

The background of the slide is a solid red color. In the upper left corner, the word "RUTGERS" is written in a large, white, serif font. Below it, in a smaller, white, sans-serif font, are the words "THE STATE UNIVERSITY OF NEW JERSEY". A large, faint, circular seal of Rutgers University is visible in the background, centered behind the text. The seal features a sunburst design and the words "RUTGERS UNIVERSITY" around the perimeter.

RUTGERS

THE STATE UNIVERSITY  
OF NEW JERSEY

# Rutgers Strategic Planning Survey to the Staff

Compendium of findings

March 2013

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## Context

**During the winter of 2012-2013, Rutgers launched a staff-wide survey to assess the perspectives of staff members related to the strategic planning effort.**

**The survey to the staff addressed topics such as:**

- Level of change required
- Importance and performance of teaching, research, and service, the three elements of the mission
- Importance and performance of various goals

**The contents of the following report include the results of the staff-wide survey. The following staff member categories are reflected in the report:**

- Assistants (e.g., Administrative Assistant, Development Assistant, Research Project Assistant)
- Coordinators (e.g., Training Coordinator, Visual Arts Coordinator)
- Managers (e.g., Project Manager)
- Directors and Administrators

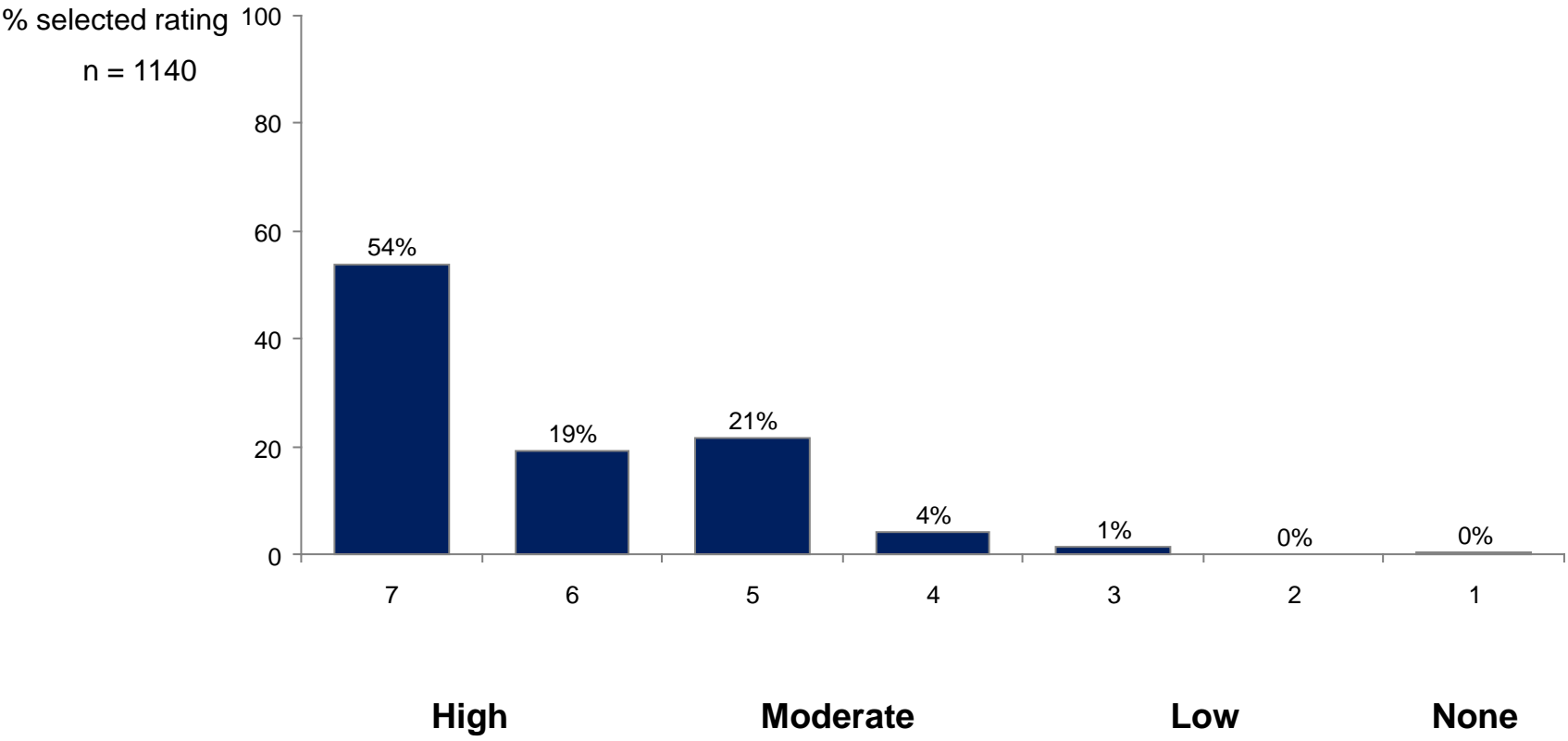
## Staff survey: Response breakdown

# = n  
 (# %) = % of column total

<b>Group</b>	<b>Distributed</b>	<b>Completed</b>	<b>Response rate (%)</b>
<b>New Brunswick</b>	6,746 (81%)	1,720 (82%)	26
<b>Newark</b>	898 (11%)	227 (11%)	25
<b>Camden</b>	640 (8%)	152 (7%)	24
<b>Total</b>	<b>8,284 (100%)</b>	<b>2,099 (100%)</b>	<b>25</b>

# Perception of level of change needed for future success

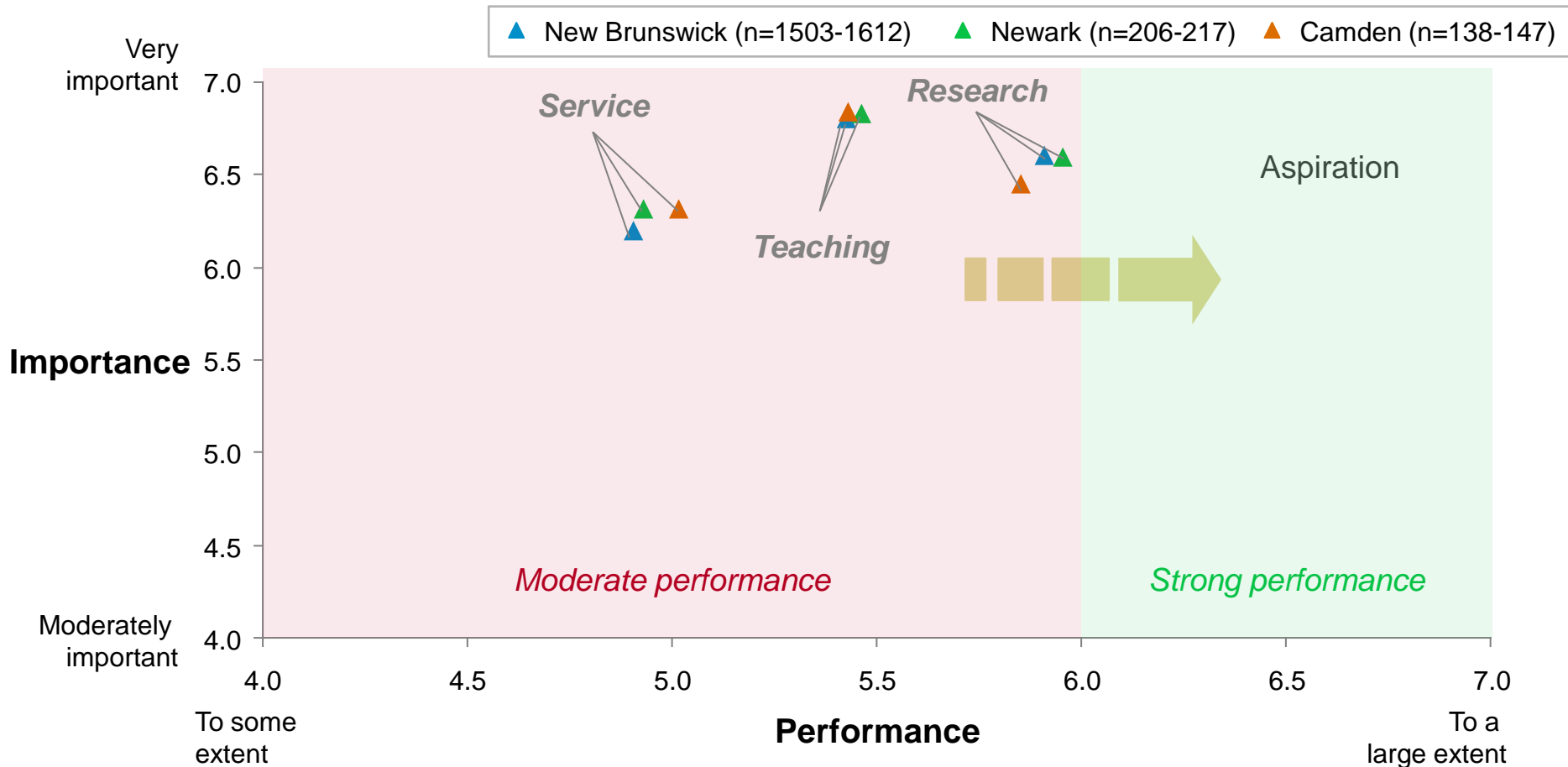
***Given the current mission of Rutgers, what degree of change do you feel is required for Rutgers to achieve its goals?***



