



## Continuous Improvement Educational Initiative Results of Self-Study Feedback - Dec. 2004



### Counts and percentages by college or administrative unit

#### Demographic Information

College	Position		Total
	non_facul	faculty	
Arts&Sci	0 0.00	72 100.00	72 100.00
D_Adm	20 95.24	1 4.76	21 100.00
C_Agri	0 0.00	34 100.00	34 100.00
AcadAffrs	6 54.55	5 45.45	11 100.00
A_Senate	7 20.59	27 79.41	34 100.00
Bus_Adm	2 10.53	17 89.47	19 100.00
D_Stud	8 80.00	2 20.00	10 100.00
C_Eng	2 3.77	51 96.23	53 100.00
Other	3 100.00	0 0.00	3 100.00
Total	48 18.68	209 81.32	257 100.00

College	Sex		Total
	female	male	
Arts&Sci	34 47.22	38 52.78	72 100.00
D_Adm	9 42.86	12 57.14	21 100.00
C_Agri	15 44.12	19 55.88	34 100.00
AcadAffrs	7 63.64	4 36.36	11 100.00
A_Senate	13 37.14	22 62.86	35 100.00
Bus_Adm	11 57.89	8 42.11	19 100.00
D_Stud	8 80.00	2 20.00	10 100.00
C_Eng	8 15.38	44 84.62	52 100.00
Other	2 66.67	1 33.33	3 100.00
Total	107 41.63	150 58.37	257 100.00

## Participation in the Study

Completed a survey, questionnaire, or interview

College	no	yes	Total
Arts&Sci	24 35.82	43 64.18	67 100.00
D_Adm	11 55.00	9 45.00	20 100.00
C_Agri	7 22.58	24 77.42	31 100.00
AcadAffrs	1 11.11	8 88.89	9 100.00
A_Senate	5 14.71	29 85.29	34 100.00
Bus_Adm	5 29.41	12 70.59	17 100.00
D_Stud	3 27.27	8 72.73	11 100.00
C_Eng	11 22.92	37 77.08	48 100.00
Other	2 66.67	1 33.33	3 100.00
Total	69 28.75	171 71.25	240 100.00

Served on one or more of the UPRM-MSCHE task forces

College	no	yes	Total
Arts&Sci	57 89.06	7 10.94	64 100.00
D_Adm	12 60.00	8 40.00	20 100.00
C_Agri	25 86.21	4 13.79	29 100.00
AcadAffrs	1 12.50	7 87.50	8 100.00
A_Senate	28 84.85	5 15.15	33 100.00
Bus_Adm	12 75.00	4 25.00	16 100.00
D_Stud	4 40.00	6 60.00	10 100.00
C_Eng	38 88.37	5 11.63	43 100.00
Other	3 100.00	0 0.00	3 100.00
Total	180 79.65	46 20.35	226 100.00

## Prior to Attending this Presentation...

I had a strong awareness about the MSCHE self-study during this past year.

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	7 10.29	23 33.82	22 32.35	16 23.53	68 100.00
D_Adm	1 4.76	4 19.05	12 57.14	4 19.05	21 100.00
C_Agri	1 3.03	12 36.36	10 30.30	10 30.30	33 100.00
AcadAffrs	0 0.00	1 9.09	6 54.55	4 36.36	11 100.00
A_Senate	1 2.86	10 28.57	14 40.00	10 28.57	35 100.00
Bus_Adm	0 0.00	5 27.78	8 44.44	5 27.78	18 100.00
D_Stud	0 0.00	1 9.09	4 36.36	6 54.55	11 100.00
C_Eng	8 15.09	19 35.85	17 32.08	9 16.98	53 100.00
Other	0 0.00	1 100.00	0 0.00	0 0.00	1 100.00
Total	18 7.17	76 30.28	93 37.05	64 25.50	251 100.00

## As a Result of this Presentation...

I have a greater understanding of the self-study process used by UPRM for MSCHE re-accreditation.

