

## Academic Heads Survey 2008 (Descriptives and %)

### I. Mission of the University

SCT	QNUM	QDESC	N	Mean	Sdev.	SD	D	N	A	SA	DK	Omit
I	1	I am aware of AUB mission statement.	20	4.6	0.5				40	60		
I	2	The mission statement is clear and transparent in language and content.	20	4.5	0.5				50	50		
I	3	The mission statement reflects the ideals and values upon which the University was founded.	20	4.5	0.5				55	45		
I	4	The mission statement is realistic and achievable.	20	4.2	0.6			10	65	25		
I	5	The mission statement is shared with and properly communicated to AUB community.	20	3.7	0.9		15	20	50	15		
I	6	The mission statement reflects AUB's role in the region.	20	4.0	0.9		5	25	40	30		
I	7	AUB has been successful in achieving it.	19	3.7	0.7		10	15	65	5	5	
I	8	I participated in the development of the mission statement.	19	2.4	1.3	35	15	20	20	5		5

### II. Planning, Resources and Institutional Renewal

II	9	I am aware of campus-wide goals and objectives.	20	3.3	1.0		25	35	30	10		
II	10	I am aware of goals and objectives in my faculty or division (A&S, Human Resources etc.).	20	4.1	0.8		5	10	55	30		
II	11	I am aware of specific goals and objectives for my department or unit (Geology, OIRA etc.).	20	4.8	0.4				25	75		
II	12	Campus-wide goals and objectives are clear and well defined.	19	3.4	0.8		10	45	35	5	5	
II	13	Goals and objectives in my faculty or division (A&S, Human Resources etc.) are clear and well d	20	4.1	1.0		10	15	35	40		
II	14	Specific goals and objectives for my department or unit (Geology, OIRA etc.) are clear and well d	20	4.6	0.5				40	60		
II	15	I am aware of the content of campus-wide strategic plan.	20	3.2	0.7		20	45	35			
II	16	I am aware of the content of strategic plan in my faculty or division (A&S, Human Resources, etc	20	4.2	0.8		5	10	50	35		
II	17	I am aware of the content of specific goals and objectives for my department or unit (Geology, O	20	4.7	0.5				30	70		
II	18	I provided input (advice, data) into campus-wide strategic plan.	20	2.1	1.0	40	20	35	5			
II	19	I provided input (advice, data) into strategic plan in my faculty or division (A&S, Human Resource	20	3.6	1.4	10	10	25	20	35		
II	20	I provided input (advice, data) into strategic plan for my department or unit (Geology, OIRA etc.).	20	4.5	0.8			15	25	60		
II	21	The process for developing campus-wide strategic plan is clear and well defined.	18	2.9	0.9	5	20	45	15	5	5	5
II	22	The process for developing strategic plan in my faculty or division (A&S, Human Resources, etc.	19	3.6	0.9		10	30	40	15		5
II	23	The process for developing strategic plan for my department or unit (Geology, OIRA etc.) is clear	19	4.3	0.8		5	5	45	40		5
II	24	I am aware of campus-wide operating plan (budget).	19	2.5	1.0	15	30	35	15			5
II	25	I am aware of operating plan (budget) for my faculty or division (A&S, Human Resources, etc.).	19	3.2	1.0	5	15	35	35	5		5
II	26	I am aware of operating plan (budget) for my department or unit (Geology, OIRA etc.).	20	4.6	0.5				45	55		
II	27	I provided input (advice, data) into campus-wide operating plan (budget).	20	2.0	1.0	40	30	20	10			
II	28	I provided input (advice, data) into operating plan (budget) for my faculty or division (A&S, Huma	20	2.8	1.3	20	20	30	20	10		
II	29	I provided input (advice, data) into operating plan (budget) for my department or unit (Geology, C	20	4.5	0.7			10	30	60		
II	30	Campus-wide plans (budgets) allocate resources that are adequate for the implementation of str	17	2.8	0.8	10	10	55	10		10	5
II	31	Plans (budgets) in my faculty or division (A&S, Human Resources etc.) allocate resources that a	19	3.2	1.0	5	10	50	20	10		5

