

Presidential Performance Survey Report 2025-2026 Academic Year

Faculty Senate Committee on Provost and Presidential Performance (CPPP)

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We would like to thank Annette Hamm and Senate Chair Robinett (for their support, survey creation, and distribution).

Executive Summary

A survey was designed and administered by the Faculty Senate Committee on Provost and Presidential Performance (CPPP). The Faculty Senate sent 273 survey invitations to eligible faculty; 91 completed it (33% response rate). The respondents evaluated the President on a 1-5 scale, where 1 was strongly disagree and 5 was strongly agree. Faculty rated the president's performance in the areas of creation of positive campus environment, support of the university's mission, resource management, management style and practices, and president-faculty relationships. The respondents were also given opportunities to comment on President Mindrup's overall performance. The comments provided are summarized at the end of each thematic section at the end of this report.

Overview and Methodology

The CPPP used the same survey that was administered during the 2022-2023 evaluation period. The CPPP will share the executive summary with the Faculty Senate, the President, and the Board of Trustees. The survey was conducted online by emailing each eligible faculty member a web link to complete the survey on Qualtrics. The survey ran from February 16 to February 27, 2026. 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 and Selected Characteristics

- Of the total of 78 respondents who indicated their gender, 53% (41) identified as female, 46% as male (36), 1% (1) as gender/non-conforming, 3% (2) stated they did not wish to identify.
- Of the total 69 respondents who indicated their ethnicity, 85% (59) identified as white or caucasian, 4% (3) identified as Asian, 1% (1) identified as Black or African American, 1% (1) identified as American Indian or Alaska Native, and 7% (5) preferred to self-describe.
- Of the 75 respondents who indicated their academic college, 37% (28) identified as College of Arts and Sciences, 17% (13) identified as College and Technology, 20% (15) identified as College of Education and Human Services, 23% (17) identified as College of Fine Arts and Communication, and 3% (2) identified as other.
- Of the 79 respondents who indicated their unit, 91% 72 identified as Unit A and 9% (7) identified as Unit B.

- Of the 77 who responded to faculty rank, 56% (43) identified as Professor, 22% (17) identified as Associate Professor, 16% (12) identified as Assistant Professor, 3% (2) identified as Assistant Professor Unit B, 1% (1) identified as Associate Instructor and 3% (2) identified as Instructor.
- Of the 80 who indicated how many years of service they had with WIU, 14% (11) indicated 0-5 years, 21% (17) indicated 6-10 years, 39% (31) indicated 11-20 years, and 26% (21) indicated more than 20 years.

Section 1: The Survey Administered

QID2 President Mindrup Evaluation - Spring 2026

You are invited to participate in the annual faculty review of the President. This online survey should take about 10 minutes to complete. Participation is voluntary, and responses will be kept anonymous to the degree permitted by the technology being used.

You have the option to not respond to any questions that you choose. Participation or nonparticipation will not impact your relationship with WIU. Raw survey data will not be shared beyond the Committee on Provost and Presidential Performance (five Faculty Senators). The CPPP will share only summaries of anonymized data with Faculty Senate as a whole; the President will also receive written comments in full, but will not have access to data about their sources. Submission of the survey will be interpreted as your informed consent to participate and that you affirm that you are at least 18 years of age.

If you have any questions about the survey, please contact the CPPP Chair, Nicole Gillotti, via email at ns-gillotti@wiu.edu.

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 Mindrup has been in the current academic year (2025-2026) in performing various aspects of her responsibilities.

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

QID3 Linked below is a brief synopsis of the President's self-evaluation of her goals and accomplishments from the academic year 2025-2026. Please review the synopsis prior to evaluating the President's performance.

President's Self-Evaluation 2026

QID4 President Mindrup effectively promotes an environment for excellence in **scholarship**.

QID5 President Mindrup effectively promotes an environment for excellence in **teaching and learning**.

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

QID7 President Mindrup effectively promotes the University to the **local community**.

QID8 President Mindrup effectively promotes the University to **the Western Illinois Region**.

QID9 President Mindrup fosters effective relationships with the **local community**.

QID10 President Mindrup fosters effective relationships with **the Board of Trustees**.

