

STANDARD 2: APPENDIX 2.8.

## **On-line Survey Letter**

October 27, 2006

Dear URI Colleagues,

Many of you are aware that the University is engaged in the 2007 New England Association of Schools and Colleges accreditation study. The accreditation process provides assurance to all stakeholders that the University is maintaining the quality of its operations and academic programs. There are 11 quality standards included in the accreditation study. One of the 11 standards focuses on Planning and Evaluation.

The subcommittee charged with assessing the university's efforts in this area is gathering information to better understand the planning and evaluation processes and systems at the university, as well as their effectiveness.

We are asking you to take approximately 10 minutes out of your busy schedule to complete the attached survey. You may or may not have been involved in planning activities at the University. Regardless of your level of involvement we are interested in your perceptions.

The survey can be accessed at the following web address:

[www.uri.edu/pspd/NEASCsurvey.html](http://www.uri.edu/pspd/NEASCsurvey.html).

If you do not have web access, please complete the attached survey.

**All surveys should be completed and returned to Eileen Orabone ([Eileen@uri.edu](mailto:Eileen@uri.edu) or 301 Green Hall) no later than Friday, November 3<sup>rd</sup>.**

Thank you in advance for taking a few minutes to assist us in this aspect of the accreditation process.

NEASC Subcommittee on Planning and Evaluation

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STANDARD 2: APPENDIX 2H.

**NEASC Reaccreditation  
Standard 2 – Planning and Evaluation  
Staff-Faculty Survey**

**A. Please check your primary role at the University:**

- Director, Associate/Assistant Director
- Dean
- Department Chair
- Faculty
- Staff
- Other (please specify) \_\_\_\_\_

**B. Which Division of the University are you in?**

- Academic Affairs
  - Administration
  - Student Affairs
  - Advancement
- 

**C. Please use the following scale to respond to the questions below:**

- 1 = Disagree Strongly
- 2 = Disagree
- 3 = Neither agree nor disagree
- 4 = Agree
- 5 = Agree Strongly
- 6 = Don't Know

- 1)  I am aware there is an overall University strategic plan.
- 2)  I am aware of the broad strategic initiatives articulated in the University strategic plan.
- 3)  The University strategic plan reflects the University's vision and mission.
- 4)  The University is effective in involving University constituencies in strategic planning **at the university wide level.**
- 5)  The University is effective in involving University constituencies in strategic planning **at the college/division level.**
- 6)  The University is effective in involving University constituencies in strategic planning **at the department level.**
- 7)  I read the President's yearly management letter, which reports the progress achieved on the University's strategic plan.
- 8)  I would like to know more about the progress of the University's strategic plan.
- 9) My department/unit has engaged in strategic planning within the past five years. (**Answer YES or NO**)

\_\_\_\_\_ YES  
\_\_\_\_\_ NO

*If you answered YES to question #9, please respond to questions a – e, otherwise continue to question #10.*

- a) \_\_\_\_\_ *Strategic planning in my department/unit is consistent with and supports the University's strategic goals.*
- b) \_\_\_\_\_ *The University has provided support and/or assistance in strategic planning for my department/unit.*
- c) \_\_\_\_\_ *Overall, strategic planning in my department/unit has been a useful tool in achieving my department/unit's mission.*
- d) \_\_\_\_\_ *Decision-making regarding resource allocation at the University supports the University's strategic initiatives.*
- e) \_\_\_\_\_ *Decision-making regarding resource allocation in my department/unit supports the University's strategic initiatives.*
- 10) \_\_\_\_\_ Overall, University wide strategic planning is a useful tool in helping the University to achieve its mission.
- 11) \_\_\_\_\_ My department/unit should be engaged in more strategic planning.
- 12) \_\_\_\_\_ My understanding of the mission of the University has a clear impact on how I conduct my work at the University.
- 13) \_\_\_\_\_ How I conduct my work is/will be influenced by the university's strategic initiative: ***"Enhance student recruitment, retention, involvement and graduation rates."***
- 14) \_\_\_\_\_ How I conduct my work is/will be influenced by the university's strategic initiative: ***"Improve the fiscal health of the University."***
- 15) \_\_\_\_\_ How I conduct my work is/will be influenced by the university's strategic initiative: ***"Create a more inclusive environment."***
- 16) \_\_\_\_\_ How I conduct my work is/will be influenced by the university's strategic initiative: ***"Improve the efficiency and effectiveness of research and outreach support."***
- 17) \_\_\_\_\_ Prior to this survey, I was adequately familiar with the content of the URI Mission Statement.

