

**Provost's Performance Survey Report  
2018-2019 Academic Year**

**Faculty Senate Committee on Provost and Presidential Performance (CPPP)  
Senators: Jason Franken, Andrea Hyde, Heather McIlvaine-Newsad,  
Feridun Tasdan, and Khaled Zbeeb**

Thank you to David Towers of CITR (Survey Creation and Distribution) and Annette Hamm (Survey Distribution and Office Support) 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 173 faculty members completed the entire survey out of 478 eligible faculty members. In the 2018 evaluation, 200 eligible faculty out of 509 completed the survey. The respondents evaluated former Interim Provost Neumann's Overall Performance on a five-point rating scale at a mean value of 1.88, with a standard deviation of 1.407 (out of N=158 respondents). This is a drop from the rating in Academic Year 2017-2018. They also rated former Interim Provost Neumann's performance in the areas of campus environment, student success, academic goals, use of university resources, and personnel-faculty relations. The respondents were also given opportunities to comment on Former Interim Provost Neumann'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 2017-2018 evaluation period. The CPPP will share the results of the survey with Faculty Senate, the President, and the Board of Trustees. The survey was conducted online by emailing each eligible faculty member (478 invited) a web link to complete the survey. The survey ran from February 25th to March 11<sup>th</sup>, and 48% 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 151 respondents who indicated their gender, 49.67% identified as man, 44.37% identified as woman, and 5.96% identified as other. Out of the 147 survey participants, 44.22% were from the College of Arts and Sciences, 25.17% were from the College of Business and Technology, 10.20% were from the College of Education and Human Services, 12.24% were from the College of Fine Arts, 4.08% were from the University Libraries, and 4.08% identified as other. Of 153 participants who provided their years of service, 47.06% have been at Western Illinois University for 11-20 years, 26.14% for 6-10 years, 16.99% for more than 20 years, and 9.80% for 0-5 years. On frequency of interactions with Former Interim Provost Neumann, 39.86% of respondents selected 1-3 times a year, 29.05% selected 1-3 times a semester, 12.84% selected never, 14.86% selected 1-3 times a month, and 3.38% selected 1-3 times a week. Of the 149 survey participants who responded which campus is their primary work place, 95.30% primarily work on the Macomb campus and 4.70% primarily work on the Quad Cities campus.

### **Significant Statistical Findings:**

The following are listed in the order they appeared on the survey.

56.96% (90 respondents out of 158) **Strongly Disagree** that “Former Interim Provost Neumann effectively promotes an environment for excellence in scholarship.”

56.26% (90 respondents out of 160) **Strongly Disagree** that “Former Interim Provost Neumann effectively promotes an environment for excellence in teaching and learning.”

60.13% (95 respondents out of 158) **Strongly Disagree** that “Former Interim Provost Neumann effectively promotes policies that support the mission of the university (<http://www.wiu.edu/catalog/intro/values.php>) relative to long-term strategic planning.”

64.78% (103 respondents out of 159) **Strongly Disagree** that “Former Interim Provost Neumann effectively promotes policies that foster the activities of your department or academic unit.”

63.77% (88 respondents out of 138) **Strongly Disagree** that “Former Interim Provost Neumann effectively promotes resource development for Academic Affairs.”

62.89% (100 respondents out of 159) **Strongly Disagree** that “Overall, Former Interim Provost Neumann fosters faculty success.”

48.28% (70 respondents out of 145) **Strongly Disagree** that “Former Interim Provost Neumann fosters high academic standards for students at Western Illinois University.”

62.26% (99 respondents out of 159) **Strongly Disagree** that “Former Interim Provost Neumann allocates resources so that your department or academic unit's faculty can accomplish their research mission.”

50.79% (64 respondents out of 126) **Strongly Disagree** that “Regarding faculty, Former Interim Provost Neumann's management practices promote diversity.”

61.54% (96 respondents out of 156) **Strongly Disagree** that “Former Interim Provost Neumann supports faculty governance at all levels.”

# Section 1: The Survey Administered

**Former Interim Provost Neumann's Evaluation - Spring 2019** This confidential, secure online survey is being used to provide eligible faculty members opportunities for providing input regarding the performance of former Interim Provost Neumann. **This year's 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 former Interim Provost Neumann and to President Thomas, and will also be made available to the campus community through the Faculty Senate's website. For each of the following series of questions you will be asked to rate how effective former Interim Provost Neumann has been in the current academic year (2018-2019) in performing various aspects of her responsibilities.

Click here to view information regarding confidentiality ([http://www.wiu.edu/university\\_surveys/faculty\\_survey\\_privacy.php](http://www.wiu.edu/university_surveys/faculty_survey_privacy.php)).

Below is a brief synopsis of former Interim Provost Neumann's evaluation of her goals and accomplishments from the academic year 2018-2019. Please review the synopsis prior to evaluating former Interim Provost Neumann's performance.

Thank you for the opportunity to provide some comments and reflections since the previous review. For your reference, the 2018-2019 Academic Affairs Goals are attached to the end of this document.

This last year the focus in Academic Affairs has been again to enhance and expand student retention and recruitment efforts. To that end, here are some examples of these endeavors:

Alternative Course Delivery: As the need continues to grow to delivery courses in more non-traditional ways, the use of "Zoom" continues to grow. "Zoom" is video conferencing software that allows students to participate in a class in the classroom or from where ever they are. Sections of courses that utilize "Zoom" can now be found easily when searching for course by their "L" (live stream) section designator.