QID11 President Mindrup fosters effective relationships with the **UPI (University Professionals of Illinois)**.

QID12 President Mindrup effectively promotes policies that **foster the activities of your department or academic unit**.

QID13 President Mindrup **allocates resources so that your department or academic unit's faculty can accomplish their research mission**.

QID14 President Mindrup **manages the University's resources well**.

QID15 President Mindrup effectively **secures funding to support university initiatives**.

QID16 To ensure student success, President Mindrup demonstrates effort to **increase student access to the university**.

QID17 To ensure student success, President Mindrup demonstrates effort to **increase retention rates of students**.

QID18 To ensure student success, President Mindrup demonstrates effort to **increase graduation rates of students**.

QID19 To ensure student success, President Mindrup demonstrates effort to **make education affordable at WIU**.

QID20 President Mindrup **fosters high academic standards** for students at Western Illinois University.

QID21 President Mindrup effectively promotes policies that **foster the enhancement of student-learning outcomes for becoming global citizens**.

QID22 Regarding **faculty**, President Mindrup's management practices promote **excellence**.

QID23 Regarding **faculty**, President Mindrup's management practices promote **diversity**.

QID24 Regarding **staff**, President Mindrup's management practices promote **excellence**.

QID25 Regarding **staff**, President Mindrup's management practices promote **diversity**.

QID26 President Mindrup is **responsive to your concerns**.

QID27 President Mindrup effectively promotes your campus work environment to be **healthy**.

QID28 President Mindrup effectively promotes your campus work environment to be **safe**.

QID29 President Mindrup effectively promotes your campus work environment to be **pleasant**.

QID30 President Mindrup supports **faculty governance** at all levels.

QID31 President Mindrup makes **effective administrative appointments**.

QID32 President Mindrup directs the university's **academic facilities** so that they meet the needs of your department or academic unit.

QID33 Overall, President Mindrup is highly effective at **performing the duties of the President**.

QID34 Please provide additional comments or suggestions about President Mindrup regarding **personnel and faculty relations**.

QID35 Please provide additional comments or suggestions about President Mindrup's **overall performance**.

QID36 For purposes of data analysis, please provide the following demographic information:

QID37 Which best describes your gender?

- Female/Woman (1)
- Male/Man (2)
- Transgender (4)

- Gender Non-conforming/Nonbinary (6)
- Questioning/unsure (7)
- Prefer to self-describe: (_____) – *self describe text box* (8)

QID38 What best describes your ethnicity?

- White or Caucasian (1)
- Asian (2)
- Black or African American (3)
- American Indian or Alaska Native (4)
- Native Hawaiian or other Pacific Islander (5)
- Prefer to self-describe: (_____) – *self describe text box* (6)

QID40 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)
- Other (6) _____
- Decline to Respond (7)

QID41 With which faculty unit are you affiliated?

- Unit A (1)
- Unit B (2)

QID42 What is your faculty rank?

- Professor (1)
- Associate Professor (2)
- Assistant Professor (3)
- Assistant Professor – Unit B (4)
- Senior Instructor (5)
- Associate Instructor (6)
- Instructor (7)

QID43 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)

QID44 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)

QID 45 On which campus do you primarily work?

- Macomb (1)
- Quad Cities (2)

QID 46 Thank you for taking the time to provide confidential input regarding the performance of the President in the academic year 2025-2026. Click on the Next button to complete the survey.

Section 2: Statistical Findings

QID3 - President Mindrup effectively promotes an environment for excellence in scholarship.

1 = Strongly Disagree	16	23%
2	17	24%
3	14	20%
4	13	18%
5 = Strongly Agree	11	15%

Mean = 2.8

Standard Deviation = 1.38

QID4 - President Mindrup effectively promotes an environment for excellence in teaching and learning.

1 = Strongly Disagree	11	14%
2	13	17%
3	23	29%
4	12	15%

5 = Strongly Agree	19	24%
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Mean = 3.19

Standard Deviation = 1.35

QID5 - President Mindrup effectively promotes policies that support the mission of the university.

