

## NEWS

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### CHEYNEY UNIVERSITY FACULTY DISSATISFIED WITH UNIVERSITY'S LEADERSHIP

#### REQUESTS INVESTIGATION OF MANAGEMENT COMPLEMENT AND CALLS FOR A NEW PROVOST

**HARRISBURG** – Saying the morale of the Cheyney University community is at its “lowest level” due to an administration that has not shown a willingness to address the major concerns of the university, Cheyney’s faculty has asked the university’s council of trustees to investigate the number of managers at the institution, as well as replace the current provost.

The faculty recently conducted evaluations of the university’s president and provost, and the faculty leadership notes that the results of the evaluations demonstrate a need for change.

“The results of the evaluations illustrate that the university is poorly managed by an administration that lacks experience, vision and a sound plan to move the university to a higher level,” Michael E. Adighibe, president of the Cheyney chapter of APSCUF, said.

Since January 1, 2009, 44 faculty grievances have been filed at the state level against the university, a very high number considering the size of the institution.

“Many of these grievances could have been avoided if we could have conducted meaningful discussions. Unfortunately, the provost initially refused to discuss the issues and we were forced to file the grievances,” Adighibe noted.

Of the 44 grievances are being discussed at the state level of APSCUF, 12 cases have received the organization’s approval to proceed to arbitration. Any grievances that ultimately result in arbitration hearings cost the university significant money.

“Faculty members, according to these evaluations, have no confidence in this administration,” Adighibe stressed. “Unfortunately, the number of managers at the university proportionally outweighs the number



of faculty, staff and students. Because of this, the faculty respectfully requests that the Cheyney University Council of Trustees investigate the number of managers at Cheyney University in comparison to other Pennsylvania State System of Higher Education (PASSHE) universities.”

Adighibe also noted that the faculty has called on the trustees and the Office of the PASSHE Chancellor to “turn Cheyney around” by replacing the provost with someone that has “experience, vision, and a plan to put Cheyney on the map among well managed universities.”

**END**

Attachments: Annual Provost Evaluation Analysis  
Annual Presidential Evaluation Analysis

## Cheyney University Annual Provost Evaluation Analysis

### I. Procedure

The provost at Cheyney University was evaluated by (49) faculty members. The provost was graded in 6 different categories on a total of 27 questions.

Two different measures were taken, the first was the average grade that was obtained from each evaluation, that is, adding all grades in one given faculty evaluation and dividing the sum by the number of grades given (blanks were not computed). The second evaluation was finding the overall grade for each of the categories in which the provost was evaluated. These grades are reported using mean, median and mode for each category. A table with all grades given by each faculty was created and statistics was done using this table.

### II. Results

#### a. Tables and Charts

The following is the table of grades given by the average grade of each individual evaluation:

MEAN	COUNT	PERCENTAGE	GRADE	MEANING
$1 \leq x < 1.5$	9	18.4	1	Very Poorly
$1.5 \leq x < 2$	10	20.4	2	Poorly
$2 \leq x < 2.5$	8	16.3	3	Adequately
$2.5 \leq x < 3$	11	22.4	4	Well
$3 \leq x < 3.5$	4	8.2	5	Very Well
$3.5 \leq x < 4$	1	2.0		
$4 \leq x < 4.5$	2	4.1		
$4.5 \leq x \leq 5$	4	8.2		

According to the table above, 19 of the 49 (or 39%) of the faculty who evaluated the provost believe the provost is doing a job whose quality is below poorly. Of those 9 (or 47%) believe the provost is doing a very poor job. Nineteen people (or 39%) of the faculty who evaluated the provost believe the provost is doing a job above poorly and strictly below adequately. Of those 8 (or 42%) believe the provost is doing a poor job. Five respondents (or 10%), believe the provost is doing a job adequate or above but below well. Of those 4 (or 80%) believe the provost is doing an adequate job. Of the total number of faculty who evaluated the provost 6 (or 12%) believe the provost is doing well or very well. Of those 2 or (33%) believe the provost is doing well.

The second evaluation is based on different categories. The tables are given below.

Fall 2009

The tables clearly indicate that the faculty who evaluated the provost believe that the provost is lacking in all the items on which he was evaluated. All means were below 3

<b>MODE</b>		<b>MEDIAN</b>		<b>MEAN</b>	
Academic Leadership	3	Academic Leadership	3	Academic Leadership	2.5
Administrative Leadership	2	Administrative Leadership	2	Administrative Leadership	2.5
Relation with Faculty	2	Relation with Faculty	2	Relation with Faculty	2.3
Intellectual Balance	1	Intellectual Balance	2	Intellectual Balance	2.3
Emotional Balance	2	Emotional Balance	2	Emotional Balance	2.6
Relation with Community	2	Relation with Community	3	Relation with Community	2.7

or, in other words, below adequate. Although academic leadership has a mode of 3 (adequate), the average indicates that the evaluators are overall not happy with the provost performance in this area. There is no item where the provost gets an average of adequate or above. The modes and the medians for all items also show a poor overall evaluation.