College	Disagree	Agree	StrongAgr	Total
Arts&Sci	8 11.27	39 54.93	24 33.80	71 100.00
D_Adm	1 4.76	12 57.14	8 38.10	21 100.00
C_Agri	2 5.88	19 55.88	13 38.24	34 100.00
AcadAffrs	0 0.00	5 45.45	6 54.55	11 100.00
A_Senate	5 14.29	19 54.29	11 31.43	35 100.00
Bus_Adm	0 0.00	4 21.05	15 78.95	19 100.00
D_Stud	0 0.00	4 36.36	7 63.64	11 100.00
C_Eng	4 7.55	34 64.15	15 28.30	53 100.00
Other	0 0.00	0 0.00	3 100.00	3 100.00
Total	20 7.75	136 52.71	102 39.53	258 100.00

## As a Result of this Presentation...

I have a greater awareness of recent accomplishments related to institutional planning and assessment at UPRM.

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	2 2.86	6 8.57	37 52.86	25 35.71	70 100.00
D_Adm	0 0.00	0 0.00	10 47.62	11 52.38	21 100.00
C_Agri	0 0.00	3 8.82	14 41.18	17 50.00	34 100.00
AcadAffrs	0 0.00	0 0.00	5 45.45	6 54.55	11 100.00
A_Senate	0 0.00	3 8.57	24 68.57	8 22.86	35 100.00
Bus_Adm	0 0.00	0 0.00	7 36.84	12 63.16	19 100.00
D_Stud	0 0.00	0 0.00	6 54.55	5 45.45	11 100.00
C_Eng	0 0.00	6 11.32	33 62.26	14 26.42	53 100.00
Other	0 0.00	0 0.00	1 33.33	2 66.67	3 100.00
Total	2 0.78	18 7.00	137 53.31	100 38.91	257 100.00

I have a greater awareness of institutional strengths as revealed by the self-study.

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	1 1.49	8 11.94	31 46.27	27 40.30	67 100.00
D_Adm	0 0.00	2 9.52	9 42.86	10 47.62	21 100.00
C_Agri	0 0.00	4 11.76	14 41.18	16 47.06	34 100.00
AcadAffrs	0 0.00	0 0.00	6 54.55	5 45.45	11 100.00
A_Senate	0 0.00	3 8.57	19 54.29	13 37.14	35 100.00
Bus_Adm	0 0.00	0 0.00	5 26.32	14 73.68	19 100.00
D_Stud	0 0.00	0 0.00	6 54.55	5 45.45	11 100.00
C_Eng	0 0.00	5 9.43	32 60.38	16 30.19	53 100.00
Other	0 0.00	0 0.00	1 33.33	2 66.67	3 100.00
Total	1 0.39	22 8.66	123 48.43	108 42.52	254 100.00

## Agreement level with each of the following recommendations proposed by the UPRM-MSCHE steering team

Develop a process for the institutionalization of the UPRM strategic plan

College	Disagree	Agree	StrongAgr	Total
Arts&Sci	3 4.41	23 33.82	42 61.76	68 100.00
D_Adm	1 4.76	7 33.33	13 61.90	21 100.00
C_Agri	2 5.88	10 29.41	22 64.71	34 100.00
AcadAffrs	0 0.00	3 27.27	8 72.73	11 100.00
A_Senate	0 0.00	11 34.38	21 65.63	32 100.00
Bus_Adm	0 0.00	3 15.79	16 84.21	19 100.00
D_Stud	0 0.00	1 9.09	10 90.91	11 100.00
C_Eng	2 3.85	27 51.92	23 44.23	52 100.00
Other	0 0.00	0 0.00	3 100.00	3 100.00
Total	8 3.19	85 33.86	158 62.95	251 100.00

Assess the process of administrative appointments to minimize administrative turnover

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	1 1.39	2 2.78	24 33.33	45 62.50	72 100.00
D_Adm	0 0.00	2 9.52	6 28.57	13 61.90	21 100.00
C_Agri	0 0.00	0 0.00	8 25.00	24 75.00	32 100.00
AcadAffrs	0 0.00	0 0.00	2 18.18	9 81.82	11 100.00
A_Senate	0 0.00	1 3.03	12 36.36	20 60.61	33 100.00
Bus_Adm	0 0.00	0 0.00	3 17.65	14 82.35	17 100.00
D_Stud	0 0.00	0 0.00	0 0.00	10 100.00	10 100.00
C_Eng	0 0.00	1 1.96	18 35.29	32 62.75	51 100.00
Other	0 0.00	0 0.00	0 0.00	3 100.00	3 100.00
Total	1 0.40	6 2.40	73 29.20	170 68.00	250 100.00

