

University Climate Survey 2011-2012
Report Generated on 3/23/2012 10:30:53 AM

Top Administration

Please rate

	5	4	3	2	1	Answers	Individuals	Participants	Reach	Rating mean
President G. Wright	23.4% (22)	34.04% (32)	22.34% (21)	6.38% (6)	13.83% (13)	94	94	96	97.92%	3.47 / 5
Provost & Sen.VPAA E. Smith	26.97% (24)	25.84% (23)	29.21% (26)	4.49% (4)	13.48% (12)	89	89	96	92.71%	3.48 / 5
Sen.VPBA C. Bradford	18.42% (14)	23.68% (18)	39.47% (30)	6.58% (5)	11.84% (9)	76	76	96	79.17%	3.3 / 5
VPAdm&AuxS F. Washington	16.67% (12)	26.39% (19)	41.67% (30)	5.56% (4)	9.72% (7)	72	72	96	75%	3.35 / 5
VP Rsch & Dev W. Trotty	37.21% (32)	31.4% (27)	22.09% (19)	3.49% (3)	5.81% (5)	86	86	96	89.58%	3.91 / 5
VP Stu.Affrs&Inst.Rel. L. Byers	19.48% (15)	28.57% (22)	33.77% (26)	7.79% (6)	10.39% (8)	77	77	96	80.21%	3.39 / 5
VP Insti Rel & Pub Ser M. Billingsley	12.86% (9)	25.71% (18)	34.29% (24)	14.29% (10)	12.86% (9)	70	70	96	72.92%	3.11 / 5
VProvost/Dean M. McFrazier	33.33% (28)	30.95% (26)	23.81% (20)	5.95% (5)	5.95% (5)	84	84	96	87.5%	3.8 / 5
VP Student Activities & Institutional Relations	12.31% (8)	29.23% (19)	47.69% (31)	3.08% (2)	7.69% (5)	65	65	96	67.71%	3.35 / 5

Matrix questions grid rating : 3.46 / 5

Associate Ratings

Please rate

	5	4	3	2	1	Answers	Individuals	Participants	Reach	Rating mean
Assoc Prov/Assoc VP F. Nave	20.78% (16)	35.06% (27)	33.77% (26)	3.9% (3)	6.49% (5)	77	77	96	80.21%	3.6 / 5
Assoc VPFA R. Mireles	10.94% (7)	32.81% (21)	37.5% (24)	7.81% (5)	10.94% (7)	64	64	96	66.67%	3.25 / 5
Assoc VP Research E. Noel	21.33% (16)	26.67% (20)	38.67% (29)	4% (3)	9.33% (7)	75	75	96	78.13%	3.47 / 5
Assoc ProvostEnrollMngt D. Byers	17.14% (12)	20% (14)	44.29% (31)	8.57% (6)	10% (7)	70	70	96	72.92%	3.26 / 5
Asst VPHR A. Gee	19.18% (14)	30.14% (22)	35.62% (26)	4.11% (3)	10.96% (8)	73	73	96	76.04%	3.42 / 5
Asst VP Phy Plant L. Watson	12.5% (8)	26.56% (17)	40.63% (26)	9.38% (6)	10.94% (7)	64	64	96	66.67%	3.2 / 5
AVP Aux Enterp T. Wilson	16.67% (10)	16.67% (10)	51.67% (31)	3.33% (2)	11.67% (7)	60	60	96	62.5%	3.23 / 5
Registrar D. Dungey	26.51% (22)	31.33% (26)	28.92% (24)	6.02% (5)	7.23% (6)	83	83	96	86.46%	3.64 / 5
Dir Univ Col Le. Raab	22.37% (17)	35.53% (27)	30.26% (23)	5.26% (4)	6.58% (5)	76	76	96	79.17%	3.62 / 5

