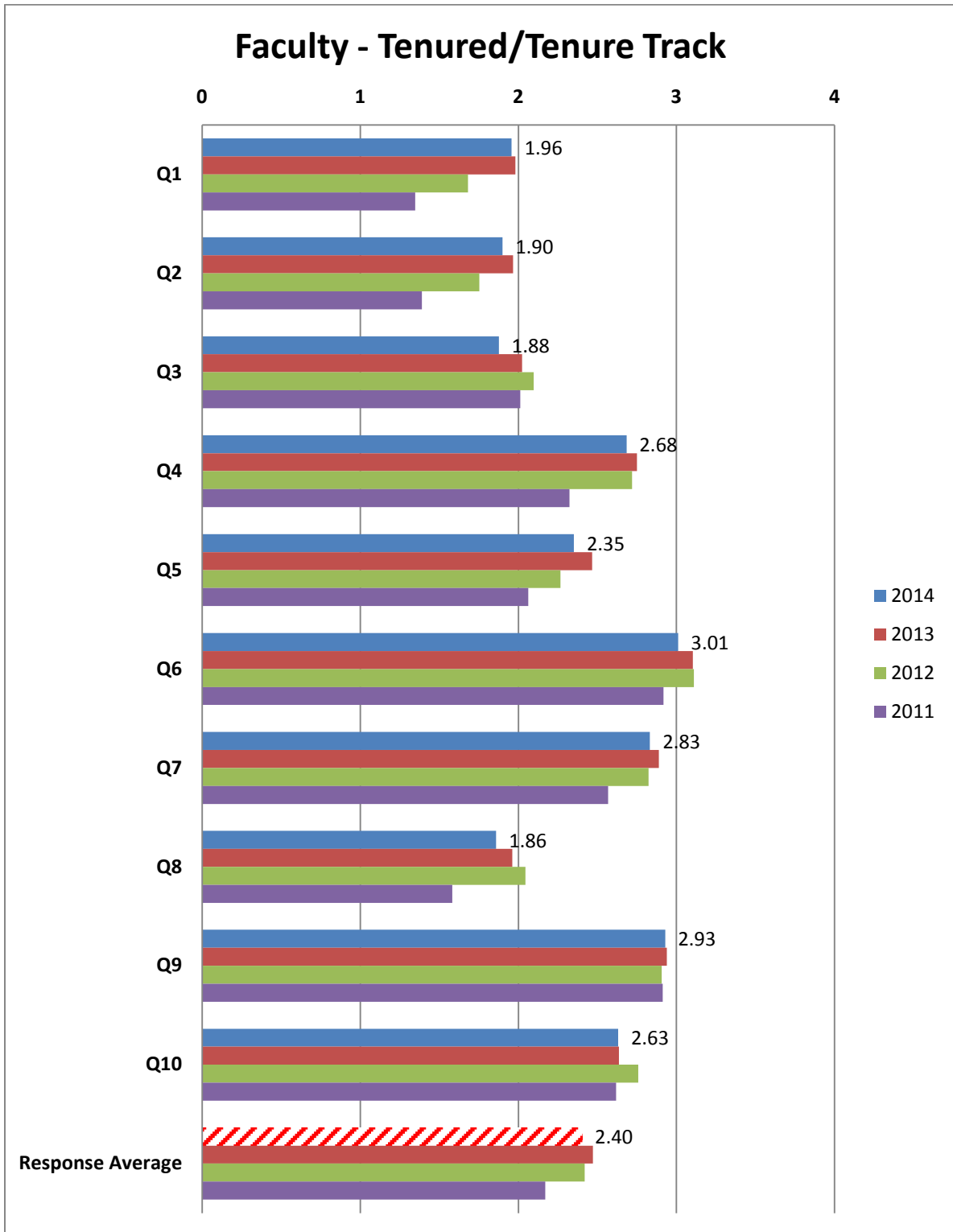


Staff

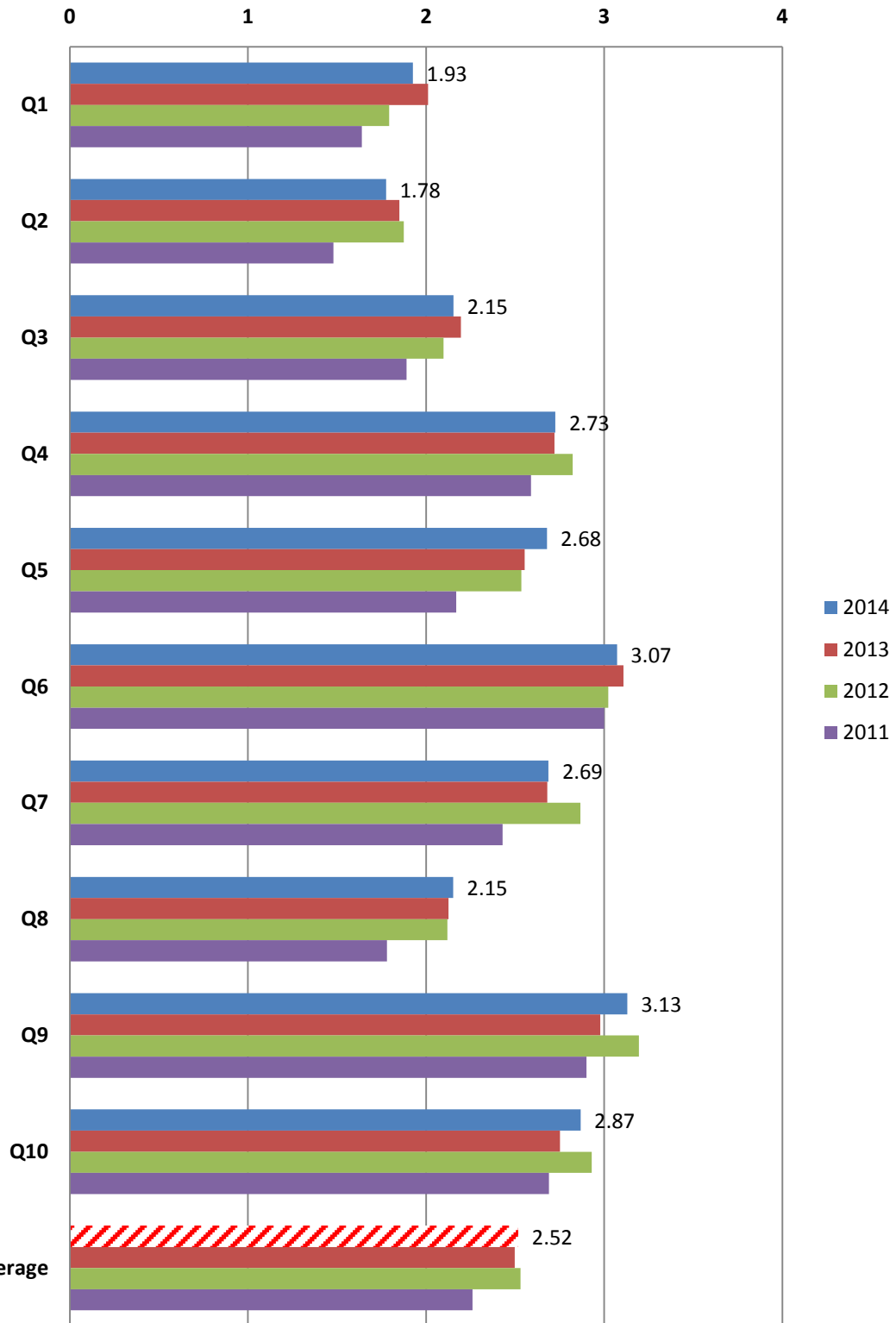


Section III: Our Working Environment

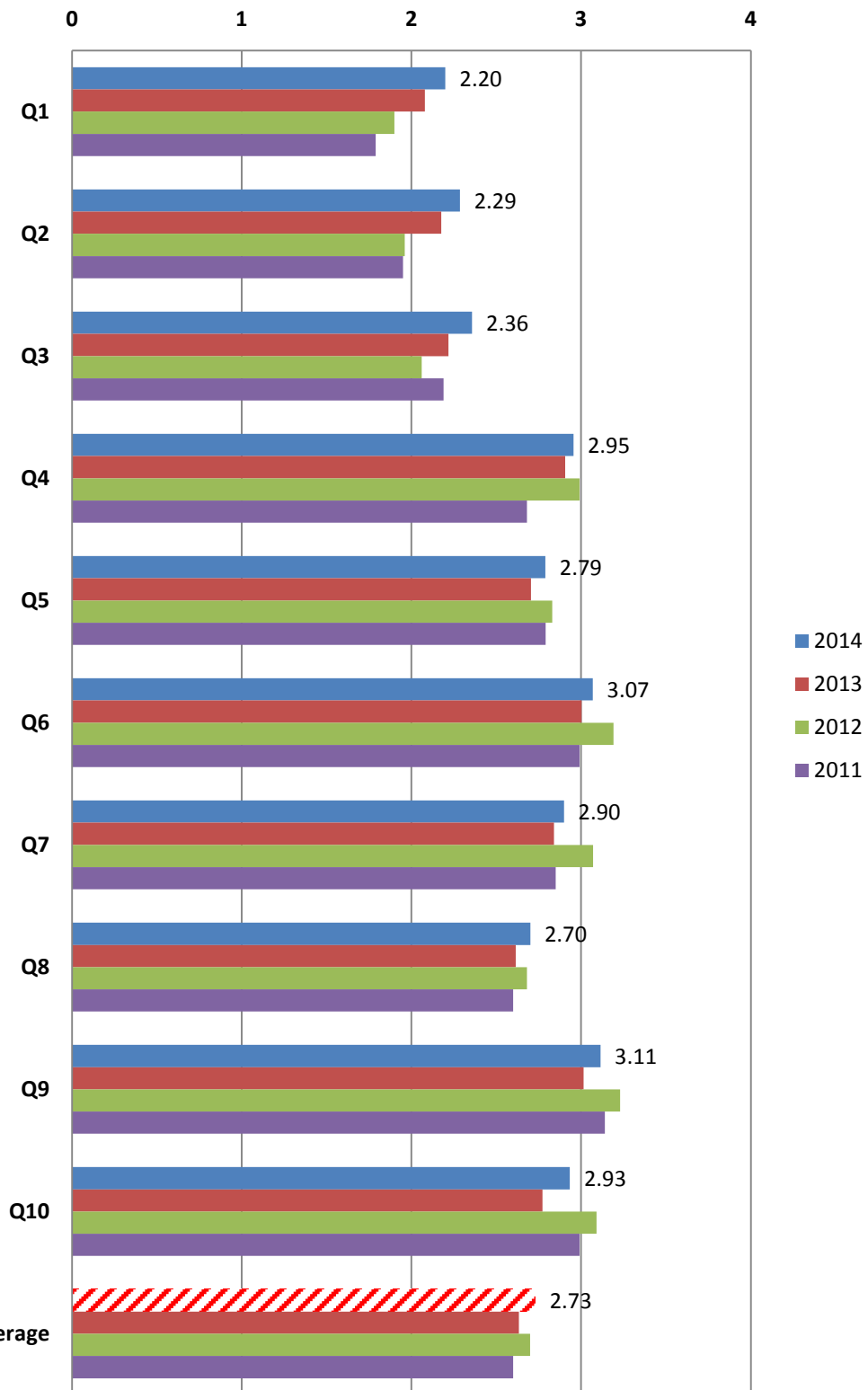
(0) - Strongly Disagree (1) - Disagree (2) - Neutral (3) - Agree (4) - Strongly Agree



Faculty - Full-Time Non Tenure Track



Staff



Part II:

Open Ended Question Summary Report

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

- Expand the number of classroom space presently available
- Evaluate class capacity and align with growth plans ensuring all students are adequately accommodated (classes are overcrowded and lack desk/workspace for all enrolled)
- Enhance system accessibility for faculty – grade entry, class lists
- Improve classroom scheduling
- Expand the number of faculty offices and remodel existing spaces
- Increase transparency in the tenure and promotion process
- Ensure a more equitable distribution of teaching loads among faculty
- Recognize “excellent teaching” in a way that is commensurate with research recognition and reward
- Assess current offerings and improve/eliminate courses where necessary to enhance instruction