1 = Strongly Disagree	6	8%
2	17	22%
3	17	22%
4	19	25%
5 = Strongly Agree	18	23%

Mean = 3.34

Standard Deviation = 1.27

QID6 - President Mindrup effectively promotes the University to the local community.

1 = Strongly Disagree	8	12%
2	7	10%
3	10	15%
4	16	24%
5 = Strongly Agree	26	39%

Mean = 3.67

Standard Deviation = 1.39

QID7 - President Mindrup effectively promotes the University to the Western Illinois Region.

1 = Strongly Disagree	5	8%
2	8	12%

3	15	23%
4	17	26%
5 = Strongly Agree	21	32%

Mean = 3.62

Standard Deviation = 1.25

QID8 - President Mindrup fosters effective relationships with the local community.

1 = Strongly Disagree	5	8%
2	11	18%
3	10	16%
4	14	23%
5 = Strongly Agree	22	35%

Mean = 3.6

Standard Deviation = 1.34

QID9 - President Mindrup fosters effective relationships with the Board of Trustees.

1 = Strongly Disagree	2	4%
2	5	9%
3	11	19%
4	16	28%
5 = Strongly Agree	23	40%

Mean = 3.93

Standard Deviation = 1.12

QID10 - President Mindrup fosters effective relationships with the UPI (University Professionals of Illinois).

1 = Strongly Disagree	10	17%
2	12	21%
3	11	19%
4	14	24%
5 = Strongly Agree	11	19%

Mean = 3.07

Standard Deviation = 1.38

QID11 - President Mindrup effectively promotes policies that foster the activities of your department or academic unit.

1 = Strongly Disagree	23	29%
2	17	22%
3	16	20%
4	11	14%
5 = Strongly Agree	12	15%

Mean = 2.65

Standard Deviation = 1.41

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

1 = Strongly Disagree	27	35%
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2	22	28%
3	17	22%
4	8	10%
5 = Strongly Agree	4	5%

Mean = 2.23

Standard Deviation = 1.18

QID13 - President Mindrup manages the University's resources well.

1 = Strongly Disagree	12	16%
2	12	16%
3	21	28%
4	17	22%
5 = Strongly Agree	14	18%

Mean = 3.12

Standard Deviation = 1.32

QID14 - President Mindrup effectively secures funding to support university initiatives.

1 = Strongly Disagree	20	32%
2	13	21%
3	12	19%
4	10	16%
5 = Strongly Agree	8	13%

Mean = 2.57

Standard Deviation = 1.4

QID38 - To ensure student success, President Mindrup demonstrates effort to increase student access to the university.

1 = Strongly Disagree	11	15%
2	12	17%
3	16	23%
4	12	17%
5 = Strongly Agree	20	28%

Mean = 3.25

Standard Deviation = 1.42

QID15 - To ensure student success, President Mindrup demonstrates effort to increase retention rates of students.

1 = Strongly Disagree	9	12%
2	7	10%
3	15	21%
4	20	27%
5 = Strongly Agree	22	30%

Mean = 3.53

Standard Deviation = 1.34

QID16 - To ensure student success, President Mindrup demonstrates effort to increase graduate rates of students.

1 = Strongly Disagree	6	9%
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2	7	11%
3	22	34%
4	12	18%
5 = Strongly Agree	18	28%

Mean = 3.45

Standard Deviation = 1.25

QID17 - To ensure student success, President Mindrup demonstrates effort to make education affordable at WIU.

1 = Strongly Disagree	6	9%
2	6	9%
3	22	33%
4	17	25%
5 = Strongly Agree	16	24%

Mean = 3.46

Standard Deviation = 1.2

QID18 - President Mindrup fosters high academic standards for students at Western Illinois University.

1 = Strongly Disagree	13	18%
2	14	19%
3	23	31%
4	11	15%
5 = Strongly Agree	13	18%

Mean = 2.96

Standard Deviation = 1.32

QID19 - President Mindrup effectively promotes policies that foster the enhancement of student-learning outcomes for becoming global citizens.

1 = Strongly Disagree	13	22%
2	10	17%
3	16	27%
4	7	12%
5 = Strongly Agree	14	23%

Mean = 2.98

Standard Deviation = 1.44

QID20 - Regarding faculty, President Mindrup's management practices promote excellence.