Dir Acad Fin Aff B. Ricks	10.94% (7)	25% (16)	48.44% (31)	6.25% (4)	9.38% (6)	64	64	96	66.67%	3.22 / 5
Dir Empllyee Ser R. Ayyar	17.74% (11)	27.42% (17)	41.94% (26)	4.84% (3)	8.06% (5)	62	62	96	64.58%	3.42 / 5
Dir Proc/Con/Reco W. Peavy	15.63% (10)	23.44% (15)	50% (32)	6.25% (4)	4.69% (3)	64	64	96	66.67%	3.39 / 5
Dir Enrollment Mgmt M. Pearson	17.19% (11)	23.44% (15)	43.75% (28)	9.38% (6)	6.25% (4)	64	64	96	66.67%	3.36 / 5
Dir BA Info Res Ofc M. Asghar	22.58% (14)	20.97% (13)	43.55% (27)	6.45% (4)	6.45% (4)	62	62	96	64.58%	3.47 / 5
Dir Title III L. Williams	27.94% (19)	30.88% (21)	29.41% (20)	8.82% (6)	2.94% (2)	68	68	96	70.83%	3.72 / 5
Dir Stu Actvts S. Ransom	13.11% (8)	27.87% (17)	47.54% (29)	4.92% (3)	6.56% (4)	61	61	96	63.54%	3.36 / 5
Dir Cmpus/Plng La. Raab	22.39% (15)	23.88% (16)	35.82% (24)	10.45% (7)	7.46% (5)	67	67	96	69.79%	3.43 / 5

Matrix questions grid rating : 3.42 / 5

Please rate

	5	4	3	2	1	Answers	Individuals	Participants	Reach	Rating mean
Selection of Admins.	10.84% (9)	18.07% (15)	38.55% (32)	18.07% (15)	14.46% (12)	83	83	96	86.46%	2.93 / 5
Selection of Faculty	11.11% (10)	30% (27)	35.56% (32)	12.22% (11)	11.11% (10)	90	90	96	93.75%	3.18 / 5
Strategic Planning in College	13.95% (12)	19.77% (17)	29.07% (25)	22.09% (19)	15.12% (13)	86	86	96	89.58%	2.95 / 5
Physically Safe on Campus	24.44% (22)	27.78% (25)	31.11% (28)	7.78% (7)	8.89% (8)	90	90	96	93.75%	3.51 / 5

Matrix questions grid rating : 3.14 / 5

Departments

Please rate

	5	4	3	2	1	Answers	Individuals	Participants	Reach	Rating mean
Human Resources Department	19.57% (18)	23.91% (22)	30.43% (28)	15.22% (14)	10.87% (10)	92	92	96	95.83%	3.26 / 5
Support from Contracts and Grants	16.67% (12)	22.22% (16)	40.28% (29)	11.11% (8)	9.72% (7)	72	72	96	75%	3.25 / 5
Information Resources	15% (12)	27.5% (22)	37.5% (30)	8.75% (7)	11.25% (9)	80	80	96	83.33%	3.26 / 5
Library Services	34.88% (30)	33.72% (29)	26.74% (23)	3.49% (3)	1.16% (1)	86	86	96	89.58%	3.98 / 5
Recruiting Quality Students	11.24% (10)	17.98% (16)	29.21% (26)	22.47% (20)	19.1% (17)	89	89	96	92.71%	2.8 / 5
IRead	17.72% (14)	25.32% (20)	24.05% (19)	10.13% (8)	22.78% (18)	79	79	96	82.29%	3.05 / 5
Chancellor's Teaching Excellence Award	19.44% (14)	19.44% (14)	30.56% (22)	15.28% (11)	15.28% (11)	72	72	96	75%	3.13 / 5
Banner	9.76% (8)	24.39% (20)	30.49% (25)	21.95% (18)	13.41% (11)	82	82	96	85.42%	2.95 / 5
Teaching Load is Fair	11.58% (11)	17.89% (17)	26.32% (25)	22.11% (21)	22.11% (21)	95	95	96	98.96%	2.75 / 5

