

Provost's Performance Survey Report 2020-2021 Academic Year

**Faculty Senate Committee on Provost and Presidential Performance (CPPP)
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We would like to thank Deborah Kepple-Momros at the Office of Assessment, Accreditation & Strategic Plan (Survey Creation and Distribution) and Jeremy Merritt at University Technology (Survey Distribution) 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 130 faculty members completed the entire survey out of 414 eligible faculty members. In the 2020 evaluation, 137 eligible faculty out of 434 completed the survey. The respondents evaluated the Provost's Overall Performance on a five-point rating scale at a mean value of 3.64, with a standard deviation of 1.33 (out of N=107 valid respondents). This is a decrease in the mean approval rating in Academic Year 2020–2021 compared to the mean approval rating (3.69) in the previous year. They also rated the Provost's performance in the areas of the campus environment, student success, academic goals, use of university resources, and personnel-faculty relations. The respondents were also given opportunities to comment on Interim Provost Clow's performance. The comments provided are summarized at the end of the report, and representative comments are shown.

Overview and Methodology

The CPPP used the same survey that was administered during the 2019–2020 evaluation period. The CPPP will share the survey results with the Faculty Senate, the President, and the Board of Trustees.

The survey was conducted online by emailing each eligible faculty member (414 invited) a web link to complete the survey. The survey ran from February 1 to February 28, 2021, and 31.4% 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 on which statistical analyses were performed.

Demographic Overview

- Of the total of 101 respondents who indicated their gender, 62 (61.39%) identified as men, 37 (36.63%) identified as women, 2 (1.98%) identified as other.
- Out of the 103 survey participants who indicated their academic unit, 38 (36.89%) were from the College of Arts and Sciences, 20 (19.42%) were from the College of Business and Technology, 12 (11.65%) were from the College of Education and Human Services, 27 (26.21%) were from the College of Fine Arts and Communication, 6 (5.83%) were from the University Libraries, and 0 (0.00%) identified as other.
- Of 104 participants who indicated their faculty units, 88 (84.62%) were from Unit A and 16 (15.38%) from Unit B.
- Of 103 participants who provided their years of service, 50 (48.64%) have been at Western Illinois University for 11–20 years, 21 (20.39%) for more than 20 years, 18 (17.48%) for 0–5 years, and 14 (13.59%) for 6–10 years.
- On the frequency of interactions with the Interim Provost, Dr. Clow, 36 (34.62%) of respondents selected 1–3 times a year, 34 (32.69%) selected 1–3 times a semester, 18 (17.31%) selected 1–3 times a month, 14 (13.46%) selected never, and 2 (1.92%) selected 1–3 times a week.
- Of the 105 survey participants who responded which campus is their primary workplace, 100 (95.24%) primarily work on the Macomb campus, and 5 (4.76%) primarily work on the Quad Cities campus.

Significant Statistical Findings

All survey questions have mean scores that range between 3.98 (highest) and 2.92 (lowest). In all questions except Question ID 14 and Question ID 24, 5 (Strongly Agree) received the highest frequency of ratings (1 to 5). The following survey questions are listed according to their mean scores. For the survey questions with high mean scores, 5 (Strongly Agree) and 4 (Agree) are used to list the percentages of approval ratings. On the contrary, for the survey questions with low mean scores, 2 (Disagree) and 1 (Strongly disagree) are used to list the percentages of approval ratings.

Five Survey Questions with High Mean Scores (From High to Low)

- QID6 – 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.
 - Mean Score=3.98, Standard Deviation=1.20
 - 69.5% (73 respondents out of 105) marked 4 (Agree) or 5 (Strongly Agree).
- QID5 – Interim Provost Clow effectively promotes an environment for excellence in teaching and learning.
 - Mean Score=3.89, Standard Deviation=1.19
 - 67.3% (72 respondents out of 107) marked 4 (Agree) or 5 (Strongly Agree).

- QID8 – Overall, Interim Provost Clow fosters an academic environment that is rewarding for students to learn.
 - Mean Score=3.89, Standard Deviation=1.19
 - 69.5% (73 respondents out of 105) marked 4 (Agree) or 5 (Strongly Agree).

- QID16 – Regarding faculty, Interim Provost Clow’s management practices promote diversity.
 - Mean Score=3.76, Standard Deviation=1.35
 - 67.1% (57 respondents out of 85) marked 4 (Agree) or 5 (Strongly Agree).