### Increase tuition to more realistic levels

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	2 2.82	11 15.49	19 26.76	39 54.93	71 100.00
D_Adm	0 0.00	2 9.52	5 23.81	14 66.67	21 100.00
C_Agri	1 2.94	1 2.94	10 29.41	22 64.71	34 100.00
AcadAffrs	0 0.00	0 0.00	1 9.09	10 90.91	11 100.00
A_Senate	6 18.18	3 9.09	9 27.27	15 45.45	33 100.00
Bus_Adm	1 5.26	1 5.26	2 10.53	15 78.95	19 100.00
D_Stud	0 0.00	0 0.00	3 27.27	8 72.73	11 100.00
C_Eng	1 1.89	1 1.89	13 24.53	38 71.70	53 100.00
Other	0 0.00	0 0.00	1 33.33	2 66.67	3 100.00
Total	11 4.30	19 7.42	63 24.61	163 63.67	256 100.00

### Increase development funds from alumni and other sources

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	1 1.41	4 5.63	23 32.39	43 60.56	71 100.00
D_Adm	0 0.00	0 0.00	11 52.38	10 47.62	21 100.00
C_Agri	0 0.00	1 2.94	7 20.59	26 76.47	34 100.00
AcadAffrs	0 0.00	0 0.00	1 9.09	10 90.91	11 100.00
A_Senate	0 0.00	4 11.76	9 26.47	21 61.76	34 100.00
Bus_Adm	0 0.00	0 0.00	3 15.79	16 84.21	19 100.00
D_Stud	0 0.00	0 0.00	3 27.27	8 72.73	11 100.00
C_Eng	1 1.92	0 0.00	13 25.00	38 73.08	52 100.00
Other	0 0.00	0 0.00	1 33.33	2 66.67	3 100.00
Total	2 0.78	9 3.52	71 27.73	174 67.97	256 100.00

### Reactivate the Autonomy Committee

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	1 1.54	6 9.23	21 32.31	37 56.92	65 100.00
D_Adm	0 0.00	0 0.00	8 38.10	13 61.90	21 100.00
C_Agri	0 0.00	3 8.82	14 41.18	17 50.00	34 100.00
AcadAffrs	0 0.00	0 0.00	2 18.18	9 81.82	11 100.00
A_Senate	1 2.94	6 17.65	7 20.59	20 58.82	34 100.00
Bus_Adm	1 5.26	0 0.00	7 36.84	11 57.89	19 100.00
D_Stud	0 0.00	0 0.00	3 27.27	8 72.73	11 100.00
C_Eng	5 9.80	4 7.84	20 39.22	22 43.14	51 100.00
Other	0 0.00	0 0.00	0 0.00	3 100.00	3 100.00
Total	8 3.21	19 7.63	82 32.93	140 56.22	249 100.00

### Create more faculty positions across colleges as part of the solution to meet greater emphasis on research

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	0 0.00	3 4.35	12 17.39	54 78.26	69 100.00
D_Adm	1 4.76	6 28.57	12 57.14	2 9.52	21 100.00
C_Agri	0 0.00	4 11.76	13 38.24	17 50.00	34 100.00
AcadAffrs	0 0.00	0 0.00	3 27.27	8 72.73	11 100.00
A_Senate	0 0.00	1 2.94	11 32.35	22 64.71	34 100.00
Bus_Adm	0 0.00	0 0.00	6 33.33	12 66.67	18 100.00
D_Stud	0 0.00	0 0.00	2 18.18	9 81.82	11 100.00
C_Eng	0 0.00	4 7.69	17 32.69	31 59.62	52 100.00
Other	0 0.00	0 0.00	0 0.00	3 100.00	3 100.00
Total	1 0.40	18 7.11	76 30.04	158 62.45	253 100.00

Revise existing criteria for all personnel evaluations and implement a continuous performance appraisal system

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	1 1.49	1 1.49	20 29.85	45 67.16	67 100.00
D_Adm	0 0.00	1 4.76	8 38.10	12 57.14	21 100.00
C_Agri	0 0.00	0 0.00	9 27.27	24 72.73	33 100.00
AcadAffrs	0 0.00	0 0.00	3 27.27	8 72.73	11 100.00
A_Senate	0 0.00	0 0.00	11 32.35	23 67.65	34 100.00
Bus_Adm	0 0.00	0 0.00	4 21.05	15 78.95	19 100.00
D_Stud	0 0.00	0 0.00	0 0.00	11 100.00	11 100.00
C_Eng	0 0.00	2 3.77	17 32.08	34 64.15	53 100.00
Other	0 0.00	0 0.00	0 0.00	3 100.00	3 100.00
Total	1 0.40	4 1.59	72 28.57	175 69.44	252 100.00

