

**Interim Provost's Performance Survey Report**  
**2017-2018 Academic Year**

Faculty Senate Committee on Provost and Presidential Performance (CPPP)  
Senators: Brian Bellott, Virginia Boynton, Heather McIlvaine-Newsad, Mallory Sajewski, and  
Feridun Tasdan

Thank you to David Towers of CITR (Survey Creation and Distribution) and Annette Hamm  
(Survey Distribution and Office Support) for all their help.

**Executive Summary**

A survey was designed and administered by the Faculty Senate Committee on Provost and Presidential Performance (CPPP). A total of 200 faculty members completed the entire survey out of 509 eligible faculty members. This compares to 163 faculty members who completed the entire survey in 2017 out of 553 eligible faculty members. The respondents evaluated the Interim Provost's Overall Performance on a five-point rating scale at a mean value of 2.31 with a standard deviation of 1.44. This is a drop from 3.16 in Academic Year 2016-2017. They also rated the Interim Provost's performance in the areas of faculty relations, management, budget allocations, campus diversity, and shared governance. The respondents were also given the opportunity to comment on the Interim Provost's personnel and faculty relations, academic goals, and overall performance.

**Overview and Methodology**

The CPPP reduced the overall size of the survey in order to elicit more faculty participation. The CPPP will share the results of the survey with the Faculty Senate, the President, and the Interim Provost.

The survey was conducted online by emailing each eligible faculty member (509 invited) a web link to complete the survey. The survey ran from February 2<sup>nd</sup> to February 16<sup>th</sup>, and 39% of the faculty completed the survey. The rating scale was on a 1-5 scale where 1 was strongly disagree and 5 was strongly agree. The survey had a few additional options of No Basis for Response and Decline to Respond which are not included in the sample sizes which statistical analyses were performed.

**Demographic Overview<sup>1</sup>**

Of the total of 180 respondents who indicated their gender, 56% identified as man, 40% identified as woman, and 4% identified as other. Out of the 174 survey participants, 45% were

---

<sup>1</sup> The use of man and woman in this report is to remain consistent with the survey question "What is your gender?" According to the Williams Institute (2014), the terms male and female are commonly used over man and woman. <https://williamsinstitute.law.ucla.edu/wp-content/uploads/geniuss-report-sep-2014.pdf>

from the College of Arts and Sciences, 20% were from the College of Business and Technology, 14% were from the College of Education and Human Services, 16% were from the College of Fine Arts, 2% were from the University Libraries, and 3% identified as other. Of 184 participants who provided their years of service, 44% have been at Western Illinois University for 11-20 years, 26% for 6-10 years, 20% for more than 20 years, and 11% for 0-5 years. On frequency of interactions with the Interim Provost, 35% of respondents selected 1-

# Section 1: The Provost Performance Survey

Interim Provost Faculty Evaluation 2018

Interim Provost's Evaluation - Spring 2018 This confidential, secure online survey is being used to provide eligible faculty members opportunities for providing input regarding the performance of Interim Provost Neumann. The survey we are using this year is substantially shorter, with the expectation that faculty participation will increase. Click here to view information regarding confidentiality ([http://www.wiu.edu/university\\_surveys/faculty\\_survey\\_privacy.php](http://www.wiu.edu/university_surveys/faculty_survey_privacy.php)). The survey has been developed, administered, and will be analyzed by the Faculty Senate's Committee on Provost and Presidential Performance (CPPP). A report summarizing the responses to this survey will be provided to the Interim Provost and President, and will also be made available to the campus community through the Faculty Senate's website. For each of the following series of questions you will be asked to rate how effective Interim Provost Neumann has been in the current academic year (2017-2018) in performing various aspects of her responsibilities.

Shown below is a brief synopsis of the Interim Provost's evaluation of her goals and

Additional points:

Career and Internship fairs continue to expand. For example, this year a Teacher Education Career fair was held which provided a great venue for our students and various school districts to come together.