- QID4 – Interim Provost Clow effectively promotes an environment for excellence in scholarship.
 - Mean Score=3.71, Standard Deviation=1.28
 - 63.7% (65 respondents out of 102) marked 4 (Agree) or 5 (Strongly Agree).

Five Survey Questions with Low Mean Scores (From High to Low)

- QID21 – Interim Provost Clow provides effective leadership in the area of international education.
 - Mean Score=3.32, Standard Deviation=1.43
 - 31.7% (20 respondents out of 63) marked 2 (Disagree) and 1 (Strongly Disagree)

- QID9 – Interim Provost Clow effectively promotes policies that foster the activities of your department or academic unit.
 - Mean Score=3.23, Standard Deviation=1.49
 - 34.7% (35 respondents out of 101) marked 2 (Disagree) and 1 (Strongly Disagree)

- QID25 – Interim Provost Clow makes effective administrative appointments.
 - Mean Score=3.22, Standard Deviation=1.53
 - 35.6% (26 respondents out of 73) marked 2 (Disagree) and 1 (Strongly Disagree)

- QID24 – Interim Provost Clow consults the faculty adequately before making important decisions.
 - Mean Score=2.97, Standard Deviation=1.53
 - 42.4% (39 respondents out of 92) marked 2 (Disagree) and 1 (Strongly Disagree)

- QID14 – Interim Provost Clow allocates resources so that your department or academic unit’s faculty can accomplish their research mission.
 - Mean Score=2.92, Standard Deviation=1.60
 - 46.9% (46 respondents out of 98) marked 2 (Disagree) and 1 (Strongly Disagree)

Section 1: The Survey Administered

Interim Provost Dr. William Clow Evaluation - Spring 2021

This confidential, secure online survey is being used to provide eligible faculty members opportunities for providing input regarding the performance of Interim Provost Dr. William Clow. This year's provost survey is the same as last year. 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 Board of Trustees and discussed with the Provost by the CPPP. It will also be made available to the campus community through the Faculty Senate's website. The Provost will be invited to write a response to the evaluation, which will be posted to the Faculty Senate website, and to address the Senate. For the following series of questions, you will be asked to rate how effective Interim Provost Dr. Clow has been in the current academic year (2020–2021) in performing various aspects of his responsibilities.

Click here to view information regarding confidentiality
(http://www.wiu.edu/university_surveys/faculty_survey_privacy.php).

Interim Provost Dr. William Clow Self Evaluation - Spring 2021

Below is a brief synopsis of Interim Provost Dr. William Clow's evaluation of his initiatives and accomplishments from the academic year 2020–2021. Please review this synopsis prior to evaluating Dr. Clow's performance as the Interim Provost.

William T. (Billy) Clow
2020 Self Evaluation
Interim Provost and Academic Vice President
11 January 2021

Looking back on the previous 12 months, it is still somewhat of a blur. The year began with promise as enrollments were looking up and plans laid forth were beginning to take shape. In late February and early March ongoing conversations were suggesting the COVID virus could greatly impact the coming months. However, few of us knew the full impact the virus would have upon us in those early days. As we navigated the waters of state and federal guidelines, recommendations, and science, we charted a course that allowed us to move forward as best we could while still working to deliver the promise of providing educational opportunity.

I believe we, the university, handled this as well as could be expected and, frankly, better than a number of institutions across the country.

While we continue to deal with the consequences of COVID-19, I am proud of what Western Illinois University has done to ensure the safety of all-- we have protected our people and provided for our students as well.

During the year I concentrated on a number of goals across Academic Affairs. I worked to unify an academic team fractured by budgetary chaos and change. We work together toward common goals now as a team rather than competing individual areas or on our own individual opportunities. I strongly believe team members should be allowed to do their jobs in ways that give them the opportunity to showcase their abilities and I work through mentoring, not managing. I believe in working across all areas of the university collegially and with mutual collaboration. Even when full consensus is not achievable, we must continue to work together for the whole. Again, I work collegially, and I do so across all areas of the institution. That being said, I have continued to work to become more open and more communicative across the entire Academic Affairs division. While we still have a number of opportunities or processes where we can become more efficient, responsive, and timely, I believe "process" still matters—and process starts with the relentless commitment to communication.

I try to approach each opportunity with enthusiasm, flexibility, creativity. I love my job(s) and approach each day with these feelings and with a set of ideals. I continue to work toward a balance of changing processes, rules, opportunities, and ways of approaching possibilities with as much historical knowledge as possible. If I do not know it, I seek it out. We arrived at this moment because of the choices we made before—last week, last month, or last year. Those decisions help to inform us of what comes next.

