President's Performance Survey Report
2020-2021 Academic Year

Faculty Senate Committee on Provost and Presidential Performance (CPPP)
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Executive Summary

A survey was designed and administered by the Faculty Senate Committee on Provost and Presidential Performance (CPPP). A total of 144 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 President's Overall Performance on a five-point rating scale at a mean value of 3.74, with a standard deviation of 1.38 (out of N=133 valid respondents). They also rated the President'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 President Abraham'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 2018-2019 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 34.8% of the faculty completed the survey. The rating scale is on a 1-5 scale where 1 is "Strongly Disagree" and 5 is "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 125 respondents who indicated their gender, 65 (52.00%) identified as men, 56 (44.80%) identified as women, 4 (3.20%) identified as other.

- Out of the 126 survey participants who indicated their academic unit, 45 (35.71%) were from the College of Arts and Sciences, 28 (22.22%) were from the College of Business and Technology, 19 (15.08%) were from the College of Education and Human Services, 28 (22.22%) were from the College of Fine Arts and Communication, 5 (3.97%) were from the University Libraries, and 1 (0.79%) identified as other.
- Of 125 participants who indicated their faculty units, 105 (84.00%) were from Unit A and 20 (16.00%) from Unit B.
- Of 128 participants who provided their years of service, 23 (17.97%) have been at Western Illinois University for 0-5 years, 19 (14.84%) for 6-10 years, 63 (49.22%) for 11-20 years, and 23 (17.97%) for more than 20 years.
- On the frequency of interactions with the Interim President, Dr. Abraham, 3 (2.34%) respondents selected 1-3 times a week, 13 (10.16%) selected 1-3 times a month, 37 (28.91%) selected 1-3 times a semester, 50 (39.06%) selected 1-3 times a year, and 25 (19.53%) selected never.
- Of the 129 survey participants who responded which campus is their primary workplace, 123 (95.35%) primarily work on the Macomb campus, and 6 (4.65%) primarily work on the Quad Cities campus.

Significant Statistical Findings

All survey questions have mean scores that range between 4.18 (highest) and 2.80 (lowest). In all questions except Question ID 9, Question ID 12, and Question ID 29, 5 (Strongly Agree) received the highest frequency 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)

- QID15 – To ensure student success, Interim President Abraham demonstrates effort to increase access, retention, and graduation rates of students.
  - Mean Score=4.18, Standard Deviation=1.21
  - 78.9% (105 respondents out of 133) marked 4 (Agree) or 5 (Strongly Agree).

- QID6 – Interim President Abraham effectively promotes the University to the local community.
  - Mean Score=4.17, Standard Deviation=1.15
  - 77.7% (101 respondents out of 130) marked 4 (Agree) or 5 (Strongly Agree).

- QID8 – Interim President Abraham fosters effective relationships with the local community.
  - Mean Score=4.10, Standard Deviation=1.24
  - 75.8% (97 respondents out of 128) marked 4 (Agree) or 5 (Strongly Agree).

- QID5 – Interim President 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=4.07, Standard Deviation=1.27
  - 75.4% (98 respondents out of 130) marked 4 (Agree) or 5 (Strongly Agree).

- QID16 – To ensure student success, Interim President Abraham demonstrates effort to make education affordable at WIU.
  - Mean Score=4.07, Standard Deviation=1.15
  - 74.3% (84 respondents out of 113) marked 4 (Agree) or 5 (Strongly Agree).

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

- QID27 – Interim President Abraham supports faculty governance at all levels.
  - Mean Score=3.32, Standard Deviation=1.43
  - 37.1% (43 respondents out of 116) marked 2 (Disagree) and 1 (Strongly Disagree)

- QID29 – Interim President Abraham directs the university's academic facilities so that they meet the needs of your department or academic unit.
  - Mean Score=3.19, Standard Deviation=1.36
  - 30.2% (36 respondents out of 119) marked 2 (Disagree) and 1 (Strongly Disagree)

- QID23 – Interim President Abraham is responsive to your concerns.
  - Mean Score=3.18, Standard Deviation=1.54
  - 38.2% (42 respondents out of 110) marked 2 (Disagree) and 1 (Strongly Disagree)