Recognition for Teaching	11.7% (11)	13.83% (13)	31.91% (30)	23.4% (22)	19.15% (18)	94	94	96	97.92%	2.76 / 5
Recognition for Research	9.3% (8)	17.44% (15)	31.4% (27)	16.28% (14)	25.58% (22)	86	86	96	89.58%	2.69 / 5
Recognition for Service	12.22% (11)	18.89% (17)	24.44% (22)	20% (18)	24.44% (22)	90	90	96	93.75%	2.74 / 5
Clerical support	16.67% (14)	20.24% (17)	29.76% (25)	17.86% (15)	15.48% (13)	84	84	96	87.5%	3.05 / 5
Work environment	21.98% (20)	30.77% (28)	19.78% (18)	16.48% (15)	10.99% (10)	91	91	96	94.79%	3.36 / 5
Faculty Senate	22.73% (20)	26.14% (23)	34.09% (30)	11.36% (10)	5.68% (5)	88	88	96	91.67%	3.49 / 5
Free from intimidation/discrimination	23.91% (22)	22.83% (21)	19.57% (18)	19.57% (18)	14.13% (13)	92	92	96	95.83%	3.23 / 5
Parking	32.63% (31)	22.11% (21)	24.21% (23)	7.37% (7)	13.68% (13)	95	95	96	98.96%	3.53 / 5
Graduate Program Resources	10.26% (8)	19.23% (15)	33.33% (26)	16.67% (13)	20.51% (16)	78	78	96	81.25%	2.82 / 5
Research Resources	7.06% (6)	16.47% (14)	30.59% (26)	24.71% (21)	21.18% (18)	85	85	96	88.54%	2.64 / 5
Travel Allocation	7.69% (7)	23.08% (21)	27.47% (25)	15.38% (14)	26.37% (24)	91	91	96	94.79%	2.7 / 5
Dept. Head evaluation of my teaching	30.43% (28)	22.83% (21)	23.91% (22)	11.96% (11)	10.87% (10)	92	92	96	95.83%	3.5 / 5
Merit system is applied fairly	15.38% (14)	15.38% (14)	27.47% (25)	13.19% (12)	28.57% (26)	91	91	96	94.79%	2.76 / 5
Promotion system is applied fairly	14.77% (13)	13.64% (12)	35.23% (31)	12.5% (11)	23.86% (21)	88	88	96	91.67%	2.83 / 5
Tenure System is applied fairly	17.5% (14)	11.25% (9)	30% (24)	18.75% (15)	22.5% (18)	80	80	96	83.33%	2.83 / 5
Tenure Process is clear	16.67% (13)	14.1% (11)	29.49% (23)	17.95% (14)	21.79% (17)	78	78	96	81.25%	2.86 / 5
Post Tenure Review	16.18% (11)	13.24% (9)	36.76% (25)	16.18% (11)	17.65% (12)	68	68	96	70.83%	2.94 / 5
Salary at PV	3.16% (3)	16.84% (16)	18.95% (18)	25.26% (24)	35.79% (34)	95	95	96	98.96%	2.26 / 5
Salary at other Universities	14.29% (12)	46.43% (39)	28.57% (24)	4.76% (4)	5.95% (5)	84	84	96	87.5%	3.58 / 5
University College works well	10.26% (8)	19.23% (15)	41.03% (32)	19.23% (15)	10.26% (8)	78	78	96	81.25%	3 / 5
Registrar Ofc. Handle students well	9.76% (8)	15.85% (13)	29.27% (24)	29.27% (24)	15.85% (13)	82	82	96	85.42%	2.74 / 5
Registrar Ofc 2 Final Exam Schedules	21.52% (17)	24.05% (19)	27.85% (22)	16.46% (13)	10.13% (8)	79	79	96	82.29%	3.3 / 5
Admissions Ofc. Handles students well	10.53% (8)	18.42% (14)	40.79% (31)	15.79% (12)	14.47% (11)	76	76	96	79.17%	2.95 / 5
Financial Aid Ofc. Handles students well	5.13% (4)	11.54% (9)	26.92% (21)	28.21% (22)	28.21% (22)	78	78	96	81.25%	2.37 / 5
Adequate support for online courses	13.51% (10)	29.73% (22)	35.14% (26)	9.46% (7)	12.16% (9)	74	74	96	77.08%	3.23 / 5
Communication with Admin.	12.2% (10)	17.07% (14)	26.83% (22)	17.07% (14)	26.83% (22)	82	82	96	85.42%	2.71 / 5
How about a 2.5% raise from President's letter 1/31/12	23.53% (20)	22.35% (19)	25.88% (22)	7.06% (6)	21.18% (18)	85	85	96	88.54%	3.2 / 5
College to college salary imbalance not a problem	8.14% (7)	10.47% (9)	20.93% (18)	24.42% (21)	36.05% (31)	86	86	96	89.58%	2.3 / 5
President values faculty	19.78% (18)	24.18% (22)	20.88% (19)	10.99% (10)	24.18% (22)	91	91	96	94.79%	3.04 / 5
Provost values faculty	22.73% (20)	22.73% (20)	19.32% (17)	15.91% (14)	19.32% (17)	88	88	96	91.67%	3.14 / 5
Dean values faculty	27.27% (24)	19.32% (17)	25% (22)	7.95% (7)	20.45% (18)	88	88	96	91.67%	3.25 / 5
Department Head values faculty	37.78% (34)	18.89% (17)	14.44% (13)	13.33% (12)	15.56% (14)	90	90	96	93.75%	3.5 / 5
Satisfied at PVAMU	17.89% (17)	30.53% (29)	27.37% (26)	11.58% (11)	12.63% (12)	95	95	96	98.96%	3.29 / 5