II	32	Specific plans (budgets) for my department or unit (Geology, OIRA etc.) allocate resources that	20	3.6	0.9	5	5	25	55	10		
II	33	I am aware of performance targets (outcome statements) pertaining to campus-wide plans (strat	19	2.4	1.1	20	30	35	5	5		5
II	34	I am aware of performance targets (outcome statements) pertaining to plans (strategic and/or op	20	3.5	1.1		20	30	30	20		
II	35	I am aware of performance targets (outcome statements) pertaining to specific plans (strategic a	19	4.3	0.9		5	10	35	45	5	
II	36	Progress towards achieving campus-wide targets (outcome) is regularly monitored.	18	2.8	0.6		25	55	10		10	
II	37	Progress towards achieving targets (outcome) in my faculty or division (A&S, Human Resources	19	3.5	0.8		10	35	40	10	5	
II	38	Progress towards achieving specific targets (outcome) for my department or unit (Geology, OIRA	20	4.0	0.9		5	20	45	30		
II	39	In my unit, human resources are properly utilized to support AUB's mission and goals.	19	4.0	0.8		5	15	50	25	5	
II	40	In my unit, facilities resources are properly utilized to support AUB's mission and goals.	20	4.1	0.7		5	5	65	25		
II	41	In my unit, financial resources are properly utilized to support AUB's mission and goals.	20	4.1	0.8		5	10	55	30		
II	42	In my unit, technological resources are properly utilized to support AUB's mission and goals.	19	4.1	0.8		5	10	50	30		5
II	43	In my unit, equipment resources are properly utilized to support AUB's mission and goals.	20	4.1	0.8		5	15	50	30		
II	44	My unit has transparent procedures for allocating human resources.	20	3.9	1.0	5		20	50	25		
II	45	My unit has transparent procedures for allocating facilities resources.	20	4.0	1.0	5		15	50	30		
II	46	My unit has transparent procedures for allocating financial resources.	20	3.9	1.0	5		25	45	25		
II	47	My unit has transparent procedures for allocating technological resources.	20	3.9	1.0	5		30	35	30		
II	48	My unit has transparent procedures for allocating equipment resources.	20	3.8	1.1	5	5	25	35	30		
II	49	The effectiveness and efficiency of use of human resources is regularly reviewed in my unit.	20	3.9	0.7		5	20	60	15		
II	50	The effectiveness and efficiency of use of facilities resources is regularly reviewed in my unit.	20	3.7	0.9		10	30	45	15		
II	51	The effectiveness and efficiency of use of financial resources is regularly reviewed in my unit.	20	3.8	0.7			35	50	15		
II	52	The effectiveness and efficiency of use of technological resources is regularly reviewed in my un	20	3.9	0.8		5	20	55	20		
II	53	The effectiveness and efficiency of use of equipment resources is regularly reviewed in my unit.	20	3.9	0.8		5	20	55	20		
II	54	AUB is successful in raising funds (donations, grants for research, etc.).	20	3.8	0.8		5	30	50	15		
II	55	The fundraising revenues are properly allocated to achieve AUB's mission and goals.	19	3.2	0.9	5	10	50	25	5	5	
II	56	In my unit, budget allocation for human resources is guided by AUB's mission and goals.	19	3.6	0.9		15	20	50	10		5
II	57	In my unit, budget allocation for facilities resources is guided by AUB's mission and goals.	19	3.6	0.9		15	20	50	10		5
II	58	In my unit, budget allocation for financial resources is guided by AUB's mission and goals.	19	3.6	0.9		15	20	50	10		5
II	59	In my unit, budget allocation for technological resources is guided by AUB's mission and goals.	19	3.6	1.0		20	15	45	15		5
II	60	In my unit, budget allocation for equipment resources is guided by AUB's mission and goals.	19	3.6	1.1	5	10	20	40	20		5
II	61	I have witnessed/contributed to efforts for cost reduction / increase in revenues in my unit during	20	3.9	0.9		10	10	60	20		
II	62	I have witnessed/contributed to efforts for improving budget control in my unit during the last five	20	3.8	0.8		10	15	60	15		
<b>III. Integrity</b>												
III	63	AUB policies and procedures are properly adhered to.	20	3.3	1.0	5	20	25	45	5		
III	64	AUB policies and procedures are clear and properly disseminated.	20	3.6	1.3	10	10	20	35	25		
III	65	AUB shows impartial practices in admissions.	19	3.7	0.9		5	35	35	20	5	
III	66	AUB shows impartial practices in recruitment.	20	3.5	0.9		15	35	40	10		

