



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



May 2013



Special Edition

Presidential Evaluation Report

Dear UUP member:

As you may recall, approximately one year ago UUPF conducted a survey concerning President Keen’s management of the college. This survey was part of a statewide union-sponsored initiative to explore ways of monitoring management decisions and holding managers more responsible for the impact of their decisions on UUP members.

Initially four campuses indicated an interest in participating in this initiative: Binghamton University, SUNY Cortland, Farmingdale State College, and Stony Brook Health Science Center. For a variety of reasons, Farmingdale was the only campus in a position to allow for the survey to be conducted. In the case of Binghamton, the campus president left, and the new president had not been on campus long enough to be fairly evaluated. Cortland went through a sudden change in chapter leadership and still seems to be in the process of reorganization. The chapter at Stony Brook Health Science Center was unable to conduct the survey because another survey, unrelated to the UUP survey, was being conducted at the same time at their campus. At Albany University, however, the new chapter leadership expressed a strong interest in this evaluation, but they, too, have a relatively new campus president.

The Survey

One hundred and sixty-five Farmingdale members sent in completed survey forms to the UUP office in Latham, New York. This represented approximately 24.1% of the total Farmingdale membership when the survey was conducted. The surveys were tabulated by UUP members of the state-wide Evaluation Task Force. No Farmingdale members participated in nor were present at the tabulation.

The following grade equivalents were used to tabulate a final grade:

A=4.0	B+=3.5	B=3.0	C+= 2.5
C=2.0	D+= 1.5	D=1.0	F=0
W [not included in the grade tabulation]			

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UUP Contract Ratification Schedule

- May 1st – ratification ballots will be mailed to members’ home addresses
- June 3rd—completed ballots must be received by American Arbitration Association (AAA)

Results will be posted to on the UUP website as soon as possible after they are reported to UUP by AAA .

Presidential Evaluation Report cont'd

SURVEY OF SUNY CAMPUS PRESIDENTS

CAMPUS: _____

KEY	
A	Strongly agree
B	Agree
C	Neither agree nor disagree
D	Disagree
F	Strongly disagree
W	No opinion

PLEASE ADD *YOUR OWN* COMMENTS ON THE REVERSE SIDE OF THIS SHEET.

STATEMENT	Average Grade
1. The President is responsive when significant concerns are brought to him or her.	C+
2. The President is respectful in interactions with faculty and staff.	B
3. The President promotes campus civility and professionalism.	B
4. The President holds subordinates to high standards of civility and professionalism.	C+
5. The President's decisions about the campus are transparent to the faculty and staff.	C+
6. The President publicizes criteria for Discretionary Salary Increases.	C
7. The President follows the stated criteria for Discretionary Salary Increases.	C
8. The President uses the ideas of faculty and staff.	C+
9. The President is in touch with the realities confronting the campus/hospitals.	B
10. The President's goals and vision for the campus are appropriate for the campus/hospitals.	B
11. The President has made good choices in the selection of management/confidential employees.	C
12. The President allocates funds in a manner consistent with the needs and purpose of a public college/ university/hospital.	C+
13. The President's actions have moved the campus/hospital in a direction that serves students, faculty, and staff.	C+
14. The President spends enough time on the campus/hospital.	B
15. The President has an appropriate number of management/confidential employees.	C+
16. The President secures the resources necessary for the faculty and staff to perform effectively.	C+
17. The President is a strong advocate for the campus/hospital, including securing additional state funds.	B
18. The President is an effective advocate for public higher education.	B
19. The President's actions have had a positive effect on faculty/staff morale.	C+
20. The President is an effective leader.	C+
21. All things considered, I would give the President the following grade for overall job performance.	B

It is interesting to note that for each question President Keen received more A grades than any other grade, although his overall grade includes no A's.

Raw Data

STATEMENT	A	B	C	D	F	W	Avg.
1. The President is responsive when significant concerns are brought to him or her.	75	33	13	18	14	6	2.89
2. The President is respectful in interactions with faculty and staff.	106	31	6	12	4	3	3.4
3. The President promotes campus civility and professionalism.	90	33	13	8	15	3	3.10
4. The President holds subordinates to high standards of civility and professionalism.	73	32	14	10	21	8	2.84
5. The President's decisions about the campus are transparent to the faculty and staff.	59	27	26	22	19	3	2.5
6. The President publicizes criteria for Discretionary Salary Increases.	40	26	25	23	29	17	2.17
7. The President follows the stated criteria for Discretionary Salary Increases.	37	23	26	14	22	33	2.31
8. The President uses the ideas of faculty and staff.	58	35	35	10	15	12	2.72
9. The President is in touch with the realities confronting the campus/hospitals.	69	37	19	10	10	15	3.0
10. The President's goals and vision for the campus are appropriate for the campus/hospitals.	74	38	25	15	2	9	3.07
11. The President has made good choices in the selection of management/confidential employees.	47	30	25	19	31	8	2.28
12. The President allocates funds in a manner consistent with the needs and purpose of a public college/ university/hospital.	60	35	37	13	8	9	2.82
13. The President's actions have moved the campus/hospital in a direction that serves students, faculty, and staff.	73	32	28	17	4	6	2.99
14. The President spends enough time on the campus/hospital.	85	34	19	0	1	14	3.45
15. The President has an appropriate number of management/confidential employees.	54	30	33	13	11	18	2.73
16. The President secures the resources necessary for the faculty and staff to perform effectively.	54	46	28	18	8	6	2.77
17. The President is a strong advocate for the campus/hospital, including securing additional state funds.	78	32	25	5	5	14	3.19
18. The President is an effective advocate for public higher education.	88	39	15	5	8	1	3.25
19. The President's actions have had a positive effect on faculty/staff morale.	67	27	20	23	21	2	2.60
20. The President is an effective leader.	76	28	12	18	13	3	2.92
21. All things considered, I would give the President the following grade for overall job performance.	75	38	13	15	10	2	3.01