High School Outreach: The outreach with high schools through dual enrollment partnerships continues to grow. Classes are now being offered at Cambridge High School and at West Central High School. A dual enrollment Agriculture class is being taught at the QC campus. Additionally, several online classes are available for high school students. For Fall 2019 confirmed classes (as of December 2018) include Cambridge and Macomb High School, with course exploration continuing with Leyden High School, Homewood Flossmore High School, United Township High School, and Sherrard High School.

Additional points:

- Finding ways to continue to "get the word out" about the opportunities available for students continues to grow. A few examples include:

- o More departments are hosting {major} days on campus. These events allow high school students the opportunity to spend time on campus, interact with current faculty, students and staff in a particular major, and feel a little more comfortable on (either) campus. I commend all of the departments who have invited potential students to such an experience.
- o More areas are putting more efforts into leveraging social media. Many departments that previously had little to no social media presence are now active in putting out information and sharing student/faculty experiences.
- o More faculty staff are participating in various community service activities that have a positive effect on potential recruiting for WIU.
- o Several departments are expanding their efforts to bring alumni and others to campus to talk with current students. This reinforces the efforts of the faculty in the classrooms.

These all are appreciated and are, in part, a positive response to, what has become my annual request of "What can each of us do to help our students a little more".

I am acutely aware of faculty resistance to change. Here are some areas where we were not able to make as much progress as I had hoped. These include, but are limited to:

**Cross-Disciplinary Courses.** We need to make progress towards new (or modified majors) that cross disciplines. There are now more and more institutions that are offering majors in *a science+ a humanity*, or *a technology+ a social science*. etc. These types of majors need to be explored and invested in.

**Alternative Course Delivery Formats.** We need to continue to grow and enhance our non-face-to-face offerings. We need our online environment to be more than just one that offers online classes. This is not about the content of the courses, but how the courses, and support for the students are provided. It needs to be a robust environment that includes online advising, tutoring, support groups, clubs, etc.

**General Education Review.** While a very large group of dedicated faculty/staff discussed our General Education requirements, I still believe that there are multiple things that can be tweaked/changed/enhanced to the essential learning outcomes throughout general education. We are still not as friendly as we should be for our native transfer students who do not have an associate's degree, and with our international students. I encourage these discussions to continue and put the issues of turf protection aside.

Over the last few years, there have been numerous (seemly endless) meetings, committees, taskforce initiatives, etc. dedicated to the topic of how to move WIU forward, and what

WIU should look like in the future. It is now time (probably past time) to scale back on the planning/talking and increase the implementation of strategic initiatives. These initiatives can be at the major, department, college, cross-department, cross-college or at the University level. Many good ideas have been discussed, and now is the time to act and take some of these to fruition.

I have been a part of many good and productive discussions. Many of you have great ideas for how to move forward with the best interest of the students at heart. However, I have also heard plenty of divisive and unprofessional discussions. These types of unproductive discussions usually involve blaming someone else, looking to the past in hopes of staying the way we were, or personally attacking someone's integrity. (I, for one, have learned some new words that I did not know existed in the English language – to the point that I did not know if one particular word was a noun, verb or adjective. I have been a part of this University community for almost 36 years-- that is NOT who we are. I implore you to lead by example for our students, and to keep the discussions/disagreements at a professional level.)

I do want to thank each of you, who do everything possible to make sure that the educational opportunities for our students are robust. Overall, I continue to be very thankful and impressed as the academic community is, in some areas, responding in positive ways to difficulties the University has been facing. The tradition of our "Western Experience" remains strong for our students. Even in these difficult times, it was an honor to serve as Interim Provost.

Sincerely,

A handwritten signature in blue ink that reads "Kathleen Neumann". The signature is written in a cursive, flowing style.

Kathleen Neumann

Western Illinois University

Academic Affairs Goals

2018-2019

1. Enhanced Culture for Teaching and Learning
  - a. Maintain rigor and high academic standards
  - b. Explore restructuring to enhance interdisciplinary collaboration
  - c. Continued focus on the Centennial Honors College
  - d. Increase focus on study abroad and service learning opportunities
  - e. Strengthen relationships with community college and international partners.
  - f. Continued support of undergraduate and graduate research opportunities
  - g. Support scholarly/professional activity for faculty
2. Fiscal Responsibility and Accountability
  - a. Identify further efficiencies to meet challenges in the FY19 and FY20 budgets
  - b. Identify alternative funding sources
  - c. Develop and refine college priorities in fundraising
3. Enhance Academic Affairs Role in Enrollment Management and Student Success
  - a. Increase focus on student internship opportunities.
  - b. Continue to expand Distance Learning opportunities
  - c. Explore additional initiatives to enhance retention and graduation rates
  - d. Increase outreach efforts with prospective students
  - e. Support access, equity, and multicultural initiatives for entire campus community
4. Focus on International Recruiting and Education Opportunities
  - a. Continue efforts to increase the number of international students
  - b. Increase awareness of study abroad opportunities
  - c. Develop additional academic partnerships with international institutions of higher learning
  - d. Strengthen relationships with embassies and host countries
5. Facilities Enhancement and Technology Support

- a. Support for the Center for Performing Arts
- b. Support for the LEJA Crime Lab.
- c. Pursue support for an updated Centennial Honors College facility
- d. Strategically fund technology updates and advancements in technology
- e. Support major capital budget initiatives

Please find below the evaluation questions for former Interim Provost Neumann's performance.