III	67	AUB shows impartial practices in promotion.	20	3.0	1.2	10	30	20	30	10		
III	68	AUB provides an environment conducive to teaching, learning, and research.	20	3.6	1.1	5	10	25	40	20		
III	69	AUB adequately promotes honesty and transparency in its conduct and communications.	20	3.3	1.1	10	10	30	40	10		
III	70	Student concerns (regarding fair academic assessment, student conduct, and alleged disciplinary violations) are addressed promptly, appropriately, and fairly..	18	3.9	0.5			15	65	10	10	
III	71	AUB effectively assures the academic and intellectual freedom of all its constituencies.	19	3.5	1.1	5	10	30	35	15		5
III	72	AUB adequately protects its members from harassment, inappropriate pressures and discrimination.	19	3.4	1.2	10	10	20	40	15	5	
III	73	I am aware of a system that allows me to report grievances.	20	3.6	1.2	10	10	10	50	20		
III	74	Grievances are dealt with efficiently.	16	3.0	1.1	10	15	20	35		20	

#### IV. Faculty roles and Policies

SCT	QNUM	QDESC	N	Mean	Sdev.	SD	D	N	A	SA	DK	Omit
IV	75	Faculty members in your department are aware of the promotion policies introduced within the past year.	20	4.8	0.6			5	20	75		
IV	76	Faculty members are notified in advance on changes in promotion criteria.	18	4.6	0.6	5	5	25	60	5		
IV	77	The promotion procedure fosters transparency at AUB.	19	3.8	1.2	10	20	35	30	5		
IV	78	The promotion review process is applied fairly across Faculties	16	3.6	1.3	10	20	30	20	20		
IV	79	Promotion decisions are consistent across faculties	14	2.9	1.4	20	20	25	5	30		
IV	80	Due process monitors have increased transparency in promotion decisions	18	4.0	1.5	15		30	45	10		
IV	81	Due process monitors have increased fairness in promotion decisions	17	4.1	1.3	10	10	20	45	15		
IV	82	Part-time faculty appointment criteria and procedures assure hiring of qualified teaching faculty	15	3.9	1.1	5	15	30	25	25		
IV	83	The annual performance evaluation is discussed with individual faculty in my department	20	4.6	0.5			45	55			
SCT	QNUM	QDESC	N	Mean	Sdev.	SD	D	N	A	SA	DK	Omit
IV	84	The recruitment process of new faculty involves an interview and visit by candidate	20	3.9	1.1	5	10	10	45	30		
IV	85	Faculty members in my department are aware of the recruitment policies and practices of my Faculty	20	4.2	0.9		10		50	40		
IV	86	The hiring of new faculty members and the introduction of new lines are aligned with the Mission	20	3.6	1.2	5	20	10	40	25		
IV	87	Faculty members in my department play an active role in the recruitment plan and decision making	20	4.1	0.8		5	15	50	30		
IV	88	Part-time faculty frequently participate in academic activities in my department	19	2.9	1.4	25	5	25	30	10	5	
IV	89	The number of graduate assistants are adequate in my department	20	3.4	1.2	5	25	20	30	20		
IV	90	Policies governing graduate assistants and graduate research assistants are clear and available	20	3.4	1.3	5	25	20	25	25		
IV	91	The faculty advising load is properly accounted for	20	3.2	1.1	10	15	35	30	10	10	
IV	92	Advising load is appropriately distributed	20	3.5	1.1	10		45	25	20	5	
IV	93	Administrative support to advising is adequate (student guides, FAQs, updated online rules and e-mails)	20	3.3	0.9	5	5	55	30	5	20	
IV	94	Faculty teaching load distribution and course offerings are adequately discussed in my department	19	3.8	1.0	5	5	10	55	20		
IV	95	Part-time faculty receive adequate academic orientation and mentorship when teaching in my department	18	3.4	1.0	5	10	30	35	10	10	
IV	96	Part-time faculty receive adequate administrative support in my department	19	3.8	0.8		5	25	50	15	5	
IV	97	Resources allocated to academic functions are comparable to allocated budgets for administrative functions	15	3.5	1.1	5	5	25	30	10	20	5
IV	98	Faculty members are sufficiently involved in developing academic, research and service programs	20	4.0	0.8		5	15	55	25		