Of the 165 responses, thirteen or 7.5% included written comments on their survey forms. It was the original intent of the committee to publish all comments, but unfortunately some negative comments mentioned management personnel other than the president by name. It was therefore decided that none of the comments would be published.

For the sake of full disclosure we wish to point out that one survey specifically identified the UUPF president and vice president for academics by name in a negative fashion for conducting the survey.

What we can say is that five of the thirteen comments could be characterized as being supportive of the college president, and three from this group were critical of the union leadership in general for conducting the survey.

Seven of the thirteen can be characterized as critical of the president's job performance; among these were criticisms of other management personnel as well. The thirteenth comment offered neutral observations.

Final Thoughts

There are campuses that regularly evaluate *all* of their management personnel. Perhaps one of the best examples is SUNY Oneonta. I would like to quote from their January

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FARMINGDALE CHAPTER

EXECUTIVE BOARD

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Robert Reganse

VP Academics

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VP Professionals

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Debbie Nilsen

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DELEGATES:

Academic

Douglas Cody

Susan Conforti

Lisa Eicher

Robert Elgart

John Hunt

Del Janik

Vicki Janik

Margaret Porciello

Robert Reganse

Lou Scala

Michael Smiles

Elena Erritta 1st alternate

Professional

Yolanda Pauze

Solomon Ayo

Valerie Madeska

Debbie Nilsen

Presidential Evaluation Report cont'd

The Fifth UUP Survey: Quality of Professional Life and
Administrative Assessment

At its December 19, 2011, meeting, the Executive Board of UUP Oneonta voted to conduct during the Fall 2012 Semester the fifth evaluation of the College at Oneonta administration. The rationale for this decision rests on several factors; amongst them:

All employees, including administration should be accountable.

Subordinate personnel are continuously evaluated.

UUPF Oneonta has an ongoing practice of periodic evaluation of senior administration.

Such evaluation of senior administration provides important feedback.

(The Sentinel, United University Professions Oneonta, January 2012)

In the end, only you can determine if an evaluation project is valuable. You decide. Are you, the college, and the students, better off with a top-down evaluation of the management from the chancellor or a bottom-up evaluation from the campus?

Submitted by Robert Reganse, Chair of the Evaluation Task Force

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon Ayo

Comm. Of VP for Professionals

Kathryn C. Bond

Grievance

Doug Cody

Part-Time Concerns

Technology Issues

Robert Elgart

Membership

Henry G. Ellis

Part-time Concerns

Elena Eritta

Part-time Concerns

Jim Friel

Labor & Higher Education

Staci Gardner

UUP Outreach

Women's Rights & Concerns

Del Janik

Globalization &

Corporatization

Solidarity

Vicki Janik

Evaluation Task Force

Grievance

Task Force on Emerging Issues

of Diversity*

Women's Rights & Concerns*

Barbara Maertz

Active Retired Membership

Finance

Darleyne Mayers

Affirmative Action

EOC Concerns **

Task Force on Emerging Issues

of diversity

Task Force on Pay Equity Based

on Race

UUP Outreach

Yolanda Pauze

Comm. of Chapter Presidents

Task Force on Pay Equity Based

on Race

Strategic Planning Implementation

Task Force

Technology Sector

Margaret Porciello

Technology Issues*

Women's Rights & Concerns

Robert Reganse

Comm. of VPs for Academics

EOC Concerns***

Evaluation Task Force*

Technology Sector

Lou Scala

EOP Concerns

Veteran Affairs

Mike Smiles

Technology Issues***

Technology Sector***

*indicates committee chairmanship

** indicates Vice Chair

*** indicates Executive Board Liaison

Diane Yorg

EOC Concerns

The UUPF Newsletter welcomes articles and letters submitted by members of the Farmingdale community. Remember, this is your newsletter. Share your thoughts with us. We want to hear from you. Persons who have material they wish to submit should contact Margaret Porciello at porciem@farmingdale.edu. *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*

SUNY is the **\$olution**