- QID11 – Interim President Abraham effectively promotes policies that foster the activities of your department or academic unit.
  - Mean Score=3.06, Standard Deviation=1.52
  - 40.2% (51 respondents out of 127) marked 2 (Disagree) and 1 (Strongly Disagree)

- QID12 – Interim President Abraham allocates resources so that your department or academic unit's faculty can accomplish their research mission.
  - Mean Score=2.80, Standard Deviation=1.45
  - 46.7% (56 respondents out of 120) marked 2 (Disagree) and 1 (Strongly Disagree)

Section 1: The Survey Administered

Interim President Dr. Martin Abraham Evaluation - Spring 2021

This confidential, secure online survey is being used to provide eligible faculty members opportunities for providing their input regarding the performance of Interim President Dr. Martin Abraham. This year's President survey is the same as the survey performed in 2019.

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 President by the CPPP. It will also be made available to the campus community through the Faculty Senate's website. The Interim President 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 President Dr. Abraham 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 President Dr. Martin Abraham Self Evaluation - Spring 2021

Below is a brief synopsis of Interim President Dr. Martin Abraham's evaluation of his initiatives and accomplishments from the academic year 2020-2021. Please review this synopsis prior to evaluating Dr. Abraham's performance as the Interim President.

Section 2: The Survey Questions

The following questions were used in the survey.

Please find below the evaluation questions for former Interim President Dr. Martin Abraham's performance.

QID3 – Interim President Abraham effectively promotes an environment for excellence in scholarship.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID4 – Interim President Abraham effectively promotes an environment for excellence in teaching and learning.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID5 – Interim President effectively promotes policies that support the mission of the university (http://www.wiu.edu/catalog/intro/values.php) relative to long-term strategic planning.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID6 – Interim President Abraham effectively promotes the University to the local community.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree

- No Basis for Response
- Decline to Respond

QID7 – Interim President Abraham effectively promotes the University to the Western Illinois Region.
- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID8 – Interim President Abraham fosters effective relationships with the local community.
- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID9 – Interim President Abraham fosters effective relationships with the Board of Trustees.
- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID10 – Interim President Abraham fosters effective relationships with the UPI (University Professionals of Illinois).
- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID11 – Interim President Abraham effectively promotes policies that foster the activities of your department or academic unit.
- 1=Strongly Disagree

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

QID12 – Interim President Abraham allocates resources so that your department or academic unit's faculty can accomplish their research mission.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID13 – Interim President Abraham manages the University's resources well.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID14 – Interim President Abraham effectively secures funding to support university initiatives.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID15 – To ensure student success, Interim President Abraham demonstrates effort to increase access, retention, and graduation rates of students.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID16 – To ensure student success, Interim President Abraham demonstrates effort to make education affordable at WIU.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID17 – Interim President Abraham fosters high academic standards for students at Western Illinois University.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID18 – Interim President Abraham effectively promotes policies that foster the enhancement of student-learning outcomes for becoming global citizens.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID19 – Regarding faculty, Interim President Abraham's management practices promote excellence.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID20 – Regarding faculty, Interim President Abraham's management practices promote diversity.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4

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

QID21 – Regarding staff, Interim President Abraham's management practices promote excellence.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID22 – Regarding staff, Interim President Abraham's management practices promote diversity.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID23 – Interim President Abraham is responsive to your concerns.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID24 – Interim President Abraham effectively promotes your campus work environment to be healthy.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID25 – Interim President Abraham effectively promotes your campus work environment to be safe.
- o 1=Strongly Disagree

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

QID26 – Interim President Abraham effectively promotes your campus work environment to be pleasant.
- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID27 – Interim President Abraham supports faculty governance at all levels.
- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID28 – Interim President Abraham makes effective administrative appointments.
- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID29 – Interim President Abraham directs the university's academic facilities so that they meet the needs of your department or academic unit.
- 1=Strongly Disagree
- 2
- 3
- 4
- 5=Strongly Agree
- No Basis for Response
- Decline to Respond

QID30 – Overall, Interim President Abraham is highly effective at performing the duties of the President.
- o 1=Strongly Disagree
- o 2
- o 3
- o 4
- o 5=Strongly Agree
- o No Basis for Response
- o Decline to Respond

QID31 – Please provide additional comments or suggestions about Interim President Abraham regarding personnel and faculty relations.