Require orientation and training on institutional and departmental policies, procedures and regulations for all administrative personnel

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	1 1.41	2 2.82	22 30.99	46 64.79	71 100.00
D_Adm	0 0.00	0 0.00	6 28.57	15 71.43	21 100.00
C_Agri	0 0.00	0 0.00	7 20.59	27 79.41	34 100.00
AcadAffrs	0 0.00	0 0.00	2 18.18	9 81.82	11 100.00
A_Senate	0 0.00	0 0.00	9 26.47	25 73.53	34 100.00
Bus_Adm	0 0.00	0 0.00	4 21.05	15 78.95	19 100.00
D_Stud	0 0.00	0 0.00	0 0.00	11 100.00	11 100.00
C_Eng	0 0.00	1 1.92	24 46.15	27 51.92	52 100.00
Other	0 0.00	0 0.00	0 0.00	3 100.00	3 100.00
Total	1 0.39	3 1.17	74 28.91	178 69.53	256 100.00

Structure, formalize and shorten all procedures for curricular change and new program approval

College	Disagree	Agree	StrongAgr	Total
Arts&Sci	4 5.71	9 12.86	57 81.43	70 100.00
D_Adm	1 4.76	10 47.62	10 47.62	21 100.00
C_Agri	0 0.00	6 17.65	28 82.35	34 100.00
AcadAffrs	0 0.00	2 18.18	9 81.82	11 100.00
A_Senate	1 2.94	7 20.59	26 76.47	34 100.00
Bus_Adm	0 0.00	3 15.79	16 84.21	19 100.00
D_Stud	0 0.00	3 27.27	8 72.73	11 100.00
C_Eng	0 0.00	15 28.85	37 71.15	52 100.00
Other	0 0.00	0 0.00	3 100.00	3 100.00
Total	6 2.35	55 21.57	194 76.08	255 100.00

Require formal adherence to outcomes-based procedures for improving academic programs (e.g., through implementation of assessment plans)

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	0 0.00	5 7.14	29 41.43	36 51.43	70 100.00
D_Adm	0 0.00	1 4.76	7 33.33	13 61.90	21 100.00
C_Agri	0 0.00	1 2.94	12 35.29	21 61.76	34 100.00
AcadAffrs	0 0.00	0 0.00	3 27.27	8 72.73	11 100.00
A_Senate	0 0.00	1 2.94	15 44.12	18 52.94	34 100.00
Bus_Adm	1 5.26	0 0.00	3 15.79	15 78.95	19 100.00
D_Stud	0 0.00	0 0.00	2 18.18	9 81.82	11 100.00
C_Eng	0 0.00	2 3.77	26 49.06	25 47.17	53 100.00
Other	0 0.00	0 0.00	0 0.00	3 100.00	3 100.00
Total	1 0.39	10 3.91	97 37.89	148 57.81	256 100.00

Develop more effective programs and services (e.g., summer programs) to address undergraduate deficiencies in Mathematics and English

College	StrngDisa	Disagree	Agree	StrongAgr	Total
Arts&Sci	0 0.00	5 6.94	19 26.39	48 66.67	72 100.00
D_Adm	0 0.00	1 4.76	10 47.62	10 47.62	21 100.00
C_Agri	1 2.94	4 11.76	7 20.59	22 64.71	34 100.00
AcadAffrs	0 0.00	0 0.00	5 45.45	6 54.55	11 100.00
A_Senate	0 0.00	3 9.09	7 21.21	23 69.70	33 100.00
Bus_Adm	0 0.00	1 5.26	2 10.53	16 84.21	19 100.00
D_Stud	0 0.00	1 9.09	1 9.09	9 81.82	11 100.00
C_Eng	1 1.89	4 7.55	19 35.85	29 54.72	53 100.00
Other	0 0.00	0 0.00	0 0.00	3 100.00	3 100.00
Total	2 0.78	19 7.39	70 27.24	166 64.59	257 100.00