Working as a team, we managed to increase first year enrollments, retention and persistence, and transitioned to a fully online and now modified hybrid model of curriculum delivery. In

spite of unforeseen challenges, we continued to review curriculum, bring new programs to life and never stopped looking to our future.

I believe in Western. I wholeheartedly support my team, my faculty, my students, and my administration. While I may not always agree with every particular decision or circumstance, I am always open to work for change and growth where possible and believe that we must stand by it when we say it, “We Are All Leathernecks”.

The road before us is not simply changing, it is mutating. We have a responsibility to seek a new vision, a new path, a new commitment to providing the finest educational opportunities to the most folks that we can. We should strive to provide opportunities to those who need it most—that is, those who do not have access, those who need support, those who simply need the opportunity to prove that they too are worthy of our complete commitment to their educational success. We have lots of work to do moving forward, but I believe in the commitment to public higher education and the promise it makes for a better future. Thank you for your support these past two years as I had the honor of serving as Interim Provost and Academic Vice President. It has truly been a privilege to be afforded this opportunity.

Selected Accomplishments

Member of the University COVID team

Member Presidents Cabinet

Member of President’s Leadership Team

Successful Reorganization of the Provost Office

Office of Distance Education and Support Reorganization

 Implemented Director Search

 Implemented Technical Support Position Search

 Completed Instructional Designer Search

Quad Cities Coordinating Committee

 Established Committee Assignments

Office of Assessment, Accreditation and Strategic Planning

 Established Director and Organizational Structure

CT Vivian Diversity Teaching Scholars Program

 Revised and reinstated CT Vivian Scholars Program

Highlands College/Teacher Education MOU

 Led the way in the creation of the MOU recently ratified by the Highlands Community College Board of trustees.

Higher Learning Commission

 Worked through Academic Affairs to ensure readiness of all reports and provide support for the team in preparation for the March 2021 HLC visit

Arlington and Arlene Seymour Center for Rural Education Advocacy, Policy, and Research

 Supported efforts to establish the Center and advocate for teacher education

Supported efforts to establish the Black Faculty and Staff Council.

Launched the Ethnic, Racial and Gender Studies Task Force
Supported the Revisions to the Military Service Policy
Continued support for the Provost Faculty Awards for Excellence
Distinguished Faculty Lecture
New Student Convocation
Virtual Commencement Coordination (Through Office of the Registrar)

Curricular Accomplishments

New Majors:

B.S.Ed. in Educational Studies
M.A.T. in Alternative Teaching Licensure
B.S. in Geographic Information Science
M.A. in Geography changed to M.S. in GIScience and Geoenvironment

New Minors:

Minor in Educational Studies
Minor in Cannabis Production
Minor in Cannabis and Culture (interdisciplinary)
Minor in Emergency Management - Operational
Minor in Emergency Management - Tactical
Minor in American Sign Language
Minor in Youth Leadership
Minor in Computer Science Education

Minors in Phase Out:

B.S. in Hospitality Management
Minor in Emerging Design Technologies
Minor in Instructional Design
Minor in Graphic Communication
B.S. in Graphic Communication
B.A. in Interdisciplinary Studies
B.S. in Apparel and Textile Merchandising
Minor in Apparel and Textile Merchandising

Reaccreditation

AACSB – College of Business and Technology
ABET
CACREP – Extended through 21-22
NC Sara
NASM

Successful Program Review

M.S.Ed. in Educational Leadership
Ed.S. in Educational Leadership
Ed.D. in Educational Leadership
B.S.Ed. in Special Education
M.S.Ed. in Special Education
B.S.Ed. in Elementary Education
M.S.Ed. in Curriculum and Instruction
B.S. in Physical Education
M.S.Ed. in Reading
B.A. in English
M.A. in English
B.S. in Mathematics
M.S. in Mathematics
M.A. in Museum Studies
B.S. in Exercise Science
M.S. in Kinesiology
B.A. in Religious Studies
B.S. in Emergency Management
B.A. in Economics
B.B. in Management
Master of Business Administration
B.B. in Supply Chain Management
B.B. in Accountancy
Master of Accountancy
B.B. in Economics
B.B. in Finance
B.B. in Human Resource Management
B.B. in Marketing

Supported Faculty Searches and Hires Unit A and Unit B

Worked to support spending approval revisions for Department/Programs and Colleges giving responsibility to those making the decisions