QID32 – Please provide additional comments or suggestions about Interim President Abraham's overall performance.

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

1. **What is your gender?**[1]
   o Man
   o Woman
   o Other

2. **What is your academic unit?**
   o College of Arts and Sciences
   o College of Business and Technology
   o College of Education and Human Services
   o College of Fine Arts and Communication
   o University Libraries
   o Other _____

3. **With which faculty unit are you affiliated?**
   o Unit A
   o Unit B

4. **Including this year, how many years of service with WIU do you have?**
   o 0-5 years
   o 6-10 years
   o 11-20 years
   o more than 20 years

5. **How often do you have interaction with the Interim President?**
   o 1-3 times a week
   o 1-3 times a month
   o 1-3 times a semester
   o 1-3 times a year
   o Never

6. **On which campus do you primarily work?**
   o Macomb
   o Quad Cities

Thank you for taking the time to provide confidential input regarding the performance of the Interim President Dr. Martin Abraham in the academic year 2020-2021. 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.

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[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

QID3 – Interim President Abraham effectively promotes an environment for excellence in scholarship.

		Value	Count	Percent
N	Valid		122	84.72%
	Missing		22	15.28%
Central Tendency and Dispersion	Mean		3.79	
	Standard Deviation		1.301	
Labeled Value	1	1 = Strongly Disagree	12	9.84%
	2	2	9	7.38%
	3	3	20	16.39%
	4	4	33	27.05%
	5	5 = Strongly Agree	48	39.34%

QID4 – Interim President Abraham effectively promotes an environment for excellence in teaching and learning.

		Value	Count	Percent
N	Valid		131	90.97%
	Missing		13	9.03%
Central Tendency and Dispersion	Mean		3.84	
	Standard Deviation		1.26	
Labeled Value	1	1 = Strongly Disagree	11	8.40%
	2	2	10	7.63%
	3	3	20	15.27%
	4	4	38	29.01%
	5	5 = Strongly Agree	52	39.69%

QID5 – Interim President 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		130	90.28%
	Missing		14	9.72%
Central Tendency and Dispersion	Mean		4.07	
	Standard Deviation		1.27	
Labeled Value	1	1 = Strongly Disagree	10	7.69%
	2	2	9	6.92%
	3	3	13	10.00%
	4	4	28	21.54%
	5	5 = Strongly Agree	70	53.85%

QID6 – Interim President Abraham effectively promotes the University to the local community.

		Value	Count	Percent
N	Valid		130	90.28%
	Missing		14	9.72%
Central Tendency and Dispersion	Mean		4.17	
	Standard Deviation		1.15	
Labeled Value	1	1 = Strongly Disagree	6	4.62%
	2	2	9	6.92%
	3	3	14	10.77%
	4	4	29	22.31%
	5	5 = Strongly Agree	72	55.38%

QID7 – Interim President Abraham effectively promotes the University to the Western Illinois Region.

		Value	Count	Percent
N	Valid		123	85.42%
	Missing		21	14.58%
Central Tendency and Dispersion	Mean		3.94	
	Standard Deviation		1.30	
Labeled Value	1	1 = Strongly Disagree	10	8.13%
	2	2	10	8.13%
	3	3	17	13.82%
	4	4	26	21.14%
	5	5 = Strongly Agree	60	48.78%

QID8 – Interim President Abraham fosters effective relationships with the local community.

		Value	Count	Percent
N	Valid		128	88.89%
	Missing		16	11.11%
Central Tendency and Dispersion	Mean		4.10	
	Standard Deviation		1.24	
Labeled Value	1	1 = Strongly Disagree	10	7.81%
	2	2	6	4.69%
	3	3	15	11.72%
	4	4	27	21.09%
	5	5 = Strongly Agree	70	54.69%

QID9 – Interim President Abraham fosters effective relationships with the Board of Trustees.