### V. Educational Offerings

SCT	NUN	QDESC	N	Mean	Sdev.	ot at	ae	Exne	Exat	Ex	Omit		
V	99	Books	20	4.6	0.8			15	15	70			
V	100	Journals	20	4.5	0.7			10	30	60			
V	101	Databases	20	4.7	0.6			5	20	75			
V	102	Books	20	4.4	0.7			10	40	50			
V	103	Journals	20	4.5	0.6			5	40	55			
V	104	Databases	20	4.7	0.6			5	25	70			
V	105	respond to the needs of the market place-1	8	4.5	0.8			5	10	25	60		
V	106	respond to the needs of the market place-2	4	4.3	1.0			5	5	10	80		
V	107	respond to the needs of the market place-3	2	3.0	0.0			10			90		
V	108	respond to the needs of the market place-4	2	3.5	0.7			5	5		90		
V	109	are congruent with the University's mission-1	8	4.5	0.5				20	20	60		
V	110	are congruent with the University's mission-2	3	4.7	0.6				5	10	85		
V	111	are congruent with the University's mission-3	3	3.7	0.6			5	10		85		
V	112	are congruent with the University's mission-4	2	4.0	0.0				10		90		
V	113	take into consideration university strategic plans and budgetary issues-1	7	4.4	0.5				20	15	65		
V	114	take into consideration university strategic plans and budgetary issues-2	4	4.5	0.6				10	10	80		
V	115	take into consideration university strategic plans and budgetary issues-3	2	4.0	0.0				10		90		
V	116	take into consideration university strategic plans and budgetary issues-4	2	4.0	0.0				10		90		
V	117	take into consideration space availability, availability of faculty and human support, and physical	7	4.0	0.8			10	15	10	65		
V	118	take into consideration space availability, availability of faculty and human support, and physical	4	3.8	1.0			10	5	5	80		
V	119	take into consideration space availability, availability of faculty and human support, and physical	3	3.7	0.6			5	10		85		
V	120	take into consideration space availability, availability of faculty and human support, and physical	2	3.5	0.7			5	5		90		
V	121	consider existing programs in other faculties or departments-1	7	4.3	0.8			5	15	15	65		
V	122	consider existing programs in other faculties or departments-2	4	4.5	0.6				10	10	80		
V	123	consider existing programs in other faculties or departments-3	2	4.0	0.0				10		90		
V	124	consider existing programs in other faculties or departments-4	2	4.0	0.0				10		90		
V	125	My department organizes extra or co-curricular activities for students (e.g. out of class lectures, e	13	3.5	1.1	5		25	25	10	35		
V	126	What types of agreements you have with groups and/or organizations to facilitate extra or co-cur	7	4.1	0.7			5	20	10	65		
V	127	What types of agreements you have with groups and/or organizations to facilitate extra or co-cur	4	3.5	1.7	5			10	5	80		
V	128	What types of agreements you have with groups and/or organizations to facilitate extra or co-cur	3	3.0	1.7	5			10		85		
V	129	What types of agreements you have with groups and/or organizations to facilitate extra or co-cur	2	4.0	0.0				10		90		
SCT	NUN	QDESC	N	Mean	Sdev.	SD	D	N	A	SA	Omit		
V	130	Community service activities are included as part of the expected outcomes of the programs in n	15	2.9	1.6	20	15	10	15	15	25		
SCT	NUN	QDESC	N	Mean	Sdev.	Never	eldom	asior	oditory	Off	Omit		