**Former Interim Provost Neumann effectively promotes an environment for excellence in scholarship.**

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

**Former Interim Provost Neumann 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

**Former 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

**Overall, former Interim Provost Neumann 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

**Overall, former Interim Provost Neumann 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

**Former Interim Provost Neumann 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

**Former Interim Provost Neumann manages the University's resources well.**

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

**Former Interim Provost Neumann effectively promotes resource development for Academic Affairs.**

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

**Overall, former Interim Provost Neumann fosters faculty success.**

- 1=Strongly Disagree
- 2
- 3
- 4

5=Strongly Agree  
No Basis for Response  
Decline to Respond

**Former Interim Provost Neumann 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

**Former Interim Provost Neumann 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

**Regarding faculty, former Interim Provost Neumann's management practices promote excellence.**

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

**Regarding faculty, former Interim Provost Neumann's management practices promote diversity.**

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

**Regarding staff, former Interim Provost Neumann's management practices promote excellence.**

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

**Regarding staff, former Interim Provost Neumann's management practices promote diversity.**

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

**Former Interim Provost Neumann 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

**Former Interim Provost Neumann is responsive to your concerns.**

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

**Former Interim Provost Neumann 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

**Former Interim Provost Neumann 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

**Former Interim Provost Neumann supports faculty governance at all levels.**

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

**Former Interim Provost Neumann consults the faculty adequately before making important decisions.**

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

**Former Interim Provost Neumann makes effective administrative appointments.**

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

**Overall, former Interim Provost Neumann 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

**Please provide additional comments or suggestions about former Interim Provost Neumann's performance regarding personnel and faculty relations.**

**Please provide additional comments or suggestions about former Interim Provost Neumann's performance regarding academic goals.**

**Please provide additional comments or suggestions about former Interim Provost Neumann's overall performance.**

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

**1. What is your gender?**

- 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 (1)
- Unit B (2)

**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

# Section 3: Statistical Findings

## Completed Surveys

#	Answer	%	Count
0	False	3.47%	6
1	True	96.53%	167
	Total	100%	173

**Former Interim Provost Neumann effectively promotes an environment for excellence in scholarship.**

#	Answer	%	Count
5	5=Strongly Agree	13.29%	21
4	4	7.59%	12
3	3	8.86%	14
2	2	13.29%	21
1	1=Strongly Disagree	56.96%	90
	Total	100%	158

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann effectively promotes an environment for excellence in scholarship.	1.00	5.00	2.07	1.47	2.15	158

**Former Interim Provost Neumann effectively promotes an environment for excellence in teaching and learning.**

#	Answer	%	Count
1	1=Strongly Disagree	56.25%	90
2	2	12.50%	20
3	3	10.63%	17
4	4	8.13%	13
5	5=Strongly Agree	12.50%	20
	Total	100%	160

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann effectively promotes an environment for excellence in teaching and learning.	1.00	5.00	2.08	1.45	2.11	160

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

#	Answer	%	Count
1	1=Strongly Disagree	60.13%	95
2	2	10.13%	16
3	3	10.76%	17
4	4	6.96%	11
5	5=Strongly Agree	12.03%	19
	Total	100%	158

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann effectively promotes policies that support the mission of the university ( <a href="http://www.wiu.edu/catalog/intro/values.php">http://www.wiu.edu/catalog/intro/values.php</a> ) relative to long-term strategic planning.	1.00	5.00	2.01	1.44	2.07	158

**Overall, former Interim Provost Neumann fosters an academic environment that is rewarding for faculty work.**

#	Answer	%	Count
1	1=Strongly Disagree	59.76%	98
2	2	16.46%	27
3	3	7.32%	12
4	4	5.49%	9
5	5=Strongly Agree	10.98%	18
	Total	100%	164

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, former Interim Provost Neumann fosters an academic environment that is rewarding for faculty work.	1.00	5.00	1.91	1.37	1.87	164

**Overall, former Interim Provost Neumann fosters an academic environment that is rewarding for students to learn.**

#	Answer	%	Count
1	1=Strongly Disagree	51.32%	78
2	2	13.16%	20
3	3	15.13%	23
4	4	7.24%	11
5	5=Strongly Agree	13.16%	20
	Total	100%	152

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, former Interim Provost Neumann fosters an academic environment that is rewarding for students to learn.	1.00	5.00	2.18	1.45	2.11	152

**Former Interim Provost Neumann effectively promotes policies that foster the activities of your department or academic unit.**

#	Answer	%	Count
1	1=Strongly Disagree	64.78%	103
2	2	8.81%	14
3	3	6.92%	11
4	4	7.55%	12
5	5=Strongly Agree	11.95%	19
	Total	100%	159

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann effectively promotes policies that foster the activities of your department or academic unit.	1.00	5.00	1.93	1.45	2.09	159

**Former Interim Provost Neumann manages the University's resources well.**

#	Answer	%	Count
1	1=Strongly Disagree	55.92%	85
2	2	15.79%	24
3	3	10.53%	16
4	4	5.26%	8
5	5=Strongly Agree	12.50%	19
	Total	100%	152

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann manages the University's resources well.	1.00	5.00	2.03	1.41	2.00	152

**Former Interim Provost Neumann effectively promotes resource development for Academic Affairs.**

#	Answer	%	Count
1	1=Strongly Disagree	63.77%	88
2	2	6.52%	9
3	3	13.04%	18
4	4	5.07%	7
5	5=Strongly Agree	11.59%	16
	Total	100%	138

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann effectively promotes resource development for Academic Affairs.	1.00	5.00	1.94	1.42	2.01	138

**Overall, former Interim Provost Neumann fosters faculty success.**

#	Answer	%	Count
1	1=Strongly Disagree	62.89%	100
2	2	10.69%	17
3	3	10.06%	16
4	4	5.66%	9
5	5=Strongly Agree	10.69%	17
	Total	100%	159

