

April 16, 2023

President's Performance Survey Report 2022-2023 Academic Year

Faculty Senate Committee on Provost and Presidential Performance (CPPP)
Senators: Garrett Hunter, Katherine Perone, Emily Shupe, Yong Tang, and Joshua Wroblewski (Chair)

We would like to thank Christopher Pynes (Survey Creation and Distribution) and Annette Hamm 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 159 faculty members completed the entire survey out of 411 eligible faculty members. In the 2021 evaluation, 144 eligible faculty out of 414 completed the survey. The respondents evaluated the President's Overall Performance on a five-point rating scale at a mean value of 3.25, with a standard deviation of 1.30 (out of N=156 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 President Huang's performance.

Overview and Methodology

The CPPP used the same survey that was administered during the 2020-2021 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 (411 invited) a web link to complete the survey. The survey ran from March 24 to April 10, 2023, and 38.7% 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 153 respondents who indicated their gender, 84 (54.90%) identified as men, 60 (39.22%) identified as women, 9 (5.88%) identified as other.
- Out of the 157 survey participants who indicated their academic unit, 44 (28.02%) were from the College of Arts and Sciences, 29 (18.47%) were from the College of Business and Technology, 29 (18.47%) were from the College of Education and

Human Services, 32 (20.38%) were from the College of Fine Arts and Communication, 3 (1.91%) were from the University Libraries, and 20 (12.74%) preferred not to say.

- Of 155 participants who indicated their faculty units, 139 (89.68%) were from Unit A and 16 (10.32%) from Unit B.
- Of 157 participants who provided their years of service, 31 (19.75%) have been at Western Illinois University for 0-5 years, 21 (13.38%) for 6-10 years, 68 (43.31%) for 11-20 years, and 37 (23.57%) for more than 20 years.
- Of the 158 participants who indicated their frequency of interactions with the President, Dr. Huang, 0 (0%) respondents selected 1-3 times a week, 9 (5.7%) selected 1-3 times a month, 47 (29.75%) selected 1-3 times a semester, 61 (38.6%) selected 1-3 times a year, and 41 (25.95%) selected never.
- Of the 154 survey participants who responded which campus is their primary workplace, 146 (94.8%) primarily work on the Macomb campus, and 8 (5.2%) primarily work on the Quad Cities campus.

Significant Statistical Findings

All survey questions have mean scores that range between 3.84 (highest) and 2.54 (lowest). In questions with the ID of 3, 4, 5, 6, 7, 16, 18, 20, 21, 22, and 24, 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)

- QID18 – Regarding faculty, President Huang’s management practices promote diversity..
 - Mean Score=3.84, Standard Deviation=1.21
 - 67.81% (99 respondents out of 146) marked 4 (Agree) or 5 (Strongly Agree).
- QID4 – President Huang effectively promotes the University to the local community.
 - Mean Score=3.71, Standard Deviation=1.33
 - 61.11% (88 respondents out of 144) marked 4 (Agree) or 5 (Strongly Agree).
- QID7 – President Huang fosters effective relationships with the Board of Trustees.
 - Mean Score=3.68, Standard Deviation=1.21
 - 54.44% (49 respondents out of 90) marked 4 (Agree) or 5 (Strongly Agree).
- QID6 – President Huang fosters effective relationships with the local community.
 - Mean Score=3.66, Standard Deviation=1.27
 - 58.39% (80 respondents out of 137) marked 4 (Agree) or 5 (Strongly Agree).

- QID5 – President Huang effectively promotes the University to the Western Illinois Region.
 - Mean Score=3.66, Standard Deviation=1.23
 - 60.45% (81 respondents out of 134) marked 4 (Agree) or 5 (Strongly Agree).

