Appendix O5

Deans and Directors Survey
FAMU Deans and Directors’ Survey

We are collecting data concerning your perceptions and experiences with Florida Agricultural & Mechanical University. As one of the most important stakeholder groups of the university, FAMU is seeking your input in its efforts to navigate the University’s future course. To that end, we want you to indicate what you perceive to be good about FAMU and what you perceive to be unsatisfactory about FAMU. We are requesting that you complete this anonymous survey and submit your responses at your earliest convenience. Upon submitting your responses, the data will be aggregated with the responses submitted by your peers and analyzed. The results will be communicated directly as well as posted on FAMU’s website before December 31, 2004. Your frank, anonymous responses are important in providing input into the strategic planning process of the university.

We realize that your time is extremely valuable. If you voluntarily consent to participate in this effort, please take approximately 10 minutes to complete the following questionnaire. Your responses will provide the upper administration with valuable information that will be incorporated in FAMU’s Five-Year Strategic Plan. Thank you in advance for participating in the survey.

1. Please rank the top three benefits of being at FAMU, with #1 being your top reason.
   _______ FAMU’s Reputation
   _______ The reputation of a particular degree program – Please specify the program: ____________________________
   _______ The students
   _______ FAMU is an HBCU
   _______ Location
   _______ The academic environment
   _______ Your compensation
   _______ Tallahassee’s Cost of Living
   _______ Your colleagues
   _______ Other – please specify: ____________________________

2. Given your years of service at FAMU, rank the top five unsatisfactory aspects of your experience at FAMU, with #1 being the most unsatisfactory to you.
   _______ University administration
   _______ College/department administration
   _______ Staff
   _______ Lack of scholarship
   _______ Lack of adequate facilities
   _______ Lack of faculty office space
   _______ Parking
   _______ University funding
   _______ College/department funding
   _______ Safety
   _______ Lack of technological equipment
   _______ Class Size
   _______ Teaching Load
   _______ Other – please specify: ____________________________
Please respond to each of the 28 statements using the following scale:

1 = Strongly disagree  
2 = Disagree  
3 = Neither agree nor disagree  
4 = Agree  
5 = Strongly agree

1. Faculty engaged in sponsored research or grants should receive more monetary incentives for their contribution to FAMU. 1 2 3 4 5

2. Four courses a semester should be assigned to all non-research faculty members across the campus. 1 2 3 4 5

3. FAMU has adequately equipped (with the latest technological teaching equipment) classroom space. 1 2 3 4 5

4. Faculty needs to contribute more to establishing the vision of the FAMU. 1 2 3 4 5

5. Faculty needs to contribute more to FAMU’s vision. 1 2 3 4 5

6. FAMU should focus its energies and efforts on continuing to build programs on which it already has regional and national prominence rather than starting new degree programs. 1 2 3 4 5

7. FAMU should focus its energies and efforts on starting new degree programs. 1 2 3 4 5

8. The incentives for colleges/departments whose faculty are engaged in sponsored research and grants should be increased. 1 2 3 4 5

9. My college/department treats students as “customers,” and with respect. 1 2 3 4 5

10. My college/department provides every faculty member with a computer. 1 2 3 4 5

11. My college/department has adequate technological support to maintain and upgrade our equipment. 1 2 3 4 5

12. Faculty lack adequate college/department administrative support. 1 2 3 4 5

13. Faculty in my college/department are all technologically current and can use technology effectively to teach today’s technological savvy students. 1 2 3 4 5

14. Tenured faculty should be rotated into college/department administrative positions. 1 2 3 4 5

15. The current ratio of adjunct faculty to tenure-earning faculty is appropriate. 1 2 3 4 5
16. My college/department’s current course offerings are challenging enough to keep students intellectually engaged.

17. Faculty should place more emphasis on teaching because FAMU is primarily a teaching institution.

18. The administration is providing adequate resources and support to the faculty in its efforts to become a research institution.

19. I am confident that President Gainous will make FAMU more competitive by obtaining more resources for the university in the future.

20. FAMU’s new Enterprise Resource Planning system will improve the university’s business processes.

21. A long-term employment contract policy should be developed for faculty whose primary focus and emphasis is on teaching.

22. Students and faculty should have access to their college’s/department’s resources (facilities and computers) 24 hours a day.