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, former Interim Provost Neumann fosters faculty success.	1.00	5.00	1.91	1.38	1.91	159

**Former Interim Provost Neumann fosters high academic standards for students at Western Illinois University.**

#	Answer	%	Count
1	1=Strongly Disagree	48.28%	70
2	2	13.10%	19
3	3	13.10%	19
4	4	11.72%	17
5	5=Strongly Agree	13.79%	20
	Total	100%	145

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann fosters high academic standards for students at Western Illinois University.	1.00	5.00	2.30	1.50	2.24	145

**Former Interim Provost Neumann allocates resources so that your department or academic unit's faculty can accomplish their research mission.**

#	Answer	%	Count
1	1=Strongly Disagree	62.26%	99
2	2	13.84%	22
3	3	8.18%	13
4	4	5.66%	9
5	5=Strongly Agree	10.06%	16
	Total	100%	159

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann allocates resources so that your department or academic unit's faculty can accomplish their research mission.	1.00	5.00	1.87	1.35	1.82	159

**Regarding faculty, former Interim Provost Neumann's management practices promote excellence.**

#	Answer	%	Count
1	1=Strongly Disagree	65.63%	105
2	2	9.38%	15
3	3	8.75%	14
4	4	3.75%	6
5	5=Strongly Agree	12.50%	20
	Total	100%	160

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Regarding faculty, former Interim Provost Neumann's management practices promote excellence.	1.00	5.00	1.88	1.42	2.00	160

**Regarding faculty, former Interim Provost Neumann's management practices promote diversity.**

#	Answer	%	Count
1	1=Strongly Disagree	50.79%	64
2	2	11.11%	14
3	3	11.90%	15
4	4	9.52%	12
5	5=Strongly Agree	16.67%	21
	Total	100%	126

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Regarding faculty, former Interim Provost Neumann's management practices promote diversity.	1.00	5.00	2.30	1.55	2.42	126

**Regarding staff, former Interim Provost Neumann's management practices promote excellence.**

#	Answer	%	Count
1	1=Strongly Disagree	65.19%	88
2	2	8.15%	11
3	3	6.67%	9
4	4	5.93%	8
5	5=Strongly Agree	14.07%	19
	Total	100%	135

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Regarding staff, former Interim Provost Neumann's management practices promote excellence.	1.00	5.00	1.96	1.49	2.22	135

**Regarding staff, former Interim Provost Neumann's management practices promote diversity.**

#	Answer	%	Count
1	1=Strongly Disagree	51.00%	51
2	2	11.00%	11
3	3	9.00%	9
4	4	8.00%	8
5	5=Strongly Agree	21.00%	21
	Total	100%	100

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Regarding staff, former Interim Provost Neumann's management practices promote diversity.	1.00	5.00	2.37	1.63	2.67	100

**Former Interim Provost Neumann ensures that university policies, procedures, and available resources are transparent to you.**

#	Answer	%	Count
1	1=Strongly Disagree	63.52%	101
2	2	8.81%	14
3	3	9.43%	15
4	4	8.18%	13
5	5=Strongly Agree	10.06%	16
	Total	100%	159

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann ensures that university policies, procedures, and available resources are transparent to you.	1.00	5.00	1.92	1.40	1.96	159

**Former Interim Provost Neumann is responsive to your concerns.**

#	Answer	%	Count
1	1=Strongly Disagree	63.58%	96
2	2	13.91%	21
3	3	5.30%	8
4	4	4.64%	7
5	5=Strongly Agree	12.58%	19
	Total	100%	151

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann is responsive to your concerns.	1.00	5.00	1.89	1.41	1.99	151

**Former Interim Provost Neumann provides effective leadership in the area of international education.**

#	Answer	%	Count
1	1=Strongly Disagree	61.06%	69
2	2	7.08%	8
3	3	8.85%	10
4	4	7.96%	9
5	5=Strongly Agree	15.04%	17
	Total	100%	113

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann provides effective leadership in the area of international education.	1.00	5.00	2.09	1.54	2.36	113

**Former Interim Provost Neumann provides effective leadership in the area of the Centennial Honors College.**

#	Answer	%	Count
1	1=Strongly Disagree	53.40%	55
2	2	9.71%	10
3	3	14.56%	15
4	4	7.77%	8
5	5=Strongly Agree	14.56%	15
	Total	100%	103

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann provides effective leadership in the area of the Centennial Honors College.	1.00	5.00	2.20	1.50	2.26	103

**Former Interim Provost Neumann supports faculty governance at all levels.**

#	Answer	%	Count
1	1=Strongly Disagree	61.54%	96
2	2	11.54%	18
3	3	8.97%	14
4	4	4.49%	7
5	5=Strongly Agree	13.46%	21
	Total	100%	156

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann supports faculty governance at all levels.	1.00	5.00	1.97	1.45	2.10	156

**Former Interim Provost Neumann consults the faculty adequately before making important decisions.**

#	Answer	%	Count
1	1=Strongly Disagree	75.66%	115
2	2	5.92%	9
3	3	5.92%	9
4	4	3.95%	6
5	5=Strongly Agree	8.55%	13
	Total	100%	152

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann consults the faculty adequately before making important decisions.	1.00	5.00	1.64	1.27	1.61	152

**Former Interim Provost Neumann makes effective administrative appointments.**

#	Answer	%	Count
1	1=Strongly Disagree	65.94%	91
2	2	7.25%	10
3	3	9.42%	13
4	4	5.80%	8
5	5=Strongly Agree	11.59%	16
	Total	100%	138