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

- QID9 – President Huang effectively promotes policies that foster the activities of your department or academic unit.
 - Mean Score=2.92, Standard Deviation=1.45
 - 42.38% (64 respondents out of 151) marked 2 (Disagree) and 1 (Strongly Disagree)
- QID27 – President Huang directs the university's academic facilities so that they meet the needs of your department or academic unit.
 - Mean Score=2.86, Standard Deviation=1.38
 - 42.86% (57 respondents out of 133) marked 2 (Disagree) and 1 (Strongly Disagree)
- QID8 – President Huang fosters effective relationships with the UPI (University Professionals of Illinois).
 - Mean Score=2.68, Standard Deviation=1.44
 - 49.22% (63 respondents out of 128) marked 2 (Disagree) and 1 (Strongly Disagree)
- QID26 – President Huang makes effective administrative appointments.
 - Mean Score=2.65, Standard Deviation=1.41
 - 48.84% (63 respondents out of 129) marked 2 (Disagree) and 1 (Strongly Disagree)
- QID10 – President Huang allocates resources so that your department or academic unit's faculty can accomplish their research mission.
 - Mean Score=2.54, Standard Deviation=1.41
 - 55.03% (82 respondents out of 149) marked 2 (Disagree) and 1 (Strongly Disagree)

Section 1: The Survey Administered

President Dr. Guiyou Huang Evaluation - Spring 2023

This confidential, secure online survey is being used to provide eligible faculty members opportunities for providing input regarding the performance of President Guiyou Huang .

The survey has been developed, administered, and 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 President will be invited to address the Faculty Senate and write a response to the evaluation, which will be posted to the Faculty Senate website. For the following series of questions, you will be asked to rate how effective President Huang has been in the current academic year (2022-2023) in performing various aspects of his responsibilities.

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

President Dr. Guiyou Huang Self Evaluation - Spring 2023

Linked below is a brief synopsis of the President's evaluation of his goals and accomplishments from the academic year 2022-2023.. Please review the synopsis prior to evaluating the Interim President's performance.

Section 2: The Survey Questions

The following questions were used in the survey.

QID1 President Huang effectively promotes an environment for excellence in **scholarship**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID2 President Huang effectively promotes an environment for excellence in **teaching and learning**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID3 President Huang 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 (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID4 President Huang effectively promotes the University to the **local community**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID5 President Huang effectively promotes the University to **the Western Illinois Region**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID6 President Huang fosters effective relationships with the **local community**.

- ☐ 1=Strongly Disagree (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5=Strongly Agree (5)
 - ☐ No Basis for Response (100)
 - ☐ Decline to Respond (200)
-

QID7 President Huang fosters effective relationships with **the Board of Trustees**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (6)
- ☐ Decline to Respond (7)

QID8 President Huang fosters effective relationships with the **UPI (University Professionals of Illinois)**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID9 President Huang effectively promotes policies that **foster the activities of your department or academic unit.**

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID10 President Huang **allocates resources so that your department or academic unit's faculty can accomplish their research mission.**

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID11 President Huang **manages the University's resources well.**

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID12 President Huang effectively **secures funding to support university initiatives.**

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID13 To ensure student success, President Huang demonstrates effort to **increase access, retention, and graduation rates of students.**

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID14 To ensure student success, President Huang demonstrates effort to **make education affordable at WIU.**

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID15 President Huang **fosters high academic standards** for students at Western Illinois University.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID16 President Huang effectively promotes policies that **foster the enhancement of student-learning outcomes for becoming global citizens**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID17 Regarding **faculty**, President Huang's management practices promote **excellence**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID18 Regarding **faculty**, President Huang's management practices promote **diversity**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID19 Regarding **staff**, President Huang's management practices promote **excellence**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID20 Regarding **staff**, President Huang's management practices promote **diversity**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID21 President Huang is **responsive to your concerns**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID22 President Huang effectively promotes your campus work environment to be **healthy**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID23 President Huang effectively promotes your campus work environment to be **safe**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID24 President Huang effectively promotes your campus work environment to be **pleasant**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID25 President Huang supports **faculty governance** at all levels.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID26 President Huang makes **effective administrative appointments**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID27 President Huang directs the university's **academic facilities** so that they meet the needs of your department or academic unit.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID28 Overall, President Huang is highly effective at **performing the duties of the President**.

- ☐ 1=Strongly Disagree (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5=Strongly Agree (5)
- ☐ No Basis for Response (100)
- ☐ Decline to Respond (200)

QID29 Please provide additional comments or suggestions about President Huang regarding **personnel and faculty relations**.

QID30 Please provide additional comments or suggestions about President Huang's **overall performance**.