Matrix questions grid rating : 3.02 / 5

Deans

	5	4	3	2	1	Not answered		Total
Not answered	6.45% (2)	10.34% (3)	0% (0)	14.29% (1)	12.5% (1)	0% (0)	RATING	7.29% (7)
Dean CA&HS F. Richards	3.23% (1)	3.45% (1)	10.53% (2)	14.29% (1)	0% (0)	50% (1)	2.67	6.25% (6)
Dean SchArch I.Sabouni	0% (0)	3.45% (1)	0% (0)	14.29% (1)	0% (0)	0% (0)	3.00	2.08% (2)
Dean CAS D. Kelley	16.13% (5)	41.38% (12)	36.84% (7)	0% (0)	12.5% (1)	0% (0)	3.80	26.04% (25)
Dean CBus M. Quddus	12.9% (4)	6.9% (2)	0% (0)	14.29% (1)	0% (0)	0% (0)	4.29	7.29% (7)
Dean CED, L. Yates	6.45% (2)	3.45% (1)	31.58% (6)	28.57% (2)	50% (4)	0% (0)	2.67	15.63% (15)
Dean CEng K. Harris	19.35% (6)	24.14% (7)	0% (0)	0% (0)	12.5% (1)	0% (0)	4.21	14.58% (14)
Dean CJJ&P	6.45% (2)	0% (0)	0% (0)	0% (0)	0% (0)	50% (1)		3.13% (3)
Dean CN B. Adams	29.03% (9)	6.9% (2)	21.05% (4)	14.29% (1)	12.5% (1)	0% (0)	4.00	17.71% (17)
Total	31	29	19	7	8	2		96

Dept. Heads

	5	4	3	2	1	Not answered		Total
Not answered	18.75% (6)	0% (0)	11.11% (1)	16.67% (1)	20% (2)	96.15% (25)	Rating	36.46% (35)
EE P&H John Attia	6.25% (2)	0% (0)	0% (0)	16.67% (1)	0% (0)	3.85% (1)	3.25	4.17% (4)
ME Assoc. Dean Shield Lin	6.25% (2)	7.69% (1)	0% (0)	0% (0)	10% (1)	0% (0)	3.75	4.17% (4)
ME P&H Jianren Zhou	3.13% (1)	0% (0)	11.11% (1)	16.67% (1)	0% (0)	0% (0)	3.33	3.13% (3)
AA AssocP&H James Wilson	0% (0)	7.69% (1)	0% (0)	0% (0)	0% (0)	0% (0)	4.00	1.04% (1)
Ag. AssocP&H Richard Griffin	6.25% (2)	23.08% (3)	0% (0)	16.67% (1)	0% (0)	0% (0)	4.00	6.25% (6)
ChemP&H Aderemi Oki	3.13% (1)	30.77% (4)	22.22% (2)	16.67% (1)	0% (0)	0% (0)	3.63	8.33% (8)
CE P&H Irvin Osborne-Lee	3.13% (1)	7.69% (1)	0% (0)	0% (0)	0% (0)	0% (0)	4.50	2.08% (2)
Bus.AssocP&IntH Sudhir Tandon	6.25% (2)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	5.00	2.08% (2)
Bus.AssocP&H Mohiuddin Khan	9.38% (3)	0% (0)	22.22% (2)	0% (0)	10% (1)	0% (0)	3.67	6.25% (6)
MathP&H Aliakbar Haghighi	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)		0% (0)
Ed. xP&H Edward Mason	3.13% (1)	0% (0)	0% (0)	16.67% (1)	40% (4)	0% (0)	1.83	6.25% (6)