Survey question: Given the current mission of Rutgers, what degree of change do you feel is required for Rutgers to achieve its goals?  
 Source: Rutgers Strategic Plan: Survey to staff. Winter 2012-2013, BCG analysis

# Rated importance vs. performance of each element of the mission, by campus: Teaching, Research, Service

**Importance:** Please rate the importance of each element in Rutgers' mission to the future success of the university  
**Performance:** Please rate the extent to which Rutgers is fulfilling each element of its mission



Survey questions: Importance -Please rate the importance of each element in Rutgers' mission to the future success of the university; Performance-Please rate the extent to which Rutgers is fulfilling each element of its mission

Source: Rutgers Strategic Plan: Survey to Staff, Winter 2012-2013, BCG analysis

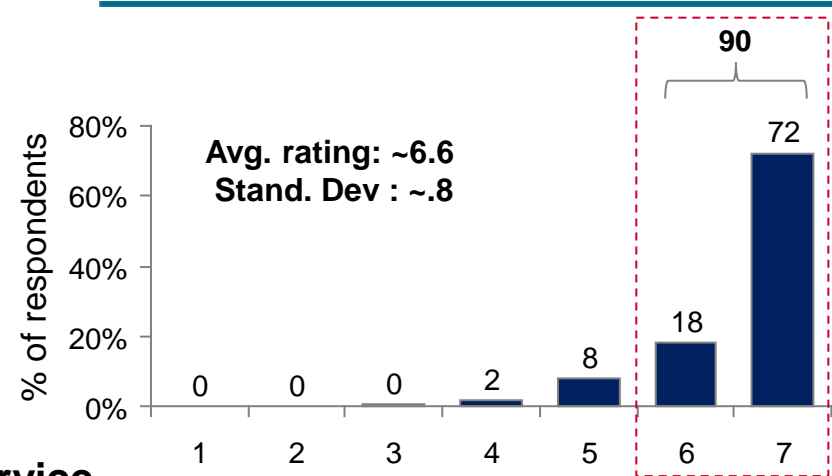
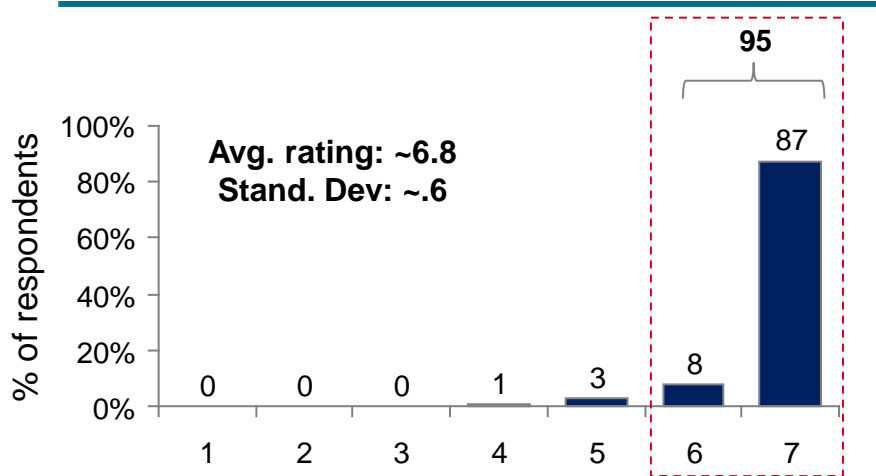
# Importance rating distribution for elements of the mission