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

QID31 What is your gender?

- ☐ Man (1)
 - ☐ Woman (2)
 - ☐ Other (3)
-

QID32 What is your academic unit?

- ☐ College of Arts and Sciences (1)
 - ☐ College of Business and Technology (2)
 - ☐ College of Education and Human Services (3)
 - ☐ College of Fine Arts and Communication (4)
 - ☐ University Libraries (5)
 - ☐ Other (6) _____
-

QID33 With which faculty unit are you affiliated?

- ☐ Unit A (1)
- ☐ Unit B (2) QID34 Including this year, how many years of service with WIU do you have?
- ☐ 0-5 years (1)
- ☐ 6-10 years (2)
- ☐ 11-20 years (3)
- ☐ more than 20 years (4)
-

QID35 How often do you have interaction with the President?

- ☐ 1-3 times a week (1)
- ☐ 1-3 times a month (2)
- ☐ 1-3 times a semester (3)
- ☐ 1-3 times a year (4)
- ☐ Never (5)

QID36 On which campus do you primarily work?

- ☐ Macomb (1)
- ☐ Quad Cities (2)

Thank you for taking the time to provide confidential input regarding the performance of the President in the academic year 2022-2023. 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.**

Section 3: Statistical Findings

QID1 –President Huang effectively promotes an environment for excellence in scholarship

		Value	Count	Percent
N	Valid		136	85.53%
	Missing		23	14.47%

Central Tendency and Dispersion	Mean		3.29	
	Standard Deviation		1.24	
Labeled Value	1	1 = Strongly Disagree	14	10.29%
	2	2	21	15.44%
	3	3	40	29.41%
	4	4	33	24.26%
	5	5 = Strongly Agree	28	20.59%

QID2 – President Huang effectively promotes an environment for excellence in teaching and learning.

		Value	Count	Percent
N	Valid		150	94.34%
	Missing		9	5.66%
Central Tendency and Dispersion	Mean		3.24	
	Standard Deviation		1.30	
Labeled Value	1	1 = Strongly Disagree	20	13.33%
	2	2	21	14.00%
	3	3	44	29.33%
	4	4	33	22.00%
	5	5 = Strongly Agree	32	21.33%

QID3 – President Huang effectively promotes policies that support the mission of the university relative to long-term strategic planning.

		Value	Count	Percent
N	Valid		152	95.60%
	Missing		7	4.40%
Central Tendency and Dispersion	Mean		3.49	
	Standard Deviation		1.27	

Labeled Value	1	1 = Strongly Disagree	14	9.21%
	2	2	20	13.16%
	3	3	37	24.34%
	4	4	40	26.32%
	5	5 = Strongly Agree	41	26.97%

QID4 – President Huang effectively promotes the University to the local community.

		Value	Count	Percent
N	Valid		144	90.57%
	Missing		15	9.43%
Central Tendency and Dispersion	Mean		3.71	
	Standard Deviation		1.33	
Labeled Value	1	1 = Strongly Disagree	12	8.33%
	2	2	19	13.19%
	3	3	25	17.36%
	4	4	31	21.53%
	5	5 = Strongly Agree	57	39.58%

QID5 –President Huang effectively promotes the University to the Western Illinois Region.

		Value	Count	Percent
N	Valid		134	84.28%
	Missing		25	15.72%
Central Tendency and Dispersion	Mean		3.66	
	Standard Deviation		1.23	
Labeled Value	1	1 = Strongly Disagree	9	6.72%

	2	2	17	12.69%
	3	3	27	20.15%
	4	4	39	29.10%
	5	5 = Strongly Agree	42	31.34%

QID6 –President Huang fosters effective relationships with the local community.

		Value	Count	Percent
N	Valid		137	86.16%
	Missing		22	13.84%
Central Tendency and Dispersion	Mean		3.66	
	Standard Deviation		1.27	
Labeled Value	1	1 = Strongly Disagree	11	8.03%
	2	2	15	10.95%
	3	3	31	22.63%
	4	4	32	23.36%
	5	5 = Strongly Agree	48	35.04%

QID7 –President Huang fosters effective relationships with the Board of Trustees.

