THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION
ITEM FOR INFORMATION

Subject: Administration Evaluation Committee's Results

The faculty of the University of Michigan at Ann Arbor and Dearborn recently carried out the fourth annual web-based evaluation of administrators, including a survey on a variety of general administration issues. We summarize here the final results for all general administration issues and for the evaluation of the President. You can find the full Administration Evaluation Committee's (AEC) results on the web at http://aec.umich.edu. We restrict the results reported here to responses from participating Ann Arbor & Dearborn faculty (30% of those eligible responded). The possible responses to the multiple choice questions were Strongly Agree(SA), Agree(A), Neutral(N), Disagree(D), Strongly Disagree(SD), and No Basis for Judgment(NBJ). Below are results on Ann Arbor campus general administration issues, with the number of respondents and percentage of NBJ responses given in parentheses. The SA/A and D/SD responses have been grouped here for greater clarity.

	Agree (%) [SA+A]	Disagree(%) [D+SD]	Neutral(%) [N]
Q1: A policy should be put in place requiring that elected UM faculty representatives be consulted early in the planning of any major construction projects, including those for sports facilities. (620, NBJ = 4%)	70.5	13.4	12.1
Q2: My needs are addressed in the current design of the Blue Cross plans (including the Premier Plan) that replace M-Care. (621, NBJ=15%)	39.6	20.5	24.8
Q3: After the November 2006 vote on affirmative action, the faculty at my college or school were consulted prior to revising admissions procedures. (618, NBJ=34%)	19.6	37.7	9.2
Q4: The faculty at my college or school were consulted in designing the web-based student evaluations of instructors that will be implemented in Winter 2008. (616, NBJ=40%)	5.7	46.8	7.6
Q5: Elected faculty representatives should have oversight of academic course selections by student athletes in revenue-generating sports. (619, NBJ=17%)	43.6	18.9	20.0
Q6: Elected faculty representatives should constitute the majority on search committees for chairs, deans, and executive officers. (619, NBJ=5%)	61.1	17.1	16.6
Q7: In my experience, university administrators consistently follow established rules and policies. (619, NBJ=14%)	42.5	22.5	21.2
Q8: The ratio of administration resources to faculty resources at the U-M is reasonable. (620, NBJ=17%)	21.5	45.0	16.1

The responses to Q1 and Q6 indicate a very strong desire among responding faculty for more say in the shared governance of the University. Responses to Q5 suggest a similar desire for more faculty oversight of student athlete curriculum choices. Responses to Q2 and Q7 indicate satisfaction with the MCare replacements and with administrative adherence to rules. Responses to Q3 and Q4 suggest some dissatisfaction with the degree of faculty consultation on important academic issues. Responses to Q8 indicate dissatisfaction with resources devoted to administration. Below are Ann Arbor and Dearborn responses to questions concerning President Coleman:

	Agree (%) [SA+A]	Disagree(%) [D+SD]	Neutral(%) [N]
Q1: Actively promotes an environment for scholarly excellence (636, NBJ=8%)	62.9	13.0	16.4
Q2: Actively promotes an environment for teaching excellence (634, NBJ=10%)	54.4	13.4	21.9
Q3: Consults the faculty adequately before making important decisions (634, NBJ=20%)	16.4	41.0	22.6
Q4: Makes excellent administrative appointments (635, NBJ=17%)	36.7	22.0	24.4
Q5: Effectively represents the interests of the university to the Regents and state officials (634, NBJ=17%)	54.9	13.1	15.0
Q6: Is attentive to long-term, strategic issues that affect the university (635, NBJ=8%)	56.5	20.6	14.8
Q7: Successfully raises funds to support the mission of the university (636, NBJ=16%)	65.3	5.7	13.5
Q8: Inspires confidence in leadership overall (635, NBJ=4%)	53.2	24.4	18.6

The responses above suggest strong overall faculty satisfaction with President Coleman's performance. The number of faculty agreeing or strongly agreeing with each statement outweigh those disagreeing or strongly disagreeing in every category except one (Q3). The asymmetry is most pronounced for Q7 concerning successful fund-raising, for which agreeing faculty outnumber disagreeing faculty by more than 11 to 1.

The anomalous responses to Q3 (consultation of faculty) merit attention, however. Inadequate consultation of the faculty is a recurring sentiment seen in evaluations of many other individual administrators, particularly at the level of Dean or higher (Q3 median responses lower than for most other questions), a pattern seen in previous years, too. The percentage of responding faculty who are unhappy with the degree of consultation by the President rose from last year's 28% to 41% this year. The issue of faculty consultation by the administration will be addressed more fully in a future report.We welcome any questions or comments you may have about this survey.

(Submitted February, 2008)

Regents' Bylaw 4.04. The Senate Assembly shall serve as the legislative arm of the senate…The assembly shall have power to consider and advise regarding all matters within the jurisdiction of the University Senate which affect the functioning of the University as an institution of higher learning, which concern its obligations to the state and to the community at large, and which relate to its internal organization insofar as such matters of internal organization involve general questions of educational policy.