REPORT OF
2024 UNIVERSITY SENATE SURVEY

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March 2025

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Administrative Review Committee

- ARC
- Standing committee of the University Senate
- "Chief body of the Senate for reviewing and evaluating administrative performance and proposed reorganizations"

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ARC Members Responsible for Report

- Shipra Agrawal
- Diane Bello
- Sarah Elbaroudy
- Michael Huang
- Tracey Iorio

- Martin Kaczocha
- Rob Kelly
- Alan Tucker
- Madeline Turan
- Fred Walter

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Faculty/Staff Survey

- Occurrences – every 1-3 years (over the past 25)
- Current process
  - On-line
  - All faculty and staff (defined by University personnel file)
  - One person, one vote
- Approximately 50 questions (about 5-10 minutes to complete) organized into 10 question groups
- Comments field – for each group and at the end of the survey
- ARC administered the survey using University Qualtrics system

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2024 Survey

- Question set based on previous surveys
  - Where possible, used previous questions and response options (to enable year-to-year comparisons)
  - Eliminated high-performing units (e.g., Career Center)
  - Elaborated questions for low-performing units (buildings)
- Respondents self-define
  - Unit
  - Location
  - Active status
  - Faculty/staff
- Questions
  - Multiple options for each question
  - Respondents can opt out of questions and/or groups

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Reporting Approach

- Responses only from faculty/staff with knowledge of the unit
- Responses to a given question grouped as
  - Positive (e.g., excellent/good) and
  - Negative (e.g., fair/poor)
- Results reported as percent positive
  - Number of positive responses divided by number of responses that expressed an opinion
- Thresholds
  - Outstanding – positive/negative ratio greater than 2.5
  - Concerns – positive/negative ratio less than .65

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Question Style

- Based on historical question set
- Somewhat subjective
- Mostly not outcome-based
- Measures perception more than results

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Report

- Available on-line at the Senate Web
- Contents
  - Scores (scores not published where number of responses is below a threshold of 30)
  - Listing of accolades and concerns
  - Comment analysis
    - Filtered to remove identifying information
    - Critical component of the analysis of survey results
    - Comments selected for report to align with survey results

2024 University Senate Survey

Survey Results

Administrative Review Committee of the University Senate
Stony Brook University

Executive Summary

The University Senate Administrative Review Committee (ARC) has assembled and analyzed the results of the spring 2024 "Survey of Faculty and Professional Staff" regarding Stony Brook Administrators and Services. This document contains a discussion of the results. Most survey respondents are employed full-time (91%) at Stony Brook University, with the remaining responses primarily part-time and on sabbatical. The respondents are primarily faculty (39%) and staff (45%) with the remaining either classified as research or not reporting.

This survey presents quantitative data and histograms of assessments of academic administrators and support services. The ratings of top administrators are significantly better than previous surveys. These data are accompanied by qualitative summaries of comments, including illustrative quotes. These chosen quotes give a sampling of the very diverse viewpoints of respondents. In some cases, the quotes have been modified to protect the identity of the responder.

This survey report is most notable for what is missing.
A. Most Deans are not included in this report, either because they have served less than one calendar year in office, stepped down from office during or shortly after the survey was conducted, or their unit is relatively small and did not reach the threshold of 30 respondents that Senate surveys have historically used as a minimum number to preserve the privacy of respondents in that unit.
B. Many services that have consistently been evaluated quite well in past Senate surveys were omitted in this survey (e.g., childcare services have consistently received a good rating). Some services that have received poor ratings in the past (e.g., building maintenance) have been re-evaluated in this survey.

Below is a summary of the results in which we designated positive notable results with a thumbs up emoji and notable negative results with thumbs down emoji. To receive a thumbs up, a question needed to have a 2.5 ratio of positive to negative responses and to receive thumbs down emoji a question needed to have a .65 ratio of positive to negative responses. Some of the questions in previous surveys were also asked in the current survey.

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Responses

- 1,526 responses
  - 570 faculty (102 clinical faculty)
  - 693 staff (557 UUP)
  - 110 research
  - 153 other
- Number of responses consistent with previous surveys
- Respondent locations
  - 898 west campus
  - 350 east campus
  - 278 other (Southampton, SUNY-Korea, and not responding)

East campus response rate improving

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Evaluation of Deans

- Faculty asked to evaluate their own Dean
- Results not published for units with fewer than 30 respondents
- Results not published for Deans in place for less that 1 year
- Published results
  - Dean – School of Health Professions
  - Dean – Renaissance School of Medicine

No indication of problems in unpublished results

Positive scores for both Deans

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High Overall Scores

- President Maurie McInnis – 69% positive on leadership question
- Provost Carl Lejuez – 77% positive on leadership question
- Understanding role of EVP, Health Sciences – 73% positive
- Speed and quality of the Office of Sponsored Programs to process and submit grant proposals – 84% positive
- Brightspace – 84% rated user friendly Despite the high score, there were many negative comments concerning Brightspace

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Areas of Concern

- Building maintenance of air conditioning and heating – 61% negative
- Availability of free parking on campus – 61% negative
- Removal of distinction between student and free faculty/staff parking – 77% negative
- Understanding role of Provost in East Campus governance – 63% not understanding Question only presented to HSC employees

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Campus Protests

- Interim survey results discussed - Spring 2024
- Slide set for spring 2024 presentation available on Senate Web site

Overall agreement with administration enforcement of University policies

Category	Value
Not aware of policies	~150
Strongly disagree	~110
Generally disagree	~75
Neither agree or disagree	~168
Generally agree	~255
Strongly agree	~202

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Buildings & Infrastructure

- A low scoring category on previous Senate surveys
- 2024 survey broke out the questions into 7 separate categories
- Most categories were mixed positive and negative
- Heating and air conditioning rated highly negative (61% as fair or poor)
- Comments
  - 439 comments (more than 15 pages if published)
  - Many detailed and negative
  - Long list of buildings
  - Heating, AC, leaks, disrepair, etc.

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Future Plans

- Details on any subject available to administration (after comment filtering)
- Possible 2025 mini-survey focusing on building heating and air conditioning

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Questions

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Questions

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