A “Success Coach” has been integrated into University Advising. This more intentional type of advising and connecting students with needed resources to help them be successful has

1. The Interim Provost effectively promotes an environment for excellence in **scholarship**.
  - 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
  
2. The Interim Provost effectively promotes an environment for excellence in **teaching and learning**.
  - 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
  
3. The Interim Provost effectively promotes policies **that support the mission of the university** (<http://www.wiu.edu/catalog/intro/values.php>) relative to long-term strategic planning.
  - 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
  
4. Overall, the Interim Provost fosters an academic environment that is

5. Overall, the Interim Provost fosters an academic environment that is **rewarding for students to learn.**
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
6. The Interim Provost effectively promotes policies that foster **the activities of your department or academic unit.**
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
7. The Interim Provost **manages the University's resources well.**
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
8. The Interim Provost effectively **promotes resource development for Academic Affairs.**
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
9. Overall, the Interim Provost **fosters faculty success.**
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond

10. The Interim Provost **fosters high academic standards** for students at Western Illinois University.

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

11. The Interim Provost **allocates resources so that your department or academic unit's faculty can accomplish their research mission.**

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

12. Regarding **faculty**, the Interim Provost's management practices promote **excellence.**

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

13. Regarding **faculty**, the Interim Provost's management practices promote **diversity.**

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

14. Regarding **staff**, the Interim Provost's management practices promote **excellence.**

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond



15. Regarding **staff**, the Interim Provost's management practices promote **diversity**.
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
16. The Interim Provost **ensures that university policies, procedures, and available resources are transparent to you**.
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
17. The Interim Provost is **responsive to your concerns**.
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
18. The Interim Provost provides **effective leadership in the area of international education**.
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond
19. The Interim Provost provides **effective leadership in the area of the Centennial Honors College**.
- 1=Strongly Disagree
  - 2
  - 3
  - 4
  - 5=Strongly Agree
  - No Basis for Response
  - Decline to Respond

20. The Interim Provost **supports faculty governance at all levels.**

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

21. The Interim Provost **consults the faculty adequately before making important decisions.**

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

22. The Interim Provost **makes effective administrative appointments.**

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

23. Overall, the Interim Provost is **highly effective at performing the duties of the Provost.**

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

24. Please provide additional comments or suggestions about the Interim Provost's performance

For purposes of data analysis, please provide the following demographic information.

1. What is your gender?<sup>2</sup>

- Man
- Woman
- Other

2. What is your academic unit?

- College of Arts and Sciences
- College of Business and Technology
- College of Education and Human Services

>>BDC /TT2 1 Tf 1.5 -1.15 Td (o)Tj /TT1 1 Tf ( )Tj /TT0 1 Tf 1.5 0 Td [O]2(t)-2(he)4(r)3( \_\_\_\_\_ )-10\_

# Section 2: Demographic Information

The data in the following section includes all answers submitted even if the user only completed portions of the survey. No Basis for Response and Decline to Respond were not included in the sample sizes on which statistical analyses were performed.

## 1. Completed the Survey:

#	Answer	%	Count
0	False	0.99%	2
1	True	99.01%	200
	Total	100%	202

## 2. What is your gender?<sup>3</sup>

#	Answer	%	Count
1	Man	55.56%	100
2	Woman	40.00%	72
3	Other	4.44%	8
	Total	100%	180

## 3. What is your academic unit?

#	Answer	%	Count
1	College of Arts and Sciences	44.83%	78
2	College of Business and Technology	20.11%	35
3	College of Education and Human Services	14.37%	25
4	College of Fine Arts and Communication	15.52%	27

4. Including this year, how many years of WIU service do you have?

#	Answer	%	Count
1	0-5 years	10.87%	20
2	6-10 years	25.54%	47
3	11-20 years	43.48%	80
4	more than 20 years	20.11%	37

# Section 3: Quantitative Data

The data in the following section includes all answers submitted even if the user only completed portions of the survey. No Basis for Response and Decline to Respond were not included in the sample sizes on which statistical analyses were performed.

1. The Interim Provost effectively promotes an environment for excellence in **scholarship**.

	1=Strongly Disagree	2	3	4	5=Strongly Agree	Mean	Standard Deviation	Total count
Number of people	68	36						
(Percentage of total)	(36.96%)	(4in957) 361Tj	0 Tc 0 Tw 1 0 Td	( )Tj	EMC /P <</MCID 121>>BDC	0.007 Tc	-0.007 Tw	-2.373 -1.947 T

4. Overall, the Interim Provost fosters an academic environment that is **rewarding for faculty work.**

	1=Strongly Disagree	2	3	4	5=Strongly Agree	Mean	Standard Deviation	Total count
Number of people	100	32	22	13	27	2.15	1.46	194
(Percentage of total)	(51.55%)	(16.49%)	(11.34%)	(6.70%)	(13.92%)			





11.