Scale: 1-not at all, 7-very important

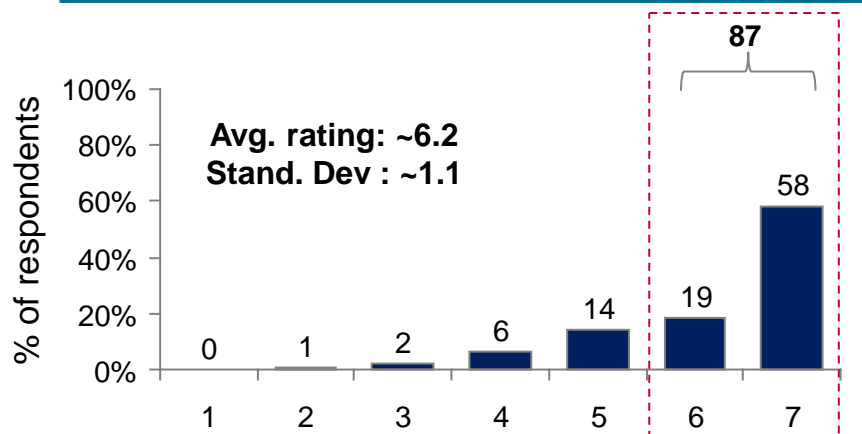
(n = 1,969-1,976)

## Teaching

## Research



## Service

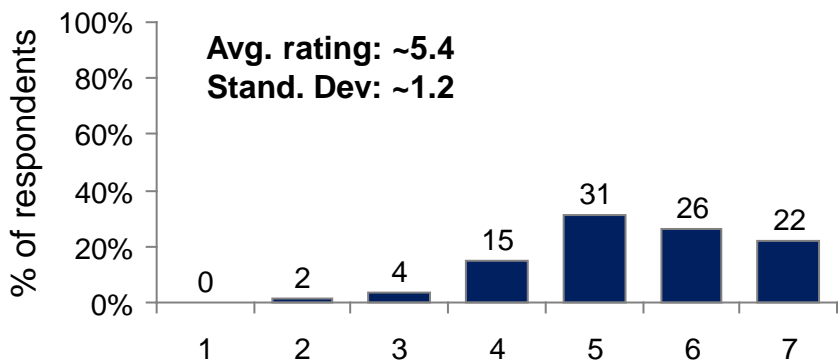


# Performance rating distribution for elements of the mission

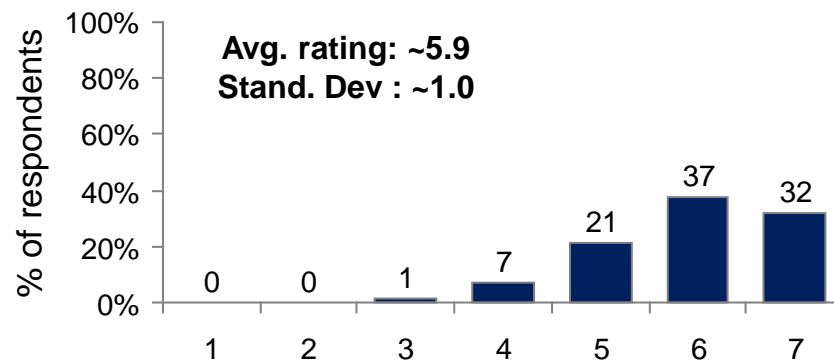
Scale: 1-not at all, 7-to a large extent

(n = 1,848-1,855)