1 = Strongly Disagree	23	29%
2	16	21%
3	10	13%
4	16	21%
5 = Strongly Agree	13	17%

Mean = 2.74

Standard Deviation = 1.48

QID21 - Regarding faculty, President Mindrup's management practices promote diversity.

1 = Strongly Disagree	11	17%
2	3	5%
3	21	32%

4	10	15%
5 = Strongly Agree	21	32%

Mean = 3.41

Standard Deviation = 1.4

QID22 - Regarding staff, President Mindrup's management practices promote excellence.

1 = Strongly Disagree	13	24%
2	10	19%
3	7	13%
4	10	19%
5 = Strongly Agree	14	26%

Mean = 3.04

Standard Deviation = 1.54

QID23 - Regarding staff, President Mindrup's management practices promote diversity.

1 = Strongly Disagree	6	12%
2	7	14%
3	15	29%
4	7	14%
5 = Strongly Agree	16	31%

Mean = 3.39

Standard Deviation = 1.36

QID24 - President Mindrup is responsive to your concerns.

1 = Strongly Disagree	20	32%
2	11	18%
3	9	15%
4	9	15%
5 = Strongly Agree	13	21%

Mean = 2.74

Standard Deviation = 1.54

QID25 - President Mindrup effectively promotes your campus work environment to be healthy.

1 = Strongly Disagree	14	20%
2	13	19%
3	14	20%
4	15	21%
5 = Strongly Agree	14	20%

Mean = 3.03

Standard Deviation = 1.41

QID39 - President Mindrup effectively promotes your campus work environment to be safe.

1 = Strongly Disagree	8	11%
2	6	8%

3	18	25%
4	20	28%
5 = Strongly Agree	19	27%

Mean = 3.51

Standard Deviation = 1.28

QID40 - President Mindrup effectively promotes your campus work environment to be pleasant.

1 = Strongly Disagree	12	16%
2	15	20%
3	16	21%
4	13	17%
5 = Strongly Agree	19	25%

Mean = 3.16

Standard Deviation = 1.41

QID41 - President Mindrup supports faculty governance at all levels.

1 = Strongly Disagree	16	22%
2	12	16%
3	14	19%
4	16	22%
5 = Strongly Agree	15	21%

Mean = 3.03

Standard Deviation = 1.44

QID42 - President Mindrup makes effective administrative appointments.

1 = Strongly Disagree	26	35%
2	17	23%
3	7	9%
4	11	15%
5 = Strongly Agree	14	19%

Mean = 2.6

Standard Deviation = 1.53

QID43 - President Mindrup directs the university's academic facilities so that they meet the needs of your department or academic unit.

1 = Strongly Disagree	20	27%
2	18	24%
3	17	23%
4	8	11%
5 = Strongly Agree	11	15%

Mean = 2.62

Standard Deviation = 1.37

QID44 - Overall, President Mindrup is highly effective at performing the duties of the President.

1 = Strongly Disagree	17	22%
2	15	19%

3	18	23%
4	15	19%
5 = Strongly Agree	14	18%

Mean = 2.92

Standard Deviation = 1.39

Section 3: Qualitative Comments

The committee reviewed the comments submitted by survey respondents. To gain a better understanding of general positive performance and perceptions, as well as concerns, it was deemed necessary to identify commonalities and themes among responses. Given the sheer volume of comments, AI (ChatGPT) was used to analyze responses and identify commonalities. The outlines were then edited to ensure that these themes accurately reflected the original text and did not provide extraneous commentary.

Positive Themes

Overall:

- Many faculty appreciate the president's optimistic tone and encouraging public messaging about the university's future.
- Some respondents view her as approachable, professional, and open to listening to faculty concerns.
- Several comments note her support for diversity and inclusion and her engagement with faculty governance bodies such as the Faculty Senate.
- A few faculty members credit her early leadership in addressing the university's budget crisis and acknowledge that she recognizes faculty contributions to the university's mission.
- Some faculty believe the president has shown dedication to the university and is working hard under extremely difficult financial and enrollment circumstances.
- Several respondents appreciate her optimism, professionalism, and public representation of the university.
- Some comments acknowledge her role in addressing long-standing structural and financial issues and attempting to stabilize the institution.