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Former Interim Provost Neumann makes effective administrative appointments.	1.00	5.00	1.90	1.42	2.02	138

**Overall, former Interim Provost Neumann is highly effective at performing the duties of the Provost.**

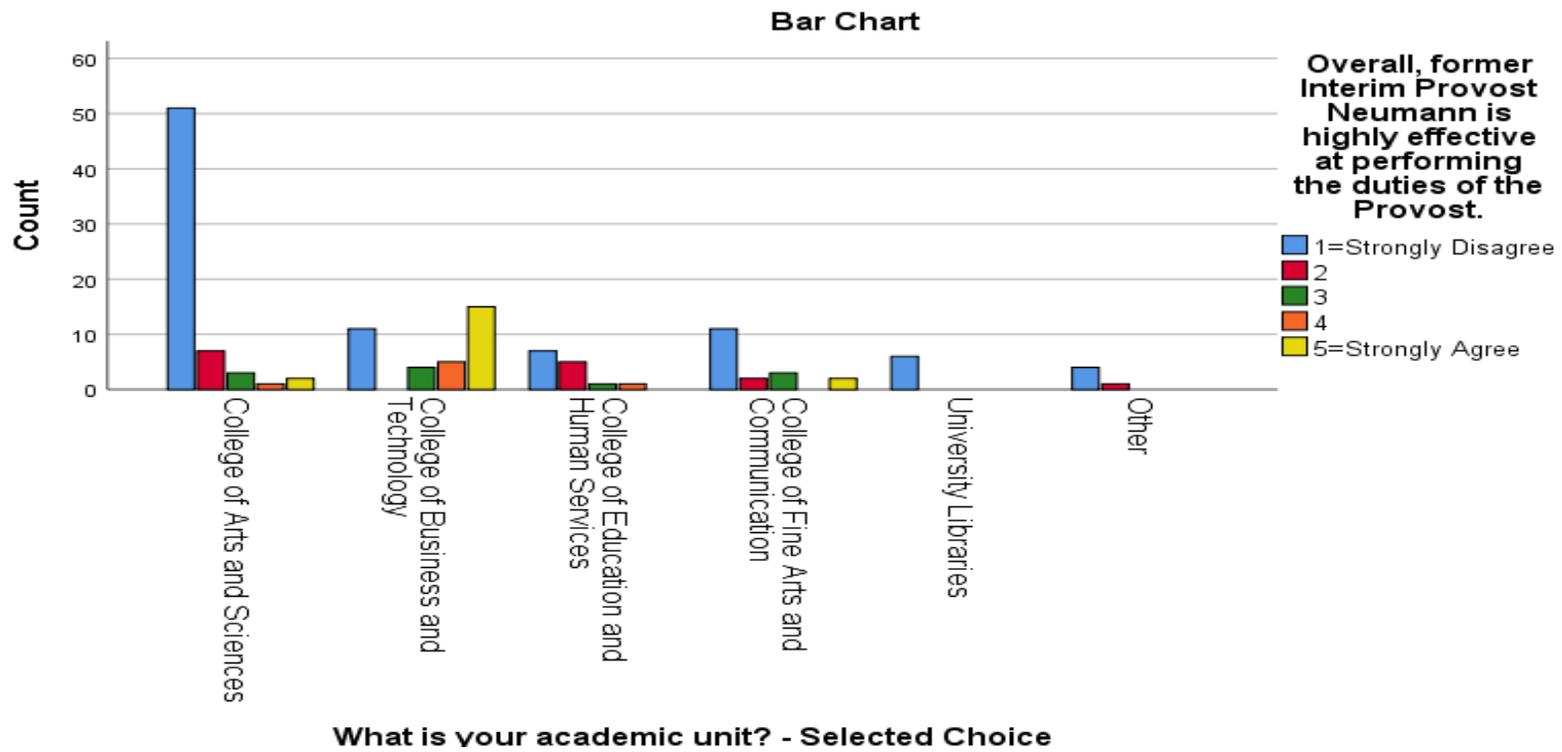
#	Answer	%	Count
1	1=Strongly Disagree	64.56%	102
2	2	11.39%	18
3	3	7.59%	12
4	4	4.43%	7
5	5=Strongly Agree	12.03%	19
	Total	100%	158

#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Overall, former Interim Provost Neumann is highly effective at performing the duties of the Provost.	1.00	5.00	1.88	1.40	1.97	158

# Section 4: Additional Demographic & Statistical Findings

## 1- What is your academic unit? Versus “Overall, former Interim Provost Neumann is highly effective at performing the duties of the Provost.”