- Increase focus on online programs to ensure market competitiveness

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

- Recruit expert faculty with proven research experience, engaged in their field and valuable Senior Scholars – provides national/global exposure
- Reduce teaching and advising loads of faculty focused primarily on research
- Increase access to funding opportunities – increase internal/external collaborations
- Increase available research budget
- Encourage collaboration among Schools and Centers – ensure uniformity of process
- Evaluate present Institute leadership structure – top heavy
- Update laboratory space and accompanying facilities

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

- Recruit excellent, highly qualified faculty
- Appropriately reward exceptional “teaching faculty”
- Establish a strong faculty development program
- Ensure progress towards the institutions strategic plan is clearly communicated to various stakeholders
- Increase the transparency in the decision making process - ensure accountability at all levels of administration
- Reduce the hiring of high priced administrative employees – invest to retain within, reevaluate upper management
- Improve collaboration across Schools, Departments, Programs – academic and administrative
- Strengthen industry relationships leading to research opportunities/funding
- Ensure adequate platforms are provided for staff feedback – survey is faculty not staff centric

4. What are the three strongest characteristics of Stevens?

- Attractive campus location - proximity to New York City, Washington D.C.
- Excellent academic reputation and long history of excellence
- Small size of the institution
- High quality, dedicated faculty – specifically “teaching faculty”
- Strong ROI – critical to perspective parents

5. What are the three weakest characteristics of Stevens?

- Overall lack of communication – academic, administrative, institute level
- Lack of vision and leadership on the department level
- Continued lack of transparency and accountability in decision making processes – top-down model
- Lack luster infrastructure – outdated, poorly maintained facilities in need of major improvements
- Low staff pay without alternative reward options