23. Graduates of my college (school, department, or program) enjoy 100 percent employment placement upon graduation or within six months following graduation within their field of their major or concentration.

24. Retention and graduation rates for students matriculating in my college/department are equivalent to or exceeds those of our Florida peers.

25. Successful implementation of ERP will significantly impact the pursuit of my college’s/department’s five-year goals.

26. I am confident that FAMU will be able to conclude a successful capital campaign.

27. Given the changing landscape with respect to the recruitment of minorities, in general, and national merit scholars, in particular, FAMU will continue to be able to attract more of these students than its Florida peers.

28. Deans and other academic managers should receive annual (performance) bonuses based on achievement of critical milestone in their five-year strategic plan.
Please provide a brief response to the following questions.

1. What is your perception regarding the Board of Trustees’ relationship with President Gainous?

2. What actions do you think FAMU’s administration should take to increase faculty research and grant writing?

3. What actions do you think FAMU’s administration should take to enhance faculty members’ teaching effectiveness?

4. What actions do you think FAMU’s administrative personnel should take to immediately enhance their organization for greater effectiveness and responsiveness?

5. What actions do you think students should take immediately to enhance their learning experiences on FAMU’s campus?

The following questions concern basic demographic information. Please check the most appropriate answer or fill in the blank. The first 4 questions are required and remaining questions are optional.

1. Please indicate your administrative position.
   
   _____ Dean/Institute Director
   _____ Associate Dean
   _____ Assistant Dean
   _____ Director
   _____ Other - please specify - _________________________

2. Please indicate faculty rank.
   
   _____ Tenured, Full Professor
   _____ Tenured, Associate Professor
   _____ Non-Tenured, Full Professor
   _____ Non-Tenured, Associate Professor
   _____ Non-Tenured, Assistant Professor
   _____ Visiting Professor
   _____ Adjunct Professor
   _____ Graduate/Research Assistant
   _____ Other – please specify - _________________________
3. Please indicate how many years you have been employed by Florida A&M University. (please round off to the nearest number of years).

________ years

4. Please indicate your gender.

________ Male
________ Female

These questions are optional. If you choose to answer them, please check the most appropriate answer or fill in the blank.

5. Please indicate your age.

________ years (round off to nearest years)

6. Please indicate your present marital status.

________ single (never married)
________ married
________ divorced or separated
________ widowed

7. Please indicate the number of children you have.

________ child(ren)

8. Please indicate your race/national origin.

________ non-Hispanic, white
________ non-Hispanic, black
________ Hispanic/Latino, white
________ Hispanic/Latino, black
________ Asian/Pacific Islander
________ American Indian/Alaskan Native
________ Other - please specify: ____________________________

Please feel free to type any additional comments, concerns, and/or suggestions.

Thank you for participating in FAMU’s Strategic Planning Deans and Directors’ Survey.
We are collecting data concerning your perceptions and experiences with Florida Agricultural & Mechanical University. As one of the most important stakeholder groups of the university, we are seeking your input in our efforts to assess what faculty members perceive to be good about FAMU and what you perceive to be unsatisfactory about FAMU. We are requesting that you complete this anonymous online survey and submit your responses at your earliest convenience. Upon submitting your responses, by clicking on the submit button at the end of the survey, the data will be aggregated with the responses submitted by your peers and analyzed. The results will be communicated directly as well as posted on FAMU’s website before December 31, 2004. Your frank, anonymous responses are important in providing input into the strategic planning process of the university.

Note: Respondents anonymity will be protected because all submitted responses are being collected via a web-based database, and being sent via email.

We realize that your time is extremely valuable. If you voluntarily consent to participate in this effort, please take approximately 10 minutes to complete the following questionnaire. Your responses will provide the administration with valuable information that will be incorporated in FAMU’s Five-Year Strategic Plan. Thank you in advance for participating in the survey.

1. Please rank your top five reasons for working at FAMU, with #1 being your top reason.
   - FAMU’s Reputation
   - The reputation of a particular degree program – Please specify the program:
   - The students
   - FAMU is an HBCU
   - Location
   - The academic environment
   - Your compensation
   - Tallahassee’s Cost of Living
   - Your colleagues
   - Other – please specify: _________________________________

2. Given your years of service at FAMU, rank the top five unsatisfactory aspects of your experience at FAMU, with #1 being the most unsatisfactory to you.
   - University administration
   - College/department administration
   - Staff
   - Lack of scholarship
   - Lack of adequate facilities
   - Lack of faculty office space
   - Parking
   - University funding
   - College/department funding
   - Safety
   - Lack of technological equipment
   - Class Size
Please respond to each of the 20 statements using the following scale:

1 = Strongly disagree
2 = Disagree
3 = Neither agree nor disagree
4 = Agree
5 = Strongly agree

1. Faculty engaged in sponsored research or grants should receive more monetary incentives for their contribution to FAMU.