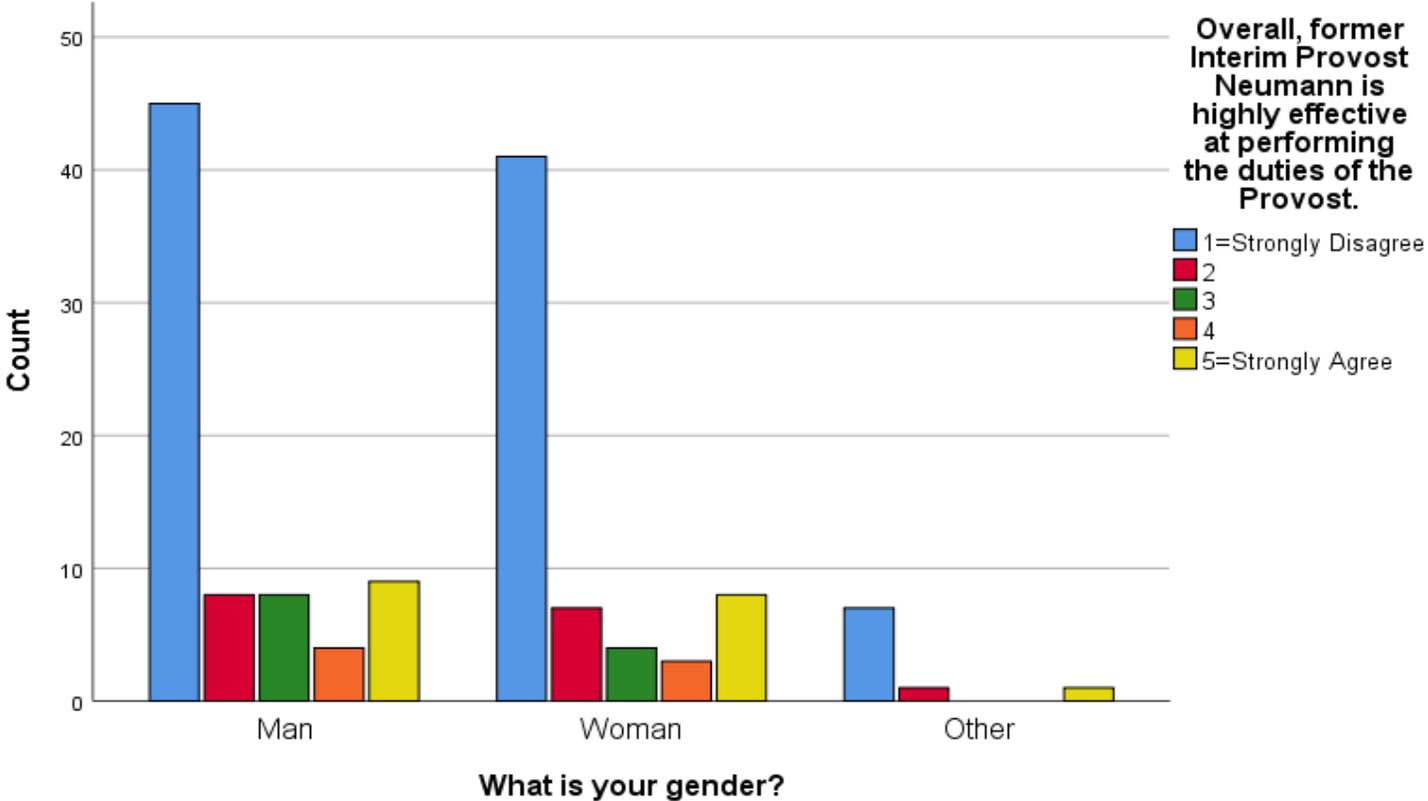
		Overall, former Interim Provost Neumann is highly effective at performing the duties of the Provost.					
		1=Strongly Disagree	2	3	4	5=Strongly Agree	Total
What is your academic unit? - Selected Choice	College of Arts and Sciences	51	7	3	1	2	64
	College of Business and Technology	11	0	4	5	15	35
	College of Education and Human Services	7	5	1	1	0	14
	College of Fine Arts and Communication	11	2	3	0	2	18
	University Libraries	6	0	0	0	0	6
	Other	4	1	0	0	0	5
<b>Total</b>		<b>90</b>	<b>15</b>	<b>11</b>	<b>7</b>	<b>19</b>	<b>142</b>



**2- What is your gender? versus “Overall, former Interim Provost Neumann is highly effective at performing the duties of the Provost.”**

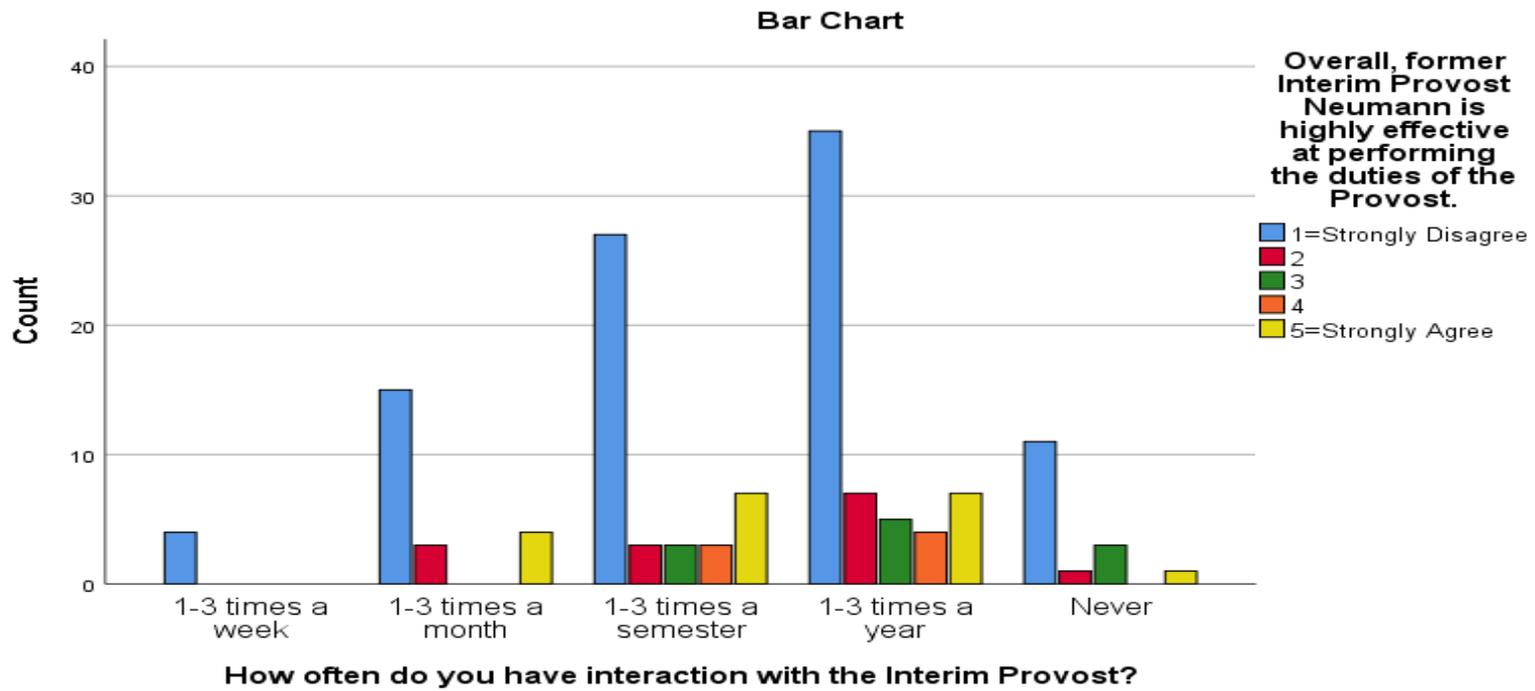
		Overall, former Interim Provost Neumann is highly effective at performing the duties of the Provost.					
		1=Strongly Disagree	2	3	4	5=Strongly Agree	Total
What is your gender?	Man	45	8	8	4	9	74
	Woman	41	7	4	3	8	63
	Other	7	1	0	0	1	9
Total		93	16	12	7	18	146