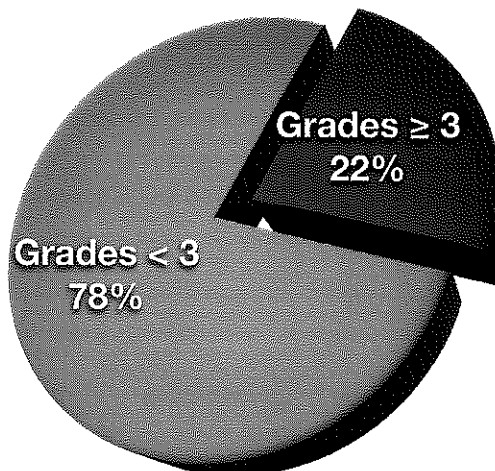
Finally, the overall grades are:

Total Mean	2.47
Total Median	2
Total Mode	2

The table indicates that in average the evaluators believe the provost is doing a job whose quality is poor. The majority of the grades were 2 (poor) and so was the median.

If individual grades are divided into two groups, below 3 and 3 or above, where evaluators whose average grade is below 3 indicate that these evaluators do not approve of the provost's work at Cheyney University and evaluators whose grades are 3 or above approve the provost's work then, 78% of evaluators are unhappy with the provost's work at Cheyney. This is shown in the graph below

**Provost Approval Grades**



## Cheyney University Annual Presidential Evaluation Analysis

### I. Procedure

The president of Cheyney University was evaluated by (49) faculty members. The president was graded in 6 different categories in a total of 32 questions. Two different measures were taken, the first was the average grade that was obtained from each evaluation, that is, adding all grades in one evaluation and dividing the sum by the number of grades given (blanks were not computed). The second evaluation was finding the overall grade for each of the categories in which the president was evaluated. These grades are reported using mean, median and mode for each category. A table with all grades given by each faculty was created and statistics was done using this table.

### II. Results

#### a. Tables and Charts

The following is the table of grades given by the average grade of each individual evaluation:

MEAN	COUNT	PERCENTAGE	GRADE	MEANING
$1 \leq x < 1.5$	6	12.2	1	Very Poorly
$1.5 \leq x < 2$	12	24.5	2	Poorly
$2 \leq x < 2.5$	5	10.2	3	Adequately
$2.5 \leq x < 3$	9	18.4	4	Well
$3 \leq x < 3.5$	8	16.3	5	Very Well
$3.5 \leq x < 4$	1	2.0		
$4 \leq x < 4.5$	4	8.2		
$4.5 \leq x \leq 5$	4	8.2		

According to the table above, 18 of the 49 (or 37%) of the faculty who evaluated the president believe that the president is doing a job whose quality is below poorly. Of those 6 (or 33%) believe the president is doing a very poor job. Fourteen people (or 35%) of the faculty who evaluated the president believe the president is doing a job that is poor or above but below adequately. Of those 5 (or 55%) believe the president is doing a poor job.

Nine respondents (or 18%), believe the president is doing a job adequate or better but below well. Of those 8 (or 89%) believe the president is doing an adequate job. Of the total number of faculty who evaluated the president 8 (or 16%) believe the president is doing well or very well. Of those 4 (or 50%) believe the president is doing well.

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The second evaluation is based on different categories. The tables are given below. The tables clearly indicate that according to the faculty who evaluated the president, the president is lacking in academic and administrative leadership as well as her relationship with faculty and the her intellectual balance. Although emotional balance

MODE		MEDIAN		MEAN	
Academic Leadership	2	Academic Leadership	2	Academic Leadership	2.7
Administrative Leadership	1	Administrative Leadership	2	Administrative Leadership	2.6
Relation with Faculty	1	Relation with Faculty	2	Relation with Faculty	2.4
Intellectual Balance	2	Intellectual Balance	2	Intellectual Balance	2.5
Emotional Balance	4	Emotional Balance	2	Emotional Balance	3.1
Relation with Community	3	Relation with Community	3	Relation with Community	3.3

has a mode of 4 and an average of adequate, more than 50% of the evaluators believe the presidents emotional balance is poor or very poor.

Finally, the overall grades are:

Total Mean	2.66
Total Median	3
Total Mode	1

This last table indicates that on average the evaluators believe the president is doing a job whose quality is close to poor. Although more than 50% of the grades were 3 or greater, the majority of grades indicates a very poor job.

If individual grades are divided into two groups, below 3 and 3 or above, where evaluators whose average grade is below 3 indicates that the evaluator does not approve of the president's work at the helm of Cheyney University and evaluators whose grades are 3 or above approve the president's work then, 65% of evaluators are unhappy with the president's work at Cheyney. This s shown in the graph below

**Presidential Approval Grades**