- A number of faculty note that she maintains positive relationships with community partners and external stakeholders.
- A few respondents feel that plans for institutional rebuilding and long-term sustainability are beginning to emerge.

Negative Themes

Communication and Visibility

- A common concern is limited communication and visibility from the president, with many faculty reporting little direct interaction or engagement.
- Faculty express a desire for clearer, more consistent communication about institutional priorities and decisions.

Strategic Direction

- Many responses indicate concern about a lack of a clear, cohesive long-term vision for the university.
- Faculty often report difficulty connecting broad institutional goals with specific plans, actions, or measurable outcomes.

Leadership and Administrative Decisions

- Several respondents express dissatisfaction with certain administrative appointments, particularly the provost, and believe these decisions have negatively affected faculty morale and relationships.
- Some comments suggest that too much decision-making authority has been delegated to other administrators.

Faculty Governance and Input

- A recurring theme is that faculty input and committee work are sometimes perceived as having little influence on final decisions.
- Faculty express interest in stronger shared governance and clearer processes for incorporating faculty feedback.

Faculty Morale and Work Environment

- Many comments reflect concerns about declining morale, strained relationships between faculty and administration, and a challenging institutional climate.

Resources, Staffing, and Budget Priorities

- Faculty frequently cite layoffs, heavy workloads, and reduced departmental resources as major concerns.
- Some respondents question administrative hiring priorities while faculty positions remain unfilled.

Academic Programs and Institutional Strategy

- Comments call for stronger support for research, academic programs, and full-time faculty hiring.
- Some respondents suggest expanding well-designed online programs and improving strategies for enrollment and recruitment.

Communication, Visibility, and Engagement

- A common concern is limited communication and visibility from the president, with faculty reporting little direct engagement beyond formal meetings or events.
- Some respondents express uncertainty about her day-to-day activities or role in shaping institutional decisions.
- Faculty frequently request more direct interaction with departments, clearer communication of accomplishments and plans, and stronger engagement with the Macomb campus and community.

Strategic Vision and Leadership Direction

- Many comments express concern about the absence of a clearly articulated long-term strategy for addressing enrollment decline and institutional sustainability.
- Faculty often report difficulty identifying specific initiatives, policies, or measurable goals coming from the presidency.
- Several respondents indicate that the university lacks a clear narrative or strategy for recruitment, marketing, and institutional positioning.

Leadership Decisions and Administrative Structure

- Numerous comments criticize certain administrative decisions, including leadership appointments, internal promotions, and the handling of senior administrative searches.
- Some respondents believe key decisions have lacked transparency or sufficient faculty input.
- Several faculty express concern that too much authority rests with other administrators rather than the president.

Faculty Morale and Institutional Climate

- Many comments highlight very low faculty morale, often tied to layoffs, workload increases, and strained relationships between faculty and administration.
- Some faculty feel that the administration does not adequately recognize the impact of these challenges on faculty and academic programs.

Enrollment, Recruitment, and Institutional Reputation

- A recurring concern is declining enrollment and the perceived lack of a clear plan to rebuild student pipelines.

- Some faculty call for stronger marketing, branding, and recruitment efforts to better promote the university's strengths.
- Several comments suggest that recent institutional decisions and public perception may be harming recruitment.

Transparency and Shared Governance

- Faculty frequently call for greater transparency in decision-making and clearer processes for incorporating faculty feedback.
- Some respondents believe faculty input is requested but rarely meaningfully influences final decisions.

Resource Allocation and Institutional Priorities

- Some comments question administrative spending priorities, particularly in relation to layoffs and resource reductions affecting academic programs.
- Faculty also raise concerns about staffing needs, infrastructure planning, and support for academic initiatives.

Community and Campus Presence

- Several respondents emphasize the importance of a stronger presidential presence in the Macomb community and on campus.
- Faculty note that visible engagement with students, faculty, staff, and local stakeholders is important for building trust and institutional unity.