Significant budget engagement in support of Academic Affairs

Engaged and Revised Illinois Innovation Network Team (IIN)

Co-Project Manager for WIU in the reengagement for the Center for Performing Arts project with the State of Illinois Construction Development Board (CDB)

Serving as lead Western representative on Arts in Architecture projects with CDB including:

The Center for Performing Arts

Memorial Hall

The Quad Cities Riverfront and Phase Two Projects

Established plans for filling current leadership openings in the Chair/Director ranks

Established the Provost and Chair/Director representative Council

Served as Mentor in Leadership Training for the International Council of Fine Arts Deans

Coordinated the Cares Act Laptop Faculty project

Successful Administrative Appointments

Associate Provost of Undergraduate and Graduate Studies
Dean, College of Education and Human Services
Interim Dean, College of Business and Technology
Director, Center for Global Studies
Interim Director, Centennial Honors College
Interim Director University Libraries
Director, School of Education
Director, School of Marketing and Management
Director, School of Music
Interim Chair, Department of English
Chair, Department of Mathematics and Philosophy

Taught THEA 550 Graduate Design Fall Semester 2020
(Face-to-Face Delivery)
Established Protocol for Adjunct hiring requests
Worked to Streamline Faculty Hiring requests
Established Prior Years of Service MOA with UPI
Revised Consolidated Annual Review Process (Ongoing)
Revised New Program Proposal process
Community Engagement
 Macomb Choir Boosters
 Macomb Band Boosters
 Bomber Booster Club
 Volunteer Auctioneer Macomb Choir Boosters Desert Auction
 Tri State Public Radio Membership Drives
 Performing Arts Society

Section 2: The Survey Questions

The following questions were used in the survey.

Please find below the evaluation questions for former Interim Provost Dr. William Clow's performance.

QID4 – Interim Provost Clow effectively promotes an environment for excellence in scholarship.

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

QID5 – Interim Provost Clow 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

QID6 – 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

QID7 – Overall, Interim Provost Clow fosters an academic environment that is rewarding for faculty work.

- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree

- No Basis for Response
- Decline to Respond

QID8 – Overall, Interim Provost Clow 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

QID9 – Interim Provost Clow 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

QID10 – Interim Provost Clow manages the University's resources well.

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

QID11 – Interim Provost Clow effectively promotes resource development for Academic Affairs.

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

QID12 – Overall, Interim Provost Clow fosters faculty success.

- 1=Strongly Disagree
- 2
- 3

- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID13 – Interim Provost Clow 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

QID14 – Interim Provost Clow 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

QID15 – Regarding faculty, Interim Provost Clow's management practices promote excellence.

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

QID16 – Regarding faculty, Interim Provost Clow's management practices promote diversity.

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

QID17 – Regarding staff, Interim Provost Clow’s management practices promote excellence.

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

QID18 – Regarding staff, Interim Provost Clow’s management practices promote diversity.

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

QID19 – Interim Provost Clow 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

QID20 – Interim Provost Clow is responsive to your concerns.

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

QID21 – Interim Provost Clow 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

QID22 – Interim Provost Clow 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

QID23 – Interim Provost Clow supports faculty governance at all levels.

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

QID24 – Interim Provost Clow consults the faculty adequately before making important decisions.

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

QID25 – Interim Provost Clow makes effective administrative appointments.

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

QID26 – Overall, Interim Provost Clow 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

QID27 – Please provide additional comments or suggestions about Interim Provost Clow’s performance regarding personnel and faculty relations.

QID28 – Please provide additional comments or suggestions about Interim Provost Clow’s performance regarding academic goals.

QID29 – Please provide additional comments or suggestions about Interim Provost Clow’s overall performance.

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

1. What is your gender?¹

- 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
- College of Fine Arts and Communication
- University Libraries
- Other _____

3. With which faculty unit are you affiliated?

- Unit A
- Unit B

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

- 0–5 years
- 6–10 years
- 11–20 years
- more than 20 years

5. How often do you have interaction with the Interim Provost?

- 1–3 times a week
- 1–3 times a month
- 1–3 times a semester
- 1–3 times a year
- Never

6. On which campus do you primarily work?

- Macomb
- Quad Cities

Thank you for taking the time to provide confidential input regarding the performance of the Interim Provost Dr. William Clow in the academic year 2019–2020. Click on the Next button to complete the survey. Once you click the Next button you will not be able to return to previous pages or restart the survey.

¹ This question is verbatim from the survey sent to faculty. The question was not changed to reflect how each survey respondent answered the question as asked.