2. Four courses a semester should be assigned to all non-research faculty members across the campus.

3. FAMU has adequately equipped (with the latest technological teaching equipment) classroom space.

4. Faculty needs to contribute more to establishing the vision of the FAMU.

5. Faculty needs to contribute more to FAMU’s vision.

6. FAMU should focus its energies and efforts on continuing to build programs on which it already has regional and national prominence rather than starting new degree programs.

7. FAMU should focus its energies and efforts on starting new degree programs.

8. The incentives for colleges/departments whose faculty are engaged in sponsored research and grants should be increased.

9. My college/department treats students as “customers,” and with respect.

10. My college/department provides every faculty member with a computer.

11. My college/department has adequate technological support to maintain and upgrade our equipment.

12. Faculty lack adequate college/department administrative support.

13. Faculty in my college/department are all technologically current and can use technology effectively to teach today’s technological savvy students.

14. Tenured faculty should be rotated into college/department administrative positions.

15. The current ratio of adjunct faculty to tenure-earning faculty is
appropriate.

16. My college/department’s current course offerings are challenging enough to keep students intellectually engaged. 1 2 3 4 5

17. Faculty should place more emphasis on teaching because FAMU is primarily a teaching institution. 1 2 3 4 5

18. The administration is providing adequate resources and support to the faculty in its efforts to become a research institution. 1 2 3 4 5

19. I am confident that President Gainous will make FAMU more competitive by obtaining more resources for the university in the future. 1 2 3 4 5

20. Tenure granting policies and procedures should be devised for faculty whose primary focus and emphasis is on teaching. 1 2 3 4 5

Please provide a brief response to the following questions.

1. What is your perception regarding the Board of Trustees’ relationship with President Gainous?

2. What actions do you think FAMU’s administration should take to increase faculty research and grant writing productivity?

3. What actions do you think FAMU’s administration should take to enhance faculty members’ teaching effectiveness?

4. What actions do you think FAMU’s administrative personnel should take to immediately enhance their organization for greater effectiveness and responsiveness?

5. What actions do you think students should take immediately to enhance their learning experiences on FAMU’s campus?

The following questions concern basic demographic information. Please check the most appropriate answer or fill in the blank.

1. Please indicate your age.
_________ years (round off to nearest years)

2. Please indicate your present marital status.
   ■ single (never married)
   ■ married
   ■ divorced or separated
   ■ widowed

3. Please indicate the number of children you have.
   _______ child(ren)

4. Please indicate your faculty rank.
   ■ Tenured, Full Professor
   ■ Tenured, Associate Professor
   ■ Non-Tenured, Full Professor
   ■ Non-Tenured, Associate Professor
   ■ Non-Tenured, Assistant Professor
   ■ Visiting Professor
   ■ Adjunct Professor
   ■ Graduate/Research Assistant
   ■ Other – please specify - _________________________

5. Please indicate how many years you have been employed by Florida A&M University. (please round off to the nearest number of years).
   _______ years

6. Please indicate in which college or school you work.
   ■ Allied Health Sciences
   ■ Arts & Sciences
   ■ Architecture
   ■ Business & Industry
   ■ Education
   ■ Engineering Technology and Agriculture
   ■ Environmental Sciences Institute
   ■ FAMU/FSU College of Engineering
   ■ FAMU Law School
   ■ General Studies
   ■ Graduate Studies and Research
   ■ Journalism and Graphic Communication
   ■ Nursing
   ■ Pharmacy

7. Please indicate your gender.
Please indicate your race/national origin.

- non-Hispanic, white
- non-Hispanic, black
- Hispanic/Latino, white
- Hispanic/Latino, black
- Asian/Pacific Islander
- American Indian/Alaskan Native
- Other - please specify: __________________________

Please feel free to type any additional comments, concerns, and/or suggestions.

Thank you for participating in FAMU’s Strategic Planning Faculty Survey.