		Value	Count	Percent
N	Valid		151	94.97%
	Missing		8	5.03%
Central Tendency and Dispersion	Mean		2.92	
	Standard Deviation		1.45	
Labeled Value	1	1 = Strongly Disagree	36	23.84%
	2	2	28	18.54%
	3	3	29	19.21%
	4	4	28	18.54%
	5	5 = Strongly Agree	30	19.87%

QID8 –President Huang fosters effective relationships with the UPI (University Professionals of Illinois).

		Value	Count	Percent
N	Valid		149	93.71%
	Missing		10	6.29%
Central Tendency and Dispersion	Mean		2.54	
	Standard Deviation		1.41	
Labeled Value	1	1 = Strongly Disagree	47	31.54%
	2	2	35	23.49%
	3	3	29	19.46%
	4	4	16	10.74%
	5	5 = Strongly Agree	22	14.77%

QID9 –President Huang effectively promotes policies that foster the activities of your department or academic unit.

		Value	Count	Percent
N	Valid		151	94.97%
	Missing		8	5.03%
Central Tendency and Dispersion	Mean		2.92	
	Standard Deviation		1.45	
Labeled Value	1	1 = Strongly Disagree	36	23.84%
	2	2	28	18.54%
	3	3	29	19.21%
	4	4	28	18.54%

	5	5 = Strongly Agree	30	19.87%
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QID10 –President Huang allocates resources so that your department or academic unit's faculty can accomplish their research mission.

		Value	Count	Percent
N	Valid		149	93.71%
	Missing		10	6.29%
Central Tendency and Dispersion	Mean		2.54	
	Standard Deviation		1.41	
Labeled Value	1	1 = Strongly Disagree	47	31.54%
	2	2	35	23.49%
	3	3	29	19.46%
	4	4	16	10.74%
	5	5 = Strongly Agree	22	14.77%

QID11 –President Huang manages the University's resources well.

		Value	Count	Percent
N	Valid		138	86.79%
	Missing		21	13.21%
Central Tendency and Dispersion	Mean		2.93	
	Standard Deviation		1.37	
Labeled Value	1	1 = Strongly Disagree	27	19.57%
	2	2	29	21.01%
	3	3	33	23.91%
	4	4	24	17.39%
	5	5 = Strongly Agree	25	18.12%

QID12 –President Huang effectively secures funding to support university initiatives.

		Value	Count	Percent
N	Valid		124	77.99%
	Missing		35	22.01%
Central Tendency and Dispersion	Mean		3.16	
	Standard Deviation		1.33	
Labeled Value	1	1 = Strongly Disagree	20	16.13%
	2	2	17	13.71%
	3	3	35	28.23%
	4	4	27	21.77%
	5	5 = Strongly Agree	25	20.16%

QID13 – To ensure student success, President Huang demonstrates effort to increase access, retention, and graduation rates of students.

		Value	Count	Percent
N	Valid		154	96.86%
	Missing		5	3.14%
Central Tendency and Dispersion	Mean		3.56	
	Standard Deviation		1.26	
Labeled Value	1	1 = Strongly Disagree	15	9.74%
	2	2	16	10.39%
	3	3	33	21.43%
	4	4	47	30.52%
	5	5 = Strongly Agree	43	27.92%

QID14 – To ensure student success, President Huang demonstrates effort to make education affordable at WIU.

		Value	Count	Percent
N	Valid		138	86.79%
	Missing		21	13.21%
Central Tendency and Dispersion	Mean		3.46	
	Standard Deviation		1.21	
Labeled Value	1	1 = Strongly Disagree	13	9.42%
	2	2	13	9.42%
	3	3	42	30.43%
	4	4	38	27.54%
	5	5 = Strongly Agree	32	23.19%

QID15 –President Huang fosters high academic standards for students at Western Illinois University..

		Value	Count	Percent
N	Valid		145	91.19%
	Missing		14	8.81%
Central Tendency and Dispersion	Mean		3.08	
	Standard Deviation		1.31	
Labeled Value	1	1 = Strongly Disagree	23	15.86%
	2	2	26	17.93%
	3	3	36	24.83%
	4	4	36	24.83%
	5	5 = Strongly Agree	24	16.55%

QID16 – President Huang effectively promotes policies that foster the enhancement of student-learning outcomes for becoming global citizens.