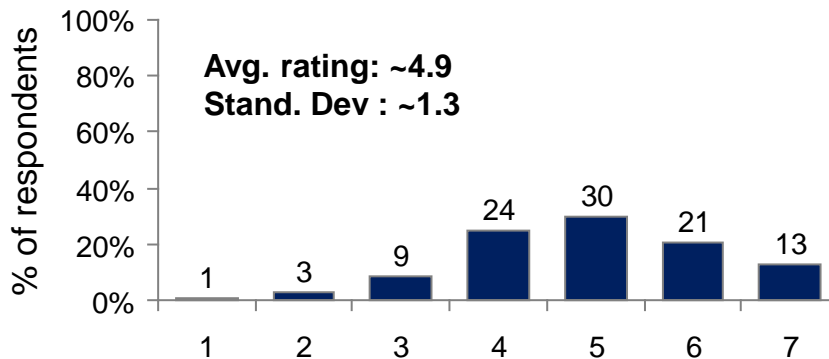
## Teaching



## Research

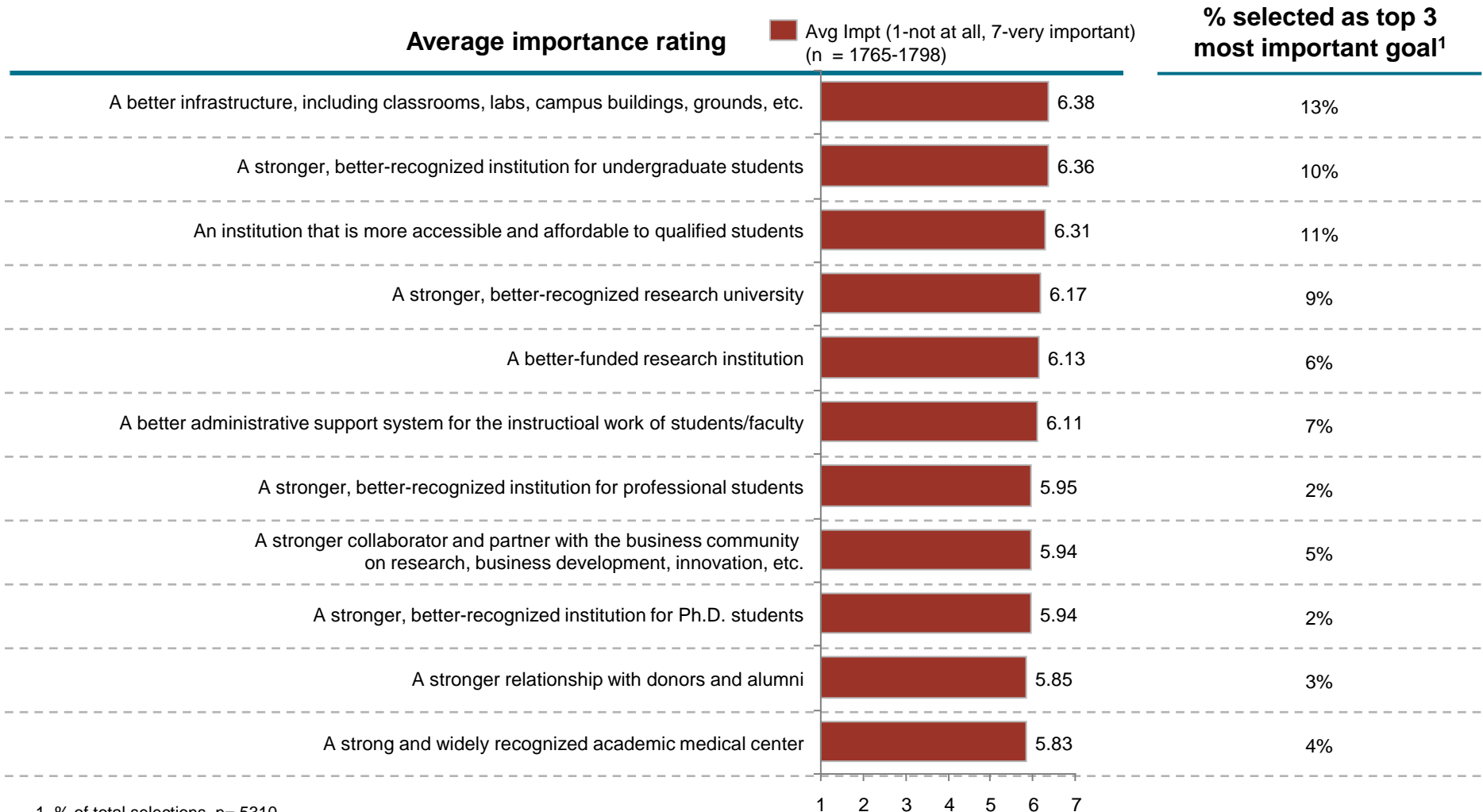


## Service





# Average importance rating for each of 22 goals (I)

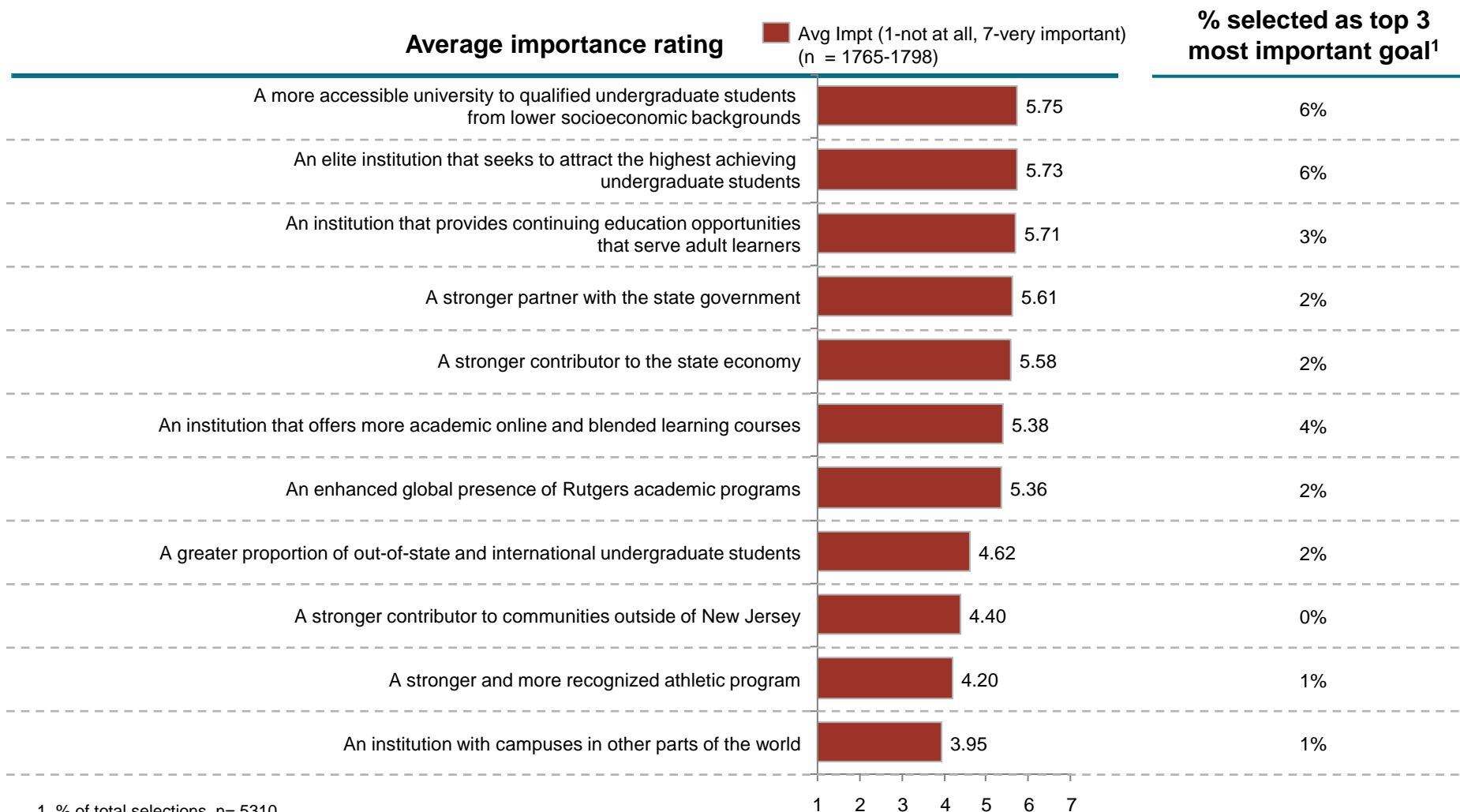


1. % of total selections, n= 5310.

Survey questions: Importance-How important is it for the university, as a whole, to pursue each of the following goals?; Which goals are most important for Rutgers to pursue? Please select up to three goals.

Source: Rutgers Strategic Plan: Survey to staff. Winter 2012-2013, BCG analysis

## Average importance rating for each of 22 goals (II)



1. % of total selections, n= 5310.