Eng.AssocP&IntH Raghava Kommalapati	3.13% (1)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	5.00	1.04% (1)
Biol.AssocP&H Harriette Block	0% (0)	7.69% (1)	11.11% (1)	0% (0)	0% (0)	0% (0)	3.50	2.08% (2)
Soc.AssocP&H Walle Engedayehu	6.25% (2)	7.69% (1)	22.22% (2)	0% (0)	0% (0)	0% (0)	4.00	5.21% (5)
Engl. AssocP&H James Palmer	25% (8)	7.69% (1)	0% (0)	0% (0)	10% (1)	0% (0)	4.41	10.42% (10)
Musc. AssocP&H Victor Hebert	0% (0)	0% (0)	0% (0)	0% (0)	10% (1)	0% (0)	1.00	1.04% (1)
Total	32	13	9	6	10	26		96

Assoc. Dean

	5	4	3	2	1	Not answered	Rating	Total
Not answered	30.77% (4)	5.56% (1)	25% (2)	0% (0)	20% (2)	97.62% (41)		52.08% (50)
Patricia Miller	15.38% (2)	16.67% (3)	50% (4)	40% (2)	70% (7)	2.38% (1)	2.37	19.79% (19)
Onimi Wilcox	53.85% (7)	77.78% (14)	25% (2)	60% (3)	10% (1)	0% (0)	3.85	28.13% (27)
Total	13	18	8	5	10	42		96

Climate Survey Summary

For the Spring 2012 University Climate survey, there were 96 respondents and 31 comments, which compare favorably with the 56 respondents for the Fall 2011 climate survey. Spring is kind in that the rating of most administrators improved over that of the Fall. In particular, the Spring/Fall rating of our President is 3.47/3.15, that of our Provost & Senior VPAA is 3.48/3.14, VP Business Affairs personnel change is 3.3/2.24, VP Admin. is 3.35/3.15, VP Research & Development is 3.91/3.58, VP Institutional Relations is 3.11/3.0, Vice Provost/Dean is 3.8/3.57, and VP Student & Institutional Relations is 3.39/3.15. The Registrars Spring/Fall rating is 3.64/3.08, and Assistant VP Human Resources is 3.42/3.09. There is one dean with a Spring/Fall rating below 3.0 of 2.67/2.2 and one with a 2.67/3.71. All other administrator's rating for the Spring semester is above 3.0 out of 5.

For Spring 2012, the lowest ratings for university issues were the following: "Financial Aid Office handles students well" rating of 2.37 out of 5, "college to college salary imbalance not a problem" issue rating of 2.3, and "salary at PV" issue rating of 2.26.

There were 31 comments from anonymous faculty members in the Spring 2012 survey from the 96 respondents. There were some positive and some negative comments about the survey instrument, one positive comment about the President, positive-more negative about one dean, and the rest of the comments were constructive criticisms, but hopeful and optimistic. Paraphrasing some of the comments are the following:

- For complaints, administrator would say "go work somewhere else."
- Some items on survey lack validity, too vague.
- Often a tense and fearful atmosphere, with "admins" panicked over deadlines, giving departments very short notice for due reports. Tendency to hire unqualified, and keep the clearly incompetent...
- President does make an effort to clear up unfair situations when he is informed of them, and does listen. He tries to maintain open communication. Not all upper administrators are so fair.
- Really enjoy working for this institution, but salary is a major problem—unfair, highly disappointing, great pay disparity, no way to bridge disparity, and the like.
- PVAMU is an Administrator lead university, not a faculty lead university.
- Concerns about shared governance, practically non-existent, ...
- Unfair to ask faculty to conduct research and then not offer them appropriate time or support to complete project.
- The climate has changed over the years. The focus is on pleasing students more than quality of instruction and preparation of a professional practitioner.
- Dean is a visionary. Dean is reactive, vindictive, retaliatory, a bully. Comments about other deans and department heads were positive and non-specific in name.

- I am glad this survey is being done. We need a more detailed set of questions for the department-head level.