		Value	Count	Percent
N	Valid		131	82.39%
	Missing		28	17.61%
Central Tendency and Dispersion	Mean		3.53	
	Standard Deviation		1.34	
Labeled Value	1	1 = Strongly Disagree	14	10.69%
	2	2	19	14.50%
	3	3	21	16.03%
	4	4	37	28.24%
	5	5 = Strongly Agree	40	30.53%

QID17 – Regarding faculty, President Huang's management practices promote excellence.

		Value	Count	Percent
N	Valid		149	93.71%
	Missing		10	6.29%
Central Tendency and Dispersion	Mean		2.93	
	Standard Deviation		1.46	
Labeled Value	1	1 = Strongly Disagree	38	25.50%
	2	2	21	14.09%
	3	3	32	21.48%
	4	4	29	19.46%
	5	5 = Strongly Agree	29	19.46%

QID18 – Regarding faculty, President Huang's management practices promote diversity.

		Value	Count	Percent
N	Valid		146	91.82%
	Missing		13	8.18%
Central Tendency and Dispersion	Mean		3.84	
	Standard Deviation		1.21	
Labeled Value	1	1 = Strongly Disagree	9	6.16%
	2	2	14	9.59%
	3	3	24	16.44%
	4	4	44	30.14%
	5	5 = Strongly Agree	55	37.67%

QID19 – Regarding staff, President Huang's management practices promote excellence.

		Value	Count	Percent
N	Valid		114	71.70%
	Missing		45	28.30%
Central Tendency and Dispersion	Mean		3.02	
	Standard Deviation		1.38	
Labeled Value	1	1 = Strongly Disagree	22	19.30%
	2	2	21	18.42%
	3	3	25	21.93%
	4	4	25	21.93%
	5	5 = Strongly Agree	21	18.42%

QID20 – Regarding staff, President Huang's management practices promote diversity.

		Value	Count	Percent
N	Valid		115	72.33%
	Missing		44	27.67%
Central Tendency and Dispersion	Mean		3.63	
	Standard Deviation		1.25	
Labeled Value	1	1 = Strongly Disagree	7	6.09%
	2	2	16	13.91%
	3	3	28	24.35%
	4	4	25	21.74%
	5	5 = Strongly Agree	39	33.91%

QID21 –President Huang is responsive to your concerns.

		Value	Count	Percent
N	Valid		119	74.84%
	Missing		40	25.16%
Central Tendency and Dispersion	Mean		3.01	
	Standard Deviation		1.51	
Labeled Value	1	1 = Strongly Disagree	27	22.69%
	2	2	26	21.85%
	3	3	14	11.76%
	4	4	23	19.33%
	5	5 = Strongly Agree	29	24.37%

QID22 – President Huang effectively promotes your campus work environment to be healthy.

		Value	Count	Percent
N	Valid		145	91.19%
	Missing		14	8.81%
Central Tendency and Dispersion	Mean		3.28	
	Standard Deviation		1.39	
Labeled Value	1	1 = Strongly Disagree	20	13.79%
	2	2	26	17.93%
	3	3	31	21.38%
	4	4	29	20.00%
	5	5 = Strongly Agree	39	26.90%

QID23 – President Huang effectively promotes your campus work environment to be safe.

		Value	Count	Percent
N	Valid		142	89.31%
	Missing		17	10.69%
Central Tendency and Dispersion	Mean		3.52	
	Standard Deviation		1.28	
Labeled Value	1	1 = Strongly Disagree	16	11.27%
	2	2	12	8.45%
	3	3	35	24.65%
	4	4	40	28.17%
	5	5 = Strongly Agree	39	27.46%

QID24 –President Huang effectively promotes your campus work environment to be pleasant.

		Value	Count	Percent
N	Valid		145	91.19%
	Missing		14	8.81%
Central Tendency and Dispersion	Mean		3.25	
	Standard Deviation		1.38	
Labeled Value	1	1 = Strongly Disagree	23	15.86%
	2	2	20	13.79%
	3	3	36	24.83%
	4	4	30	20.69%
	5	5 = Strongly Agree	36	24.83%

QID25 – President Huang supports faculty governance at all levels.