Section 3: Statistical Findings

QID4 - Interim Provost effectively promotes an environment for excellence in scholarship.

		Value	Count	Percent
N	Valid		102	70.83%
	Missing		42	29.17%
Central Tendency and Dispersion	Mean		3.71	
	Standard Deviation		1.28	
Labeled Value	1	1 = Strongly Disagree	10	9.80%
	2	2	8	7.84%
	3	3	19	18.63%
	4	4	30	29.41%
	5	5 = Strongly Agree	35	34.31%

QID5 - Interim Provost effectively promotes an environment for excellence in teaching and learning.

		Value	Count	Percent
N	Valid		107	74.31%
	Missing		37	25.69%
Central Tendency and Dispersion	Mean		3.89	
	Standard Deviation		1.19	
Labeled Value	1	1 = Strongly Disagree	8	7.48%
	2	2	4	3.74%
	3	3	23	21.50%
	4	4	29	27.10%
	5	5 = Strongly Agree	43	40.19%

QID6 - Interim Provost Clow effectively promotes policies that support the mission of the university (<http://www.wiu.edu/catalog/intro/values.php>) relative to long-term strategic planning.

		Value	Count	Percent
N	Valid		105	72.92%
	Missing		39	27.08%
Central Tendency and Dispersion	Mean		3.98	
	Standard Deviation		1.20	
Labeled Value	1	1 = Strongly Disagree	7	6.67%
	2	2	5	4.76%
	3	3	20	19.05%
	4	4	24	22.86%
	5	5 = Strongly Agree	49	46.67%

QID7 - Overall, Interim Provost Clow fosters an academic environment that is rewarding for faculty work.

		Value	Count	Percent
N	Valid		107	74.31%
	Missing		37	25.69%
Central Tendency and Dispersion	Mean		3.54	
	Standard Deviation		1.44	
Labeled Value	1	1 = Strongly Disagree	16	14.95%
	2	2	9	8.41%
	3	3	23	21.50%
	4	4	19	17.76%
	5	5 = Strongly Agree	40	37.38%

QID8 - Overall, Interim Provost Clow fosters an academic environment that is rewarding for students to learn.

		Value	Count	Percent
N	Valid		99	68.75%
	Missing		45	31.25%
Central Tendency and Dispersion	Mean		3.89	
	Standard Deviation		1.19	
Labeled Value	1	1 = Strongly Disagree	6	6.06%
	2	2	6	6.06%
	3	3	22	22.22%
	4	4	24	24.24%
	5	5 = Strongly Agree	41	41.41%

QID9 - Interim Provost Clow effectively promotes policies that foster the activities of your department or academic unit.

		Value	Count	Percent
N	Valid		101	70.14%
	Missing		43	29.86%
Central Tendency and Dispersion	Mean		3.23	
	Standard Deviation		1.49	
Labeled Value	1	1 = Strongly Disagree	19	18.81%
	2	2	16	15.84%
	3	3	19	18.81%
	4	4	17	16.83%
	5	5 = Strongly Agree	30	29.70%

QID10 - Interim Provost Clow manages the University's resources well.

		Value	Count	Percent
N	Valid		84	58.33%
	Missing		60	41.67%
Central Tendency and Dispersion	Mean		3.56	
	Standard Deviation		1.32	
Labeled Value	1	1 = Strongly Disagree	11	13.10%
	2	2	4	4.76%
	3	3	22	26.19%
	4	4	21	25.00%
	5	5 = Strongly Agree	26	30.95%

QID11 - Interim Provost Clow effectively promotes resource development for Academic Affairs.

		Value	Count	Percent
N	Valid		73	50.69%
	Missing		71	49.31%
Central Tendency and Dispersion	Mean		3.51	
	Standard Deviation		1.32	
Labeled Value	1	1 = Strongly Disagree	8	10.96%
	2	2	8	10.96%
	3	3	18	24.66%
	4	4	17	23.29%
	5	5 = Strongly Agree	22	30.14%

QID12 - Overall, Interim Provost Clow fosters faculty success.

		Value	Count	Percent
N	Valid		100	69.44%
	Missing		44	30.56%
Central Tendency and Dispersion	Mean		3.51	
	Standard Deviation		1.37	
Labeled Value	1	1 = Strongly Disagree	13	13.00%
	2	2	11	11.00%
	3	3	20	20.00%
	4	4	24	24.00%
	5	5 = Strongly Agree	32	32.00%

QID13 - Interim Provost Clow fosters high academic standards for students at Western Illinois University.

