

Presidential Search Committee

Campus Survey Results

Fall 2020

Q1 Constituency:

Answered: 363 Skipped: 2

ANSWER CHOICES	RESPONSES	
Administration	6.61%	24
Alumna/alumnus	7.71%	28
Board of Trustees	2.20%	8
Faculty	14.33%	52
Friend or community member	2.20%	8
Parent	0.28%	1
Search Committee	0.55%	2
Staff	24.79%	90
Student	38.84%	141
Other	2.48%	9
TOTAL		363

Q2 What are Westfield State University's greatest strengths? (Choose three):

Answered: 360 Skipped: 5

ANSWER CHOICES	RESPONSES	
Academic programs	60.56%	218
Alumnae/alumni	8.06%	29
Campus (facilities, location, etc.)	50.28%	181
Culture	8.61%	31
Diversity	13.06%	47
Faculty	44.44%	160
International experience	2.50%	9
Mission	15.28%	55
Parents	2.50%	9
Staff	38.89%	140
Strategic plan	5.56%	20
Students	50.28%	181
Student affairs	9.44%	34
Total Respondents: 360		

Q3 What are Westfield State University's greatest challenges? (Choose three):

Answered: 358 Skipped: 7

ANSWER CHOICES	RESPONSES	
Academic Programs	14.53%	52
Community relations	21.23%	76
Competitive positioning/brand	27.37%	98
Constituency engagement (alumnae/alumni, parents, friends, etc.)	21.23%	76
Diversity	39.11%	140
Endowment growth	20.95%	75
Enrollment (size, quality, etc.)	42.74%	153
Faculty (recruitment, retention, quality)	15.92%	57
Financial stability	45.81%	164
Fund-raising	19.55%	70
Retention/graduation rates	24.86%	89
Space/facilities	18.72%	67
Total Respondents: 358		

Q4 What are the most important short term priorities for the new president in the first one to two years? (Choose three):

Answered: 360 Skipped: 5

ANSWER CHOICES	RESPONSES	
Academic program development	26.67%	96
Accreditation	8.61%	31
Balancing financial aid, cost, access, etc.	45.83%	165
Board development	8.89%	32
Diversity	33.61%	121
Faculty - size, quality, recruitment	17.22%	62
Financial stability	47.22%	170
Fund raising	16.39%	59
Marketing and branding	19.72%	71
Strategic planning	17.50%	63
Sustaining and expanding student recruitment	43.33%	156
Technology infrastructure	15.28%	55
Total Respondents: 360		

Q5 What are the most important agenda items for the new president in the long-term? (Choose three):

Answered: 358 Skipped: 7

ANSWER CHOICES	RESPONSES	
Faculty - size, quality, recruitment	25.14%	90
Student recruitment	49.44%	177
Balancing financial aid, cost, access, etc.	41.90%	150
Technology	19.27%	69
Financial stability	44.97%	161
Fund raising	17.60%	63
Marketing and branding	23.74%	85
Board development	13.69%	49
Strategic planning	31.56%	113
Assessment	7.26%	26
Program development	33.24%	119
Total Respondents: 358		

Q6 What are the most important metrics and improvements for measuring the new WSU president's success? (Choose three):

Answered: 361 Skipped: 4

ANSWER CHOICES	RESPONSES	
Alumnae/alumni participation	11.91%	43
Campus climate - student and employee satisfaction	73.41%	265
Diversity and inclusion statistics	36.84%	133
Enrollment statistics (selectivity, yield, academic quality, size, etc.)	42.66%	154
Faculty quality	23.82%	86
Financial indicators (debt ratios, bond ratings, net assets, etc.)	28.25%	102
Marketing (# media hits, visibility)	10.25%	37
Net revenue	8.03%	29
Philanthropic revenue	6.09%	22
Rankings	9.14%	33
Retention and graduate rates	43.49%	157
Tuition discount rate (financial aid awards)	19.11%	69
Total Respondents: 361		

Q7 What credentials and experiences are most important for the new president to demonstrate? (Choose three):

Answered: 359 Skipped: 6

ANSWER CHOICES	RESPONSES
Earned doctorate or terminal degree (Ph.D., Ed.D., J.D., or equivalent)* *An earned doctorate (including but not limited to a Ph.D., J.D., or Ed.D.), coupled with substantial experience relevant to the segmental mission and needs of the institution, may satisfy minimum educational requirements.	34.82% 125
Classroom teaching experience	31.20% 112
Peer-reviewed scholarship	5.29% 19
Leadership in complex organizations, regardless of type	42.06% 151
Higher education leadership experience	50.97% 183
Evidence of fund-raising success	15.32% 55
Evidence of effective financial management	38.16% 137
Evidence in providing results	32.87% 118
Evidence of successful change management	38.16% 137
Experience in a private, undergraduate, residential college	4.74% 17
Experience at a state university	27.86% 100
Experience in an academic discipline at the university	12.26% 44
Total Respondents: 359	

Q8 SELF-AWARENESS

Answered: 358 Skipped: 7

ANSWER CHOICES	RESPONSES	
Self-knowledge and development	22.07%	79
Acts with integrity, creates an environment of trust and integrity	81.56%	292
Tolerance for ambiguity, flexibility	19.83%	71
Passion for work	29.61%	106
Total Respondents: 358		

Q9 RELATIONSHIPS

Answered: 357 Skipped: 8

ANSWER CHOICES	RESPONSES	
Communicates effectively	61.62%	220
Influences and inspires	34.73%	124
Inclusive, values diversity	41.18%	147
Collaborative	39.50%	141
Total Respondents: 357		

Q10 ORGANIZATIONAL LEADERSHIP

Answered: 348 Skipped: 17

ANSWER CHOICES	RESPONSES	
Builds organizational talent/capacity	33.91%	118
Manages resources (human, financial, technical)	52.87%	184
Service focused	25.29%	88
Ensures execution, is accountable	33.91%	118
Total Respondents: 348		

Q11 INNOVATION AND VISION

Answered: 345 Skipped: 20

ANSWER CHOICES	RESPONSES	
Champions the vision and mission of university	39.42%	136
Shapes strategic focus, strategic thinking and planning	35.36%	122
Effective decision maker	42.61%	147
Thinking skills, analytical and systems thinker	33.62%	116
Total Respondents: 345		