Bar Chart



**3- How often do you have interaction with the Interim Provost? \* Overall, former Interim Provost Neumann is highly effective at performing the duties of the Provost.**

		Overall, former Interim Provost Neumann is highly effective at performing the duties of the Provost.					
		1=Strongly Disagree	2	3	4	5=Strongly Agree	Total
How often do you have interaction with the Interim Provost?	1-3 times a week	4	0	0	0	0	4
	1-3 times a month	15	3	0	0	4	22
	1-3 times a semester	27	3	3	3	7	43
	1-3 times a year	35	7	5	4	7	58
	Never	11	1	3	0	1	16
<b>Total</b>		<b>92</b>	<b>14</b>	<b>11</b>	<b>7</b>	<b>19</b>	<b>143</b>



**4- Mean comparisons of all colleges against QID26:  
Overall, former Interim Provost Neumann is highly  
effective at performing the duties of the Provost.**

What is your academic unit? -			
Selected Choice	Mean	N	Std. Deviation
College of Arts and Sciences	1.38	64	.900
College of Business and Technology	3.37	35	1.750
College of Education and Human Services	1.71	14	.914
College of Fine Arts and Communication	1.89	18	1.367
University Libraries	1.00	6	.000
Other	1.20	5	.447
Total	1.94	142	1.458

# Section 5: Qualitative Analysis of the Qualitative Data

## Qualitative Summary of Former Interim Provost Neumann's performance regarding academic goals.

The former Interim Provost received a minority of positive comments (10/48 responses) including reference to doing a good job under difficult times or showing an appreciation for her vision.

- “She is one of the best provosts that help the university promote the academic achievement of the university.”
- “She did what she needed to do during a difficult time.” and “I believe Provost Neumann made all of the right attempts to improve our academic record and standards at WIU, but again, was immensely challenged and had no real power to make change.”
- “In all my observations, Dr. Neumann assured me that her ideals aligned with nurturing the highest levels of achievement in regards to academic goals.”
- “Interim Provost Neumann set clear and concise academic objectives through the establishment of the GERC and APER committees, however, both were too large to get anything accomplished thus we are in the exact same situation as we were five years ago.”
- “Great vision and embrace productivity.”

A few responses were neutral (4/48)

- “No comment.”
- “She has retired. No need to comment further.”
- “I never heard a goal from the newly retired provost that affected my academic work or ideas.”

Most responses were negative (30/48). The negative responses included fewer details than did the responses about faculty and personnel, while a few included repeated or duplicated responses or themes from the above question related to personnel and faculty relations. Several alluded to an ignorance of or hostility toward the humanities or general education. Several negative comments only indicated no goals/vision, support for her separation from the university or some other vague but negative, one-word response. A few questioned her credentials with regard to being qualified to evaluate personnel or knowledgeable about academic programs.

## Duplicated Responses, Ideas or Themes

- “No academic goals are apparent. The only goals seem to be to eliminate programs and personnel in order to have funds sufficient to reinvest for the future. What future, is unknown. Goals are not clear and what goals are included in the strategic plan may never be realized given the reality of repeated layoffs and the low morale this constant pressure over a period of years has created. I have yet to see anything created to enhance the teaching/learning dynamic at WIU from Dr. Neumann over the past several years. This highlighting what is going well, lack of understanding of needs, lack of willingness to make timely decisions, has helped to create this very negative environment for students, faculty, and staff.”
- “Cutting travel funds has severely limited opportunities for staff to present, share resources and learn at conferences. She has created a climate of despair and distrust making teaching difficult.”

- “Judging from her publicly known actions and listening to the tapes of the closed BOT meetings, I do not think she ever had any actual academic goals that she was trying to accomplish as an administrator.”