		Value	Count	Percent
N	Valid		96	66.67%
	Missing		48	33.33%
Central Tendency and Dispersion	Mean		3.61	
	Standard Deviation		1.35	
Labeled Value	1	1 = Strongly Disagree	10	10.42%
	2	2	11	11.46%
	3	3	20	20.83%
	4	4	20	20.83%
	5	5 = Strongly Agree	35	36.46%

QID14 - Interim Provost Clow allocates resources so that your department or academic unit's faculty can accomplish their research mission.

		Value	Count	Percent
N	Valid		98	68.06%
	Missing		46	31.94%
Central Tendency and Dispersion	Mean		2.92	
	Standard Deviation		1.60	
Labeled Value	1	1 = Strongly Disagree	29	29.59%
	2	2	17	17.35%
	3	3	11	11.22%
	4	4	15	15.31%
	5	5 = Strongly Agree	26	26.53%

QID15 - Regarding faculty, Interim Provost Clow's management practices promote excellence.

		Value	Count	Percent
N	Valid		105	72.92%
	Missing		39	27.08%
Central Tendency and Dispersion	Mean		3.48	
	Standard Deviation		1.39	
Labeled Value	1	1 = Strongly Disagree	13	12.38%
	2	2	15	14.29%
	3	3	20	19.05%
	4	4	23	21.90%
	5	5 = Strongly Agree	34	32.38%

QID16 - Regarding faculty, Interim Provost Clow's management practices promote diversity.

		Value	Count	Percent
N	Valid		85	59.03%
	Missing		59	40.97%
Central Tendency and Dispersion	Mean		3.76	
	Standard Deviation		1.35	
Labeled Value	1	1 = Strongly Disagree	10	11.76%
	2	2	6	7.06%
	3	3	12	14.12%
	4	4	23	27.06%
	5	5 = Strongly Agree	34	40.00%

QID17 - Regarding staff, Interim Provost Clow's management practices promote excellence.

		Value	Count	Percent
N	Valid		71	49.31%
	Missing		73	50.69%
Central Tendency and Dispersion	Mean		3.61	
	Standard Deviation		1.48	
Labeled Value	1	1 = Strongly Disagree	11	15.49%
	2	2	7	9.86%
	3	3	10	14.08%
	4	4	14	19.72%
	5	5 = Strongly Agree	29	40.85%

QID18 - Regarding staff, Interim Provost Clow's management practices promote diversity.

		Value	Count	Percent
N	Valid		59	40.97%
	Missing		85	59.03%
Central Tendency and Dispersion	Mean		3.64	
	Standard Deviation		1.44	
Labeled Value	1	1 = Strongly Disagree	7	11.86%
	2	2	7	11.86%
	3	3	12	20.34%
	4	4	7	11.86%
	5	5 = Strongly Agree	26	44.07%

QID19 - Interim Provost Clow ensures that university policies, procedures, and available resources are transparent to you.

		Value	Count	Percent
N	Valid		104	72.22%
	Missing		40	27.78%
Central Tendency and Dispersion	Mean		3.60	
	Standard Deviation		1.39	
Labeled Value	1	1 = Strongly Disagree	13	12.50%
	2	2	11	10.58%
	3	3	19	18.27%
	4	4	23	22.12%
	5	5 = Strongly Agree	38	36.54%

QID20 - Interim Provost Clow is responsive to your concerns.

		Value	Count	Percent
N	Valid		94	65.28%
	Missing		50	34.72%
Central Tendency and Dispersion	Mean		3.46	
	Standard Deviation		1.41	
Labeled Value	1	1 = Strongly Disagree	14	14.89%
	2	2	10	10.64%
	3	3	19	20.21%
	4	4	21	22.34%
	5	5 = Strongly Agree	30	31.91%

QID21 - Interim Provost Clow provides effective leadership in the area of international education.

		Value	Count	Percent
N	Valid		63	43.75%
	Missing		81	56.25%
Central Tendency and Dispersion	Mean		3.32	
	Standard Deviation		1.43	
Labeled Value	1	1 = Strongly Disagree	10	15.87%
	2	2	10	15.87%
	3	3	11	17.46%
	4	4	14	22.22%
	5	5 = Strongly Agree	18	28.57%

QID22 - Interim Provost Clow provides effective leadership in the area of the Centennial Honors College.