*Please review the Mission Statement of the University of Rhode Island and answer the following two questions:*

### **Mission**

*The University of Rhode Island is the State's public learner-centered research university. We are a community joined in a common quest for knowledge. The University is committed to enriching the lives of its students through its land, sea, and urban grant traditions. URI is the only public institution in Rhode Island offering undergraduate, graduate, and professional students the distinctive educational opportunities of a major research university. Our undergraduate, graduate, and professional education, research, and outreach serve Rhode Island and beyond. Students, faculty, staff, and alumni are united in one common*

*purpose: to learn and lead together. Embracing Rhode Island's heritage of independent thought, we value:*

- *Creativity and Scholarship*
- *Diversity, Fairness, and Respect*
- *Engaged Learning and Civic Involvement*
- *Intellectual and Ethical Leadership*

18) \_\_\_\_\_ My role at the University of Rhode Island is reflected in its Mission Statement.

19) \_\_\_\_\_ The URI Mission Statement reflects my beliefs of what a public institution of higher learning should be doing.

## STANDARD 2: APPENDIX 2H.

### **FACULTY AND STAFF SURVEY**

The Planning and Evaluation Subcommittee developed an on-line survey (see Appendix 2J) to cover a larger cross section of the University community and to develop more quantitative feedback on issues similar to those covered in the focus groups. Those within the campus community with access to electronic mail received an invitation to complete survey (see Appendix 2I). The complete survey instrument included a total of 22 questions. Three questions related to the University Mission Statement were added to the survey at the request of the Faculty Subcommittee. A total of 175 individuals completed the survey.

#### **Summary of Results** (also see Appendix 2J)

The vast majority of survey respondents is aware of the University's strategic plan and has engaged in some form of strategic planning work within their colleges or departments. Of those who have participated in strategic planning in their departments, most agree that their plans are consistent with the University's strategic initiatives. They also agree that the University has been effective in reporting progress on the strategic plan via the President's management letter. A majority, although to a somewhat lesser degree, is aware of the four major strategic initiatives of the University's strategic plan and agree that these initiatives have direct impact on their work.

A sizable minority of respondents believes that the University is not effective in generating broad based involvement of university constituents in strategic planning efforts, particularly at the department level. Additionally, respondents commented frequently on the negative impact of scant resources available to support creative strategic planning. A minority of respondents agree that resources are used effectively or adequately to support university initiatives. Less than half of respondents reported that they received assistance or support in their strategic planning activities. Without any previously established baseline it is difficult to determine if this statistic is an improvement or if those who received support were satisfied with the support they received.

### **Faculty and Staff Survey**

Highlights of the survey results included:

1. Ninety-two percent (agree and agree strongly) of survey respondents reported awareness of the overall University strategic plan.
2. Sixty-five percent of respondents agree or agree strongly that they are aware of the strategic initiatives articulated in the plan. Seventeen percent neither agreed nor disagreed indicated some lack of certainty regarding initiatives articulated in the plan. Only 19% indicated that they disagree or strongly disagree that they are aware of the strategic initiatives articulated in the strategic plan.

3. Similarly, (67%) of respondents agree or agree strongly that the strategic plan reflects the University's vision and mission. Only 14% disagreed or disagreed strongly with this statement.
4. Respondents were somewhat less positive about their perceptions of effective involvement of University constituencies in the strategic planning at both the university-wide (31% disagree and disagree strongly) and college/division level (28% disagree or strongly disagree).
5. Respondents generally disagreed or strongly disagreed (43%) that there is effective involvement of University constituencies at the department level.
6. There is agreement or strong agreement (78%) with university efforts to report the progress of the University's strategic plan through the President's yearly management letter.
7. Seventy-eight percent of respondents indicated that their respective departments have engaged in strategic planning within the past five years.
8. Eighty-one percent of respondents who have engaged in strategic planning within the past five years agree or agree strongly that their plans are consistent with and support the University's strategic initiatives.
9. Correspondingly, these respondents also agree or agree strongly (71%) that strategic planning is a useful tool in achieving their department's mission. Somewhat fewer of these respondents (55%) agree that their departments should be engaged in more strategic planning.
10. In spite of these mostly positive responses, a minority of these respondents (40%) felt that the University received support and/or assistance in their strategic planning efforts.
11. These respondents have less confidence (48%) that resource allocation is supportive of the University's strategic initiatives. Thirty-three percent neither agree nor disagree with the statement, suggesting that respondents may not have enough information about impact of resource allocation on the University overall.
12. As it relates to effective and appropriate use of resources at the University level to support the University's strategic initiatives, respondents are much less confident. Only 27% responded agree or agree strongly, while 42% disagree or disagree strongly. Thirty-two percent neither agree nor disagree.
13. Respondents reported agree or strong agreement that the each of the University's strategic initiatives has or will influence their work:
  - a. (67%) Enhance student recruitment, retention, involvement and graduation rates.
  - b. (62%) Improve the fiscal health of the University.
  - c. (64%) Create a more inclusive environment.
  - d. (60%) Improve the efficiency and effectiveness of research and outreach support.
14. Respondents indicated agree or agree strongly to survey questions related to familiarity with the URI Mission Statement (67%), relevance of the Mission Statement to their roles at the University (79%), and relevance of the Mission Statement to the mission of public institutions of higher learning (85%).