### An Ignorance of or Hostility Toward the Humanities or General Education

- “Her efforts to eliminate general education is detrimental to the university's mission. It short-changes our students, making them less competitive in the career market. Employers do not want to employ people who are not competent in mathematics and writing.”
- “Besides eliminating as much of the College of Arts and Sciences as possible and turning WIU from a comprehensive university to a tech school, exactly what were her goals?”
- “The elimination of philosophy and religious studies dramatically demonstrated a disregard for what universities do: reflect on the large questions that have always compelled us and create new knowledge.”

### Vague or General Negative Responses

- “Miserable.”
- “Provost Neumann has done NOTHING to improve academic success at WIU.”
- “So disappointed.”
- “Y'all are going to run WIU into the ground and then pretend ignorance. Embarrassing.”
- “We need someone with a different vision for WIU.”
- “She's already done the best thing she can do - step down for her role. The next best action would be her resignation from the university. Only then can healing begin.”
- “Sorry, I decline to respond to this question. I can't cite one example of her leadership in setting or achieving academic goals.”
- “Provost Neumann has done NOTHING to improve academic success at WIU.”

### Questioning Credentials or Qualifications

- “Neumann's understanding of academic goals is limited to the area of monetization and professionalization. If the academic goal directly leads to a financial and career goal, then she was able to understand it. But since academic goals are often academic and only academic, she was unable to grasp them and, as a result, performed poorly with regard to them.”
- “Neumann is unqualified for the position she is in. She is not a scholar. She therefore cannot evaluate scholars, and her track record has demonstrated this fact.”
- “I found it absurd that a person who had literally ZERO legitimate scholarly publications that she had the power to judge other faculty who do. Her CV is pathetic. Delivering conference papers at a for-profit, non-scholarly conference in holiday locations and claiming those as peer-reviewed articles is bold to say the least. I don't think she ever demonstrated--in public--an iota of intellectual curiosity. I have no evidence that she has academic goals.

## **Summary of a Former Interim Provost Neumann's performance regarding personnel and faculty relations.**

A minority (9/70) of responses were positive, with most expressing that Dr. Neuman did the best with what she was given, during a difficult period. These responses indicated that Dr. Neuman

- “did what she needed to do during a difficult time” and “has done a remarkable job considering the University's unfortunate penchant for avoiding hard personnel decisions”.
- “did a good job on personnel organization”.
- “took on this position fighting an uphill battle. I do not think ANYONE can be successful in this position when he/she is overly micromanaged by president and the union. Her abilities to lead were inhibited from day one”.
- was “[v]ery professional and approachable”; “always receptive to my questions and had excellent follow up”; and “would always listen and do what she could”.

One respondent noted

- I did not answer most of the question in the survey because Dr. Neuman was an Interim and as such, simply performed the duties to the best of her ability.

The majority of responses were negative, with comments including reference to: making personal decisions that were harmful to the university (16); disregard of or disrespect for faculty input or governance (15 instances); deceitfulness or lack of transparency (13 instances); professional or personal (temperamental) incompetence from lack of communication to being hostile to faculty (12 instances); and participation in BOT closed sessions tapes (7 instances).

### **Making Personnel Decisions That Were Harmful to The University**

- “With the president's approval, perhaps following his instructions, she has destroyed morale throughout the university - among staff, among faculty, and among some hard-working (mostly junior-level) administrators. I have worked effectively for many years with many people throughout the university, and I am stunned by the fact that the president chose Dr. Neumann for this position, not once but multiple times. It was a huge mistake, and the damage to WIU will be deep and long-lasting.”
- “Former Interim Provost Neumann did nothing but make this campus a hostile mess. Her practices of non-inclusion, decisiveness, lack of understanding expertise, and disregard for program needs has led us, in part, to the incredible lack of trust between faculty and administration and contributed significantly to the extremely low morale at WIU. Her actions could have brought us together, but instead, the secrecy and deceit used by her and the remainder of the administration and board has led to unbelievable stress among faculty and staff.”
- “It is hard to imagine administrator (of course President Thomas himself is a rival in that category) who can so systematically suffocate the breath out of an academic institution.”

### **Disregard of or Disrespect for Faculty Input or Governance**

- “The former interim provost cared only to protect CBT and had utter disdain for other colleges, shared governance, and basic honesty.”
- “Throughout her appointment to the position of Provost, it was amazing to watch the repeated and sustained attack on all things faculty related. Her disdain and intolerance was truly astonishing.”
- “Did not meet or interact with faculty on all decisions of major impact such as academic units reorganization until she stepped down, patronizing and dismissive in any interaction.”

#### Deceitfulness or Lack of Transparency

- “No transparency.”
- “Recent Board of Trustees tapes reveals that she, president, and Board PRETEND to listen to feedback (e.g. APER committee), but then proceed to enact plans determined before faculty 'input'.”

#### Professional or Personal (Temperamental) Incompetence

- “[S]he was terrible, a terrible provost, neglectful colleague, and seeming uncaring person.”
- “I think that Dr. Neumann was over-matched and should never have been placed in this position.”
- “I am not sure how she is qualified to review application. Looking at her qualifications shows she is not a strong scholar.”

#### Participation in BOT Closed Session Tapes

- “Hard to be credible when complicit in breaking state laws regarding transparency.”
- “The BOT closed session tapes from June 1st at 34:31 where she mentions which programs she wants to eliminate as majors - philosophy, foreign languages, sociology, and anthropology - are a clear demonstration of an individual who has a very narrow and parochial vision of the world.”
- “The BOT recordings have caused irreparable damage and underscore the lack of respect for faculty and personnel.”