15. Regarding **staff**, the Interim Provost's management practices promote **diversity**.

19. The Interim Provost provides **effective leadership in the area of the Centennial Honors College.**

1=Strongly





“The time she wastes dealing with UPI issues has been distracting but she has handled it much better than many people and we should be thankful for her dedication.”

### **Faculty Support & Needs:**

21 respondents commented on issues pertaining to faculty support and needs.

- o 16 of those comments were negative.

“The Provost should be an advocate for the faculty in terms of their teaching load, research, and overall supports for productivity. With limited financial support and demands for cuts in our salary, it is not apparent.”

“The provost seems slow to respond to requests to fill positions that are desperately needed in some programs . . . while at the same seeming to be unresponsive to the need for support and valuing of faculty who are here now.”

- o 5 of those comments were positive.

“Provost Neumann has been very responsive to our academic department’s needs.”

“Interim Provost Neumann is a strong and effective advocate for faculty at campus events, Faculty Senate meetings, etc.”

### **Curriculum:**

14 respondents commented on curricular issues.

- o All 14 of those comments were negative.

“It is clear that this Interim Provost has an agenda at odds with providing a traditional university-level education for students, which results in a fundamental divide between faculty and administrative personnel.”

“There is a perceived conflict of interest regarding the interim provost and the direct and indirect relationships with the College of Business and Technology.”

### **Communication:**

14 respondents commented on the Interim Provost’s communication.

- o 11 of those comments were negative.

“I have found the Provost to be resistant to listening and talking through issues with faculty. There appears to be no attempt to compromise or find common ground.”

“The Interim Provost has not made any attempt whatsoever to meet with campus faculty in their own environment to understand their concerns, circumstances, and challenges better.”

“All interactions have lacked transparency.”

- o 2 of those comments were positive.

“She listens to the faculty.”

“Maintains open communication. Always willing to listen to concerns.”

- o 1 of those comments was neutral.

“I perceive no communication or coordination with faculty. To be fair, some faculty and chairs say that the Provost can be reasonable and honest. I have not requested a one on one meeting with her.”

**Morale & Work Environment:**

13 respondents commented on faculty morale and work environment.

- o All 13 of those comments were negative.

“Morale among faculty is the lowest I have experienced anywhere. The faculty feel threatened rather than valued.”

“Discontent among faculty is at an all-time low over the many years I have been here.”

“The negative environment has only worsened in the past year.”

Inan << 1.15 0 Td Tw 1T1 1 (y)16( )-20j ET2-0 0 14.04tn <<BT /TT1.04/TT1.04/Tste f:

20 respondents commented on issues related to programs and the purpose of a university education.

- o All 20 of those comments were negative.

- “The Interim Provost does not seem to have a firm vision of the overall goal of a



o

- “As for recruitment, we are limited given that we have not realized the vision and mission set forth in the strategic plan and have not set up mechanisms to really implement those. “

3 references to **enrollment**

- “The Interim Provost's highest priority should be the increase the rapidly declining enrollment at WIU. There is nothing more important than this.”

## **Performance:**

5 direct references to **performance**

- All of them were negative.
- “If the qualitative and quantitative evidence of my performance equaled that of the Interim Provost, I would not expect to make the salary she makes, nor would I expect to retain my job.”

7 direct references to the Interim Provost doing an **excellent** job.

- “Doing an excellent job. Fair person who has been a faculty member and understands their needs.”

Many additional comments on the performance of the Interim Provost with respect to current challenges faced by WIU.

- “I think the Provost does the best she can with the current environment at WIU and higher education.”

6 results for the word **vision**

- All of the quotes refer to the lack of a sound vision for the university and the missed opportunity for crafting a strong vision during crisis.
- “I think we have done some nice things to increase our visibility in some areas of the State, we have missed opportunities in others such as the Springfield area, but the thing we are most missing is a mechanism, a plan with a vision for implementation, to meet the challenges of the ever changing landscape of higher education. For all these reasons, I am highly concerned about the future of WIU. We need a leadership that will take the bull by the horns and work with Departments to develop a mechanism that will allow us to achieve the vision and mission we have stated and that will work to promote a positive morale across campus - a morale that will encourage faculty and that will translate into a positive experiences for our students.”