		Value	Count	Percent
N	Valid		91	63.19%
	Missing		53	36.81%
Central Tendency and Dispersion	Mean		3.56	
	Standard Deviation		1.29	
Labeled Value	1	1 = Strongly Disagree	9	9.89%
	2	2	12	13.19%
	3	3	15	16.48%
	4	4	29	31.87%
	5	5 = Strongly Agree	26	28.57%

QID10 – Interim President Abraham fosters effective relationships with the UPI (University Professionals of Illinois).

		Value	Count	Percent
N	Valid		119	82.64%
	Missing		25	17.36%
Central Tendency and Dispersion	Mean		3.51	
	Standard Deviation		1.38	
Labeled Value	1	1 = Strongly Disagree	15	12.61%
	2	2	16	13.45%
	3	3	19	15.97%
	4	4	31	26.05%
	5	5 = Strongly Agree	38	31.93%

QID11 – Interim President Abraham effectively promotes policies that foster the activities of your department or academic unit.

		Value	Count	Percent
N	Valid		127	88.19%
	Missing		17	11.81%
Central Tendency and Dispersion	Mean		3.06	
	Standard Deviation		1.52	
Labeled Value	1	1 = Strongly Disagree	29	22.83%
	2	2	22	17.32%
	3	3	21	16.54%
	4	4	22	17.32%
	5	5 = Strongly Agree	33	25.98%

QID12 – Interim President Abraham allocates resources so that your department or academic unit's faculty can accomplish their research mission.

		Value	Count	Percent
N	Valid		120	83.33%
	Missing		24	16.67%
Central Tendency and Dispersion	Mean		2.80	
	Standard Deviation		1.45	
Labeled Value	1	1 = Strongly Disagree	31	25.83%
	2	2	25	20.83%
	3	3	23	19.17%
	4	4	19	15.83%
	5	5 = Strongly Agree	22	18.33%

QID13 – Interim President Abraham manages the University's resources well.

		Value	Count	Percent
N	Valid		128	88.89%
	Missing		16	11.11%
Central Tendency and Dispersion	Mean		3.67	
	Standard Deviation		1.36	
Labeled Value	1	1 = Strongly Disagree	14	10.94%
	2	2	14	10.94%
	3	3	21	16.41%
	4	4	30	23.44%
	5	5 = Strongly Agree	49	38.28%

QID14 – Interim President Abraham effectively secures funding to support university initiatives.

		Value	Count	Percent
N	Valid		91	63.19%
	Missing		53	36.81%
Central Tendency and Dispersion	Mean		3.36	
	Standard Deviation		1.46	
Labeled Value	1	1 = Strongly Disagree	16	17.58%
	2	2	10	10.99%
	3	3	18	19.78%
	4	4	19	20.88%
	5	5 = Strongly Agree	28	30.77%

QID15 – To ensure student success, Interim President Abraham demonstrates effort to increase access, retention, and graduation rates of students.

		Value	Count	Percent
N	Valid		133	92.36%
	Missing		11	7.64%
Central Tendency and Dispersion	Mean		4.18	
	Standard Deviation		1.21	
Labeled Value	1	1 = Strongly Disagree	10	7.52%
	2	2	5	3.76%
	3	3	13	9.77%
	4	4	28	21.05%
	5	5 = Strongly Agree	77	57.89%

QID16 – To ensure student success, Interim President Abraham demonstrates effort to make education affordable at WIU.

		Value	Count	Percent
N	Valid		113	78.47%
	Missing		31	21.53%
Central Tendency and Dispersion	Mean		4.07	
	Standard Deviation		1.15	
Labeled Value	1	1 = Strongly Disagree	6	5.31%
	2	2	6	5.31%
	3	3	17	15.04%
	4	4	29	25.66%
	5	5 = Strongly Agree	55	48.67%

QID17 – Interim President Abraham fosters high academic standards for students at Western Illinois University.