V	131	university mission?	19	2.7	0.6	5	20	55	15		5	
V	132	strategic plans and impact on budget?	19	2.6	1.0	15	20	25	30	5	5	
V	133	human, physical and technological recourses?	19	2.8	1.0	10	20	45	10	10	5	
V	134	market needs in Lebanon and the region?	19	2.6	1.3	15	35	25	5	15	5	
V	135	How often are the policies and procedures by which degrees are established in your department	19	2.8	1.1	15	10	30	30	10	5	
V	136	How often are the policies and procedures that govern student performance evaluated?	19	2.8	0.8	5	15	20	50	5	5	
V	137	How often do you revise your program's learning outcomes?	19	3.1	0.9		20	30	30	15	5	
V	138	How often do you use assessment of learning outcomes to improve your current offerings?	19	3.0	1.1	5	20	30	25	15	5	
<b>VI. Learning Outcome Assessment</b>												
<b>SCT</b>	<b>QUN</b>	<b>QDESC</b>	<b>N</b>	<b>Mean</b>	<b>Sdev.</b>	<b>All</b>	<b>Some</b>	<b>None</b>	<b>Omit</b>			
VI	144	Do the programs in your Unit have a mission statement	18	2.4	0.6	45	40	5	10			
VI	145	Do the programs in your Unit have a goal statement	18	2.4	0.8	50	25	15	10			
VI	146	Do the programs in your Unit have stated objectives	18	2.4	0.7	50	30	10	10			
VI	147	Do the programs in your Unit have outcomes statement	18	2.3	0.8	45	25	20	10			
<b>SCT</b>	<b>QUN</b>	<b>QDESC</b>	<b>N</b>	<b>Mean</b>	<b>Sdev.</b>	<b>consist</b>	<b>insist</b>	<b>cons</b>	<b>Omit</b>			
VI	150	Rate the degree of consistency of your program mission statement with that of the university.	18	3.1	0.8	30	40	20	10			
<b>SCT</b>	<b>QUN</b>	<b>QDESC</b>	<b>N</b>	<b>Mean</b>	<b>Sdev.</b>	<b>very cle</b>	<b>Clearly ch</b>	<b>t kr</b>	<b>Omit</b>			
VI	151	Rate the degree of clarity of program(s) mission statement in your unit	17	3.3	0.8	40	30	15		15		
VI	152	Rate the degree of clarity of program(s) goal statement in your unit	16	3.3	0.7	35	35	10	10	10		
VI	153	Rate the degree of clarity of program(s) stated objectives in your unit	16	3.3	0.7	35	35	10	10	10		
VI	154	Rate the degree of clarity of program(s) outcomes statement in your unit	14	3.4	0.7	35	25	10	10	20		
<b>SCT</b>	<b>QUN</b>	<b>QDESC</b>	<b>N</b>	<b>Mean</b>	<b>Sdev.</b>	<b>achiev</b>	<b>ieva</b>	<b>achie</b>	<b>t kr</b>	<b>Omit</b>		
VI	155	Rate the degree of achievability (realistic) of program(s) mission statement in your unit	16	2.9	0.6	10	55	15		20		
VI	156	Rate the degree of achievability (realistic) of program(s) goal statement in your unit	15	2.9	0.5	5	60	10	10	15		
VI	157	Rate the degree of achievability (realistic) of program(s) stated objectives in your unit	15	2.9	0.5	5	60	10	10	15		
VI	158	Rate the degree of achievability (realistic) of program(s) outcomes statement in your unit	14	2.9	0.5	5	50	15	10	20		
<b>SCT</b>	<b>QUN</b>	<b>QDESC</b>	<b>N</b>	<b>Mean</b>	<b>Sdev.</b>	<b>Yes</b>	<b>me en't kr</b>	<b>Omit</b>				
VI	159	In programs in your unit, is there alignment (agreement) between the outcomes and objectives	13	2.8	0.4	55	10	15	20			
VI	160	In programs in your unit, is there alignment (agreement) between the objectives and goals	14	2.9	0.3	65	5	10	20			
VI	161	In programs in your unit, is there alignment (agreement) between the goals and the mission	15	2.8	0.4	60	15	10	15			
<b>SCT</b>	<b>QUN</b>	<b>QDESC</b>	<b>N</b>	<b>Mean</b>	<b>Sdev.</b>	<b>Yes</b>	<b>No</b>	<b>Omit</b>				
VI	162	Do you use any specific methods to validate articulated student learning outcomes of your Progr	16	1.4	0.5	30	50	20				

## Academic Heads Survey 2008

V. Educational Offerings											
Q S C T N	Q N U M	Q D E S C	<19%	20-29%	30-39%	50-59%	60-69%	70-79%	80-89%	90-100%	Omit
V	139	What is the percentage of the undergraduate core courses that	20	5		5	5	15	10	30	10
V	140	What is the percentage of the graduate core courses that	10	5	5	5	10	5	10	40	10
Q S C T N	Q N U M	Q D E S C	Omit								
V	141	How do you communicate the program learning outcome	45								
V	142	How do you communicate the program learning outcome	70								
V	143	How do you communicate the program learning outcome	90								
		Advising									
		Discussion in class									
		distributed to students during the first lecture									
		email									
		in person									
		Meetings with new students at the beginning of each AY									
		NA									
		On the computer									
		Orally in the classroom									
		Part of the syllabus									
		syllabus									
		Through course Syllabi									
		Through the orientation sessions conducted to entrants									
		We are currently working on developing the program learning outcome									
		website									
		Within each course									
		Written documents									
VI. Learning Outcome Assessment											
Q S C T N	Q N U M	Q D E S C	omit	sta	ademi	ministr	rs, sp	Omit			