		Value	Count	Percent
N	Valid		135	84.91%
	Missing		24	15.09%
Central Tendency and Dispersion	Mean		3.13	
	Standard Deviation		1.35	
Labeled Value	1	1 = Strongly Disagree	22	16.30%
	2	2	24	17.78%
	3	3	9	6.67%
	4	4	34	25.19%
	5	5 = Strongly Agree	26	19.26%

QID26 – President Huang makes effective administrative appointments

		Value	Count	Percent
N	Valid		129	81.13%
	Missing		30	18.87%
Central Tendency and Dispersion	Mean		2.65	
	Standard Deviation		1.41	
Labeled Value	1	1 = Strongly Disagree	38	29.46%
	2	2	25	19.38%
	3	3	30	23.26%
	4	4	16	12.40%
	5	5 = Strongly Agree	20	15.50%

QID27 –President Huang directs the university's academic facilities so that they meet the needs of your department or academic unit.

		Value	Count	Percent
N	Valid		133	83.65%
	Missing		26	16.35%
Central Tendency and Dispersion	Mean		2.86	
	Standard Deviation		1.38	
Labeled Value	1	1 = Strongly Disagree	30	22.56%
	2	2	27	20.30%
	3	3	29	21.80%
	4	4	26	19.55%
	5	5 = Strongly Agree	21	15.79%

QID28 – Overall, President Huang is highly effective at performing the duties of the President.

		Value	Count	Percent
N	Valid		156	98.11%
	Missing		3	1.89%
Central Tendency and Dispersion	Mean		3.25	
	Standard Deviation		1.30	
Labeled Value	1	1 = Strongly Disagree	20	12.82%
	2	2	25	16.03%
	3	3	39	25.00%
	4	4	40	25.64%
	5	5 = Strongly Agree	32	20.51%

Section 4: Additional Demographic & Statistical Findings

1. What is your gender?

		Frequency	Percent	Valid Percent
Valid	Man	84	52.83%	54.90%
	Women	60	37.74%	39.22%
	Other	9	5.66%	5.88%
	Total	153	96.23%	100.00%
Missing		6	3.77%	
Total		159	100.00%	

2. What is your academic unit?

		Frequency	Percent	Valid Percent
Valid	College of Arts and Sciences	44	27.67%	34.92%
	College of Business and Technology	29	18.24%	23.02%
	College of Education and Human Services	29	18.24%	23.02%
	College of Fine Arts and Communication	32	20.13%	25.40%
	University Libraries	3	1.89%	2.38%
	Prefer not to say	20	12.58%	15.87%
	Total	126	79.25%	100.00%
Missing		33	20.75%	
Total		159	100.00%	

3. With which faculty unit are you affiliated?

		Frequency	Percent	Valid Percent
Valid	Unit A	139	87.42%	89.68%
	Unit B	16	10.06%	10.32%
	Total	155	97.48%	100.00%
Missing		4	2.52%	
Total		159	100.00%	

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

		Frequency	Percent	Valid Percent
Valid	0-5 years	31	19.50%	19.75%
	6-10 years	21	13.21%	13.38%
	11-20 years	68	42.77%	43.31%
	more than 20 years	37	23.27%	23.57%
	Total	157	98.74%	100.00%
Missing		2	1.26%	
Total		159	100.00%	

5. How often do you interact with the President?

		Frequency	Percent	Valid Percent
Valid	1-3 times a week	0	0.00%	0.00%
	1-3 times a month	9	5.66%	5.70%
	1-3 times a semester	47	29.56%	29.75%
	1-3 times a year	61	38.36%	38.61%
	Never	41	25.79%	25.95%
	Total	158	99.37%	100.00%
Missing		1	0.63%	
Total		159	100.00%	

6. On which campus do you primarily work?

		Frequency	Percent	Valid Percent
Valid	Macomb	146	91.82%	94.81%
	Quad City	8	5.03%	5.19%
	Total	154	96.86%	100.00%
Missing		5	3.14%	
Total		159	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 President Huang's performance regarding personnel and faculty relations.

QID32 - Please provide additional comments or suggestions about President Huang'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	74	159	46.54%
QID32	67	159	42.14%