		Value	Count	Percent
N	Valid		60	41.67%
	Missing		84	58.33%
Central Tendency and Dispersion	Mean		3.52	
	Standard Deviation		1.48	
Labeled Value	1	1 = Strongly Disagree	10	16.67%
	2	2	4	6.67%
	3	3	15	25.00%
	4	4	7	11.67%
	5	5 = Strongly Agree	24	40.00%

QID23 - Interim Provost Clow supports faculty governance at all levels.

		Value	Count	Percent
N	Valid		92	63.89%
	Missing		52	36.11%
Central Tendency and Dispersion	Mean		3.58	
	Standard Deviation		1.39	
Labeled Value	1	1 = Strongly Disagree	12	13.04%
	2	2	10	10.87%
	3	3	15	16.30%
	4	4	23	25.00%
	5	5 = Strongly Agree	32	34.78%

QID24 - Interim Provost Clow consults the faculty adequately before making important decisions.

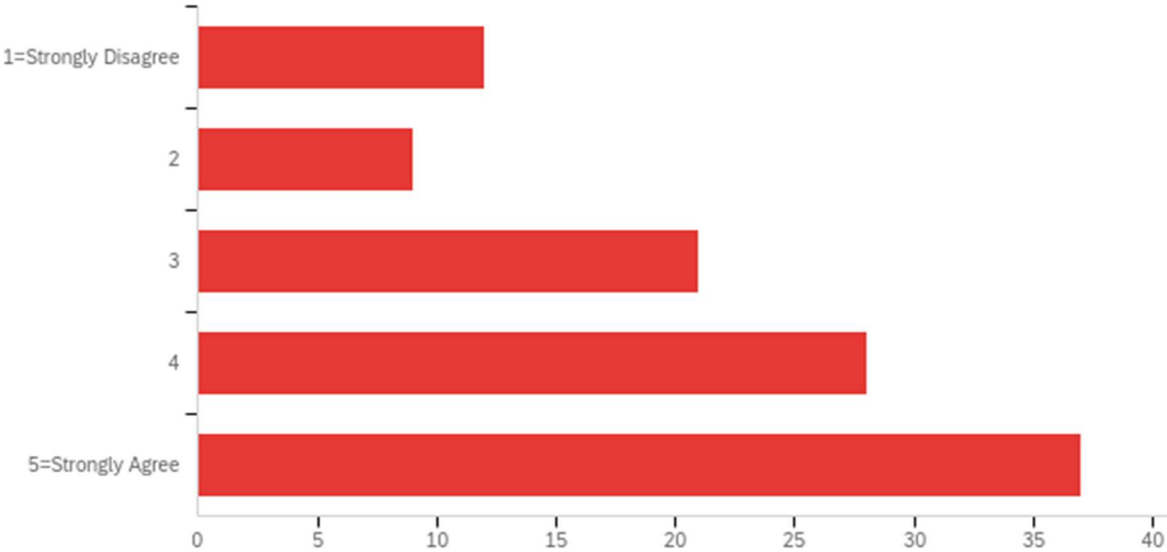
		Value	Count	Percent
N	Valid		92	63.89%
	Missing		52	36.11%
Central Tendency and Dispersion	Mean		2.97	
	Standard Deviation		1.53	
Labeled Value	1	1 = Strongly Disagree	25	27.17%
	2	2	14	15.22%
	3	3	12	13.04%
	4	4	21	22.83%
	5	5 = Strongly Agree	20	21.74%

QID25 - Interim Provost Clow makes effective administrative appointments.

		Value	Count	Percent
N	Valid		73	50.69%
	Missing		71	49.31%
Central Tendency and Dispersion	Mean		3.22	
	Standard Deviation		1.53	
Labeled Value	1	1 = Strongly Disagree	15	20.55%
	2	2	11	15.07%
	3	3	13	17.81%
	4	4	11	15.07%
	5	5 = Strongly Agree	23	31.51%

QID26 - Overall, Interim Provost Clow is highly effective at performing the duties of the Provost.