		Value	Count	Percent
N	Valid		121	84.03%
	Missing		23	15.97%
Central Tendency and Dispersion	Mean		3.69	
	Standard Deviation		1.34	
Labeled Value	1	1 = Strongly Disagree	14	11.57%
	2	2	9	7.44%
	3	3	23	19.01%
	4	4	30	24.79%
	5	5 = Strongly Agree	45	37.19%

QID18 – Interim President Abraham effectively promotes policies that foster the enhancement of student-learning outcomes for becoming global citizens.

		Value	Count	Percent
N	Valid		105	72.92%
	Missing		39	27.08%
Central Tendency and Dispersion	Mean		3.67	
	Standard Deviation		1.34	
Labeled Value	1	1 = Strongly Disagree	8	7.62%
	2	2	18	17.14%
	3	3	16	15.24%
	4	4	22	20.95%
	5	5 = Strongly Agree	41	39.05%

QID19 – Regarding faculty, Interim President Abraham's management practices promote excellence.

		Value	Count	Percent
N	Valid		127	88.19%
	Missing		17	11.81%
Central Tendency and Dispersion	Mean		3.41	
	Standard Deviation		1.48	
Labeled Value	1	1 = Strongly Disagree	20	15.75%
	2	2	19	14.96%
	3	3	22	17.32%
	4	4	21	16.54%
	5	5 = Strongly Agree	45	35.43%

QID20 – Regarding faculty, Interim President Abraham's management practices promote diversity.

		Value	Count	Percent
N	Valid		122	84.72%
	Missing		22	15.28%
Central Tendency and Dispersion	Mean		3.97	
	Standard Deviation		1.31	
Labeled Value	1	1 = Strongly Disagree	10	8.20%
	2	2	9	7.38%
	3	3	19	15.57%
	4	4	21	17.21%
	5	5 = Strongly Agree	63	51.64%

QID21 – Regarding staff, Interim President Abraham's management practices promote excellence.

		Value	Count	Percent
N	Valid		88	61.11%
	Missing		56	38.89%
Central Tendency and Dispersion	Mean		3.52	
	Standard Deviation		1.42	
Labeled Value	1	1 = Strongly Disagree	12	13.64%
	2	2	10	11.36%
	3	3	18	20.45%
	4	4	16	18.18%
	5	5 = Strongly Agree	32	36.36%

QID22 – Regarding staff, Interim President Abraham's management practices promote diversity.

		Value	Count	Percent
N	Valid		91	63.19%
	Missing		53	36.81%
Central Tendency and Dispersion	Mean		3.84	
	Standard Deviation		1.30	
Labeled Value	1	1 = Strongly Disagree	7	7.69%
	2	2	9	9.89%
	3	3	17	18.68%
	4	4	17	18.68%
	5	5 = Strongly Agree	41	45.05%

QID23 – Interim President Abraham is responsive to your concerns.

		Value	Count	Percent
N	Valid		110	76.39%
	Missing		34	23.61%
Central Tendency and Dispersion	Mean		3.18	
	Standard Deviation		1.54	
Labeled Value	1	1 = Strongly Disagree	23	20.91%
	2	2	19	17.27%
	3	3	17	15.45%
	4	4	17	15.45%
	5	5 = Strongly Agree	34	30.91%

QID24 – Interim President Abraham effectively promotes your campus work environment to be healthy.

		Value	Count	Percent
N	Valid		128	88.89%
	Missing		16	11.11%
Central Tendency and Dispersion	Mean		3.73	
	Standard Deviation		1.40	
Labeled Value	1	1 = Strongly Disagree	15	11.72%
	2	2	12	9.38%
	3	3	21	16.41%
	4	4	25	19.53%
	5	5 = Strongly Agree	55	42.97%

QID25 – Interim President Abraham effectively promotes your campus work environment to be safe.

		Value	Count	Percent
N	Valid		130	90.28%
	Missing		14	9.72%
Central Tendency and Dispersion	Mean		3.98	
	Standard Deviation		1.23	
Labeled Value	1	1 = Strongly Disagree	7	5.38%
	2	2	13	10.00%
	3	3	19	14.62%
	4	4	28	21.54%
	5	5 = Strongly Agree	63	48.46%

QID26 – Interim President Abraham effectively promotes your campus work environment to be pleasant.