		Value	Count	Percent
N	Valid		107	74.31%
	Missing		37	25.69%
Central Tendency and Dispersion	Mean		3.64	
	Standard Deviation		1.33	
Labeled Value	1	1 = Strongly Disagree	12	11.21%
	2	2	9	8.41%
	3	3	21	19.63%
	4	4	28	26.17%
	5	5 = Strongly Agree	37	34.58%



Section 4: Additional Demographic & Statistical Findings

1. What is your gender?

		Frequency	Percent	Valid Percent
Valid	Man	62	47.69%	61.39%
	Women	37	28.46%	36.63%
	Other	2	1.54%	1.98%
	Total	101	77.69%	100.00%
Missing		29	22.31%	
Total		130	100.00%	

2. What is your academic unit?

		Frequency	Percent	Valid Percent
Valid	College of Arts and Sciences	38	29.23%	36.89%
	College of Business and Technology	20	15.38%	19.42%
	College of Education and Human Services	12	9.23%	11.65%
	College of Fine Arts and Communication	27	20.77%	26.21%
	University Libraries	6	4.62%	5.83%
	Other	0	0.00%	0.00%
	Total	103	79.23%	100.00%
Missing		27	20.77%	
Total		130	100.00%	

3. With which faculty unit are you affiliated?

		Frequency	Percent	Valid Percent
Valid	Unit A	88	67.69%	84.62%
	Unit B	16	12.31%	15.38%
	Total	104	80.00%	100.00%
Missing		26	20.00%	
Total		130	100.00%	

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

		Frequency	Percent	Valid Percent
Valid	0–5 years	18	13.85%	17.48%
	6–10 years	14	10.77%	13.59%
	11–20 years	50	38.46%	48.54%
	more than 20 years	21	16.15%	20.39%
	Total	103	79.23%	100.00%
Missing		27	20.77%	
Total		130	100.00%	

5. How often do you interact with the Interim Provost?

		Frequency	Percent	Valid Percent
Valid	1–3 times a week	2	1.54%	1.92%
	1–3 times a month	18	13.85%	17.31%
	1–3 times a semester	34	26.15%	32.69%
	1–3 times a year	36	27.69%	34.62%
	Never	14	10.77%	13.46%
	Total	104	80.00%	100.00%
Missing		26	20.00%	
Total		130	100.00%	

6. On which campus do you primarily work?

		Frequency	Percent	Valid Percent
Valid	Macomb	100	76.92%	95.24%
	Quad City	5	3.85%	4.76%
	Total	105	80.77%	100.00%
Missing		25	19.23%	
Total		130	100.00%	

Section 5: Qualitative Analysis of the Qualitative Data

The CPPP asked survey participants the following two open-end response questions:

QID27 – Please provide additional comments or suggestions about Interim Provost Clow’s performance regarding personnel and faculty relations.

QID28 – Please provide additional comments or suggestions about Interim Provost Clow’s performance regarding academic goals.

QID29 – Please provide additional comments or suggestions about Interim Provost Clow’s overall performance.

The table below shows the response rate of the QID31 and QID32.

	# of comments	# of survey participants	The response rate
QID27	23	130	17.7%
QID28	13	130	10.0%
QID29	31	130	24.8%

The table below is the classification of comments/feedbacks about Interim President Abraham’s open-end response questions of QID31 and QID32.

	Positive comments	Mixed, Neutral, or Not Related comments	Negative comments	Total
QID27	7 (30.4%)	7 (30.4%)	9 (39.1%)	23 (100.0%)
QID28	3 (23.1%)	5 (38.5%)	5 (38.5%)	13 (100.0%)
QID29	17 (54.8%)	6 (19.4%)	8 (25.8%)	31 (100.0%)

Below is a summary of the tone and topics of the comments submitted by the faculty. Each comment was rated as either positive, neutral, or negative by the CPPP. All the comments were given to the Interim Provost unedited.

QID 27- Please provide additional comments or suggestions about Interim Provost Clow's performance regarding personnel and faculty relations.

Summary:

There were seven positive comments on a range of topics, including transparent/open communication, management style, and being personable and accessible. There were seven neutral comments on topics which included in particular that I-P Clow had inherited a difficult situation. Finally, there were nine negative comments on a range of topics, including lack of transparency, response time, and faculty morale.

QID 28- Please provide additional comments or suggestions about Interim Provost Clow's performance regarding academic goals.

Summary:

There were three positive comments on a range of topics, including caring about students and WIU, and how he encouraged excellence. There were also five neutral comments. Finally, there were five negative comments on a range of topics, including COVID response, lack of vision, and only promoting the interim president's agenda.

QID 29- Please provide additional comments or suggestions about Interim Provost Clow's overall performance.

Summary

There were seventeen positive comments on a range of topics, including transparent communication, that he took on the role in a difficult situation, and availability. There were six neutral comments on a range of topics, including stable leadership in a difficult period. Finally, there were eight negative comments on a range of topics, including hiring procedures, lack of follow-through, and COFAC favoritism.