		Value	Count	Percent
N	Valid		123	85.42%
	Missing		21	14.58%
Central Tendency and Dispersion	Mean		3.56	
	Standard Deviation		1.37	
Labeled Value	1	1 = Strongly Disagree	15	12.20%
	2	2	14	11.38%
	3	3	23	18.70%
	4	4	29	23.58%
	5	5 = Strongly Agree	42	34.15%

QID27 – Interim President Abraham supports faculty governance at all levels.

		Value	Count	Percent
N	Valid		116	80.56%
	Missing		28	19.44%
Central Tendency and Dispersion	Mean		3.21	
	Standard Deviation		1.52	
Labeled Value	1	1 = Strongly Disagree	24	20.69%
	2	2	19	16.38%
	3	3	16	13.79%
	4	4	23	19.83%
	5	5 = Strongly Agree	34	29.31%

**QID28 – Interim President Abraham makes effective administrative appointments.**

		Value	Count	Percent
N	Valid		105	72.92%
	Missing		39	27.08%
Central Tendency and Dispersion	Mean		3.35	
	Standard Deviation		1.41	
Labeled Value	1	1 = Strongly Disagree	17	16.19%
	2	2	12	11.43%
	3	3	23	21.90%
	4	4	23	21.90%
	5	5 = Strongly Agree	30	28.57%

QID29 – Interim President Abraham directs the university's academic facilities so that they meet the needs of your department or academic unit.

		Value	Count	Percent
N	Valid		119	82.64%
	Missing		25	17.36%
Central Tendency and Dispersion	Mean		3.19	
	Standard Deviation		1.36	
Labeled Value	1	1 = Strongly Disagree	19	15.97%
	2	2	17	14.29%
	3	3	31	26.05%
	4	4	26	21.85%
	5	5 = Strongly Agree	26	21.85%

QID30 – Overall, Interim President Abraham is highly effective at performing the duties of the President.

		Value	Count	Percent
N	Valid		133	92.36%
	Missing		11	7.64%
Central Tendency and Dispersion	Mean		3.74	
	Standard Deviation		1.38	
Labeled Value	1	1 = Strongly Disagree	13	9.77%
	2	2	18	13.53%
	3	3	16	12.03%
	4	4	30	22.56%
	5	5 = Strongly Agree	56	42.11%
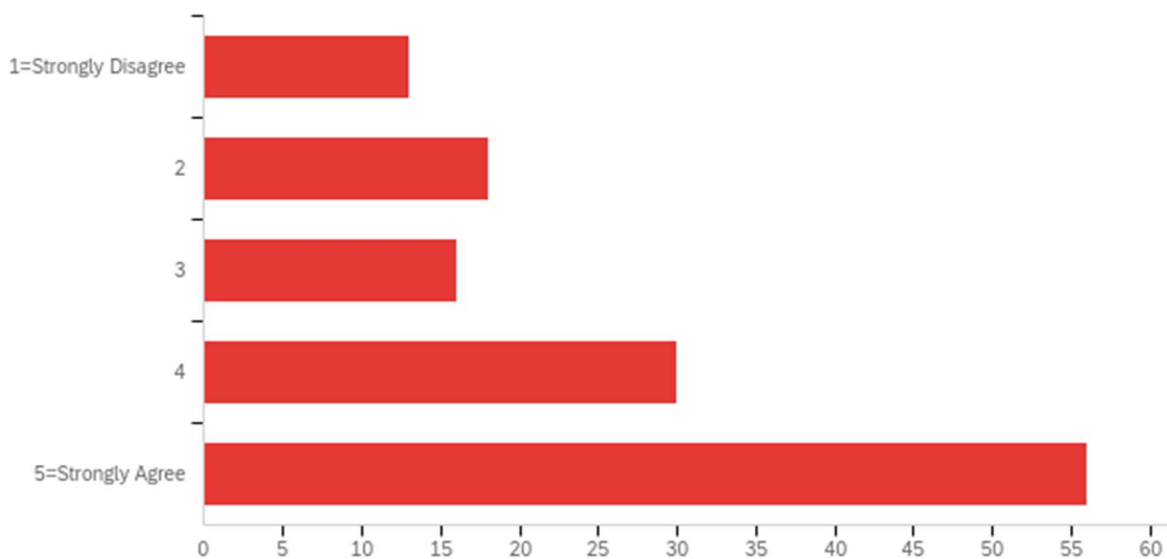
Section 4: Additional Demographic & Statistical Findings

1. What is your gender?

		Frequency	Percent	Valid Percent
Valid	Man	65	45.14%	52.00%
	Women	56	38.89%	44.80%
	Other	4	2.78%	3.20%
	Total	125	86.81%	100.00%
Missing		19	13.19%	
Total		144	100.00%	

2. What is your academic unit?

		Frequency	Percent	Valid Percent
Valid	College of Arts and Sciences	45	31.25%	35.71%
	College of Business and Technology	28	19.44%	22.22%
	College of Education and Human Services	19	13.19%	15.08%
	College of Fine Arts and Communication	28	19.44%	22.22%
	University Libraries	5	3.47%	3.97%
	Other	1	0.69%	0.79%
	Total	126	87.50%	100.00%
Missing		18	12.50%	
Total		144	100.00%	

3. With which faculty unit are you affiliated?

		Frequency	Percent	Valid Percent
Valid	Unit A	105	72.92%	84.00%
	Unit B	20	13.89%	16.00%
	Total	125	86.81%	100.00%
Missing		19	13.19%	
Total		144	100.00%	

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

		Frequency	Percent	Valid Percent
Valid	0-5 years	23	15.97%	17.97%
	6-10 years	19	13.19%	14.84%
	11-20 years	63	43.75%	49.22%
	more than 20 years	23	15.97%	17.97%
	Total	128	88.89%	100.00%
Missing		16	11.11%	
Total		144	100.00%	

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

		Frequency	Percent	Valid Percent
Valid	1-3 times a week	3	2.08%	2.34%
	1-3 times a month	13	9.03%	10.16%
	1-3 times a semester	37	25.69%	28.91%
	1-3 times a year	50	34.72%	39.06%
	Never	25	17.36%	19.53%
	Total	128	88.89%	100.00%
Missing		16	11.11%	
Total		144	100.00%	

6. On which campus do you primarily work?

		Frequency	Percent	Valid Percent
Valid	Macomb	123	85.42%	95.35%
	Quad City	6	4.17%	4.65%
	Total	129	89.58%	100.00%
Missing		15	10.42%	
Total		144	100.00%	

Section 5: Qualitative Analysis of the Qualitative Data

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

QID31 - Please provide additional comments or suggestions about Interim President Abraham's performance regarding personnel and faculty relations.

QID32 - Please provide additional comments or suggestions about Interim President Abraham's performance regarding academic goals.

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

	# of comments	# of survey participants	The response rate
QID31	47	144	32.6%
QID32	56	144	38.9%

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
QID31	22 (46.8%)	8 (16.7%)	17 (36.2%)	47 (100.0%)
QID32	36 (64.3%)	7 (12.5%)	13 (23.2%)	56 (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 President unedited.

QID31 - Please provide additional comments or suggestions about Interim President Abraham's performance regarding personnel and faculty relations.

Summary:

There were 22 total positive comments that reflected the following areas: recruitment, enrollment, and community outreach. There were eight neutral comments on a number of topics, including the COVID response and personnel matters. There were 17 negative comments, including concerns about: lack of understanding faculty governance at WIU, removing the Faculty Senate office manager, poor UPI interaction related to COVID negotiations, and micromanaging.

QID32 - Please provide additional comments or suggestions about Interim President Abraham's performance regarding academic goals.

Summary:

There were 36 positive comments on topics ranging from taking over in a difficult time to connecting with the local, Macomb community as well as DEI initiatives. There were seven neutral comments on various topics. Thirteen negative comments included concerns about micromanaging, failing to work with UPI, flawed hiring practices, and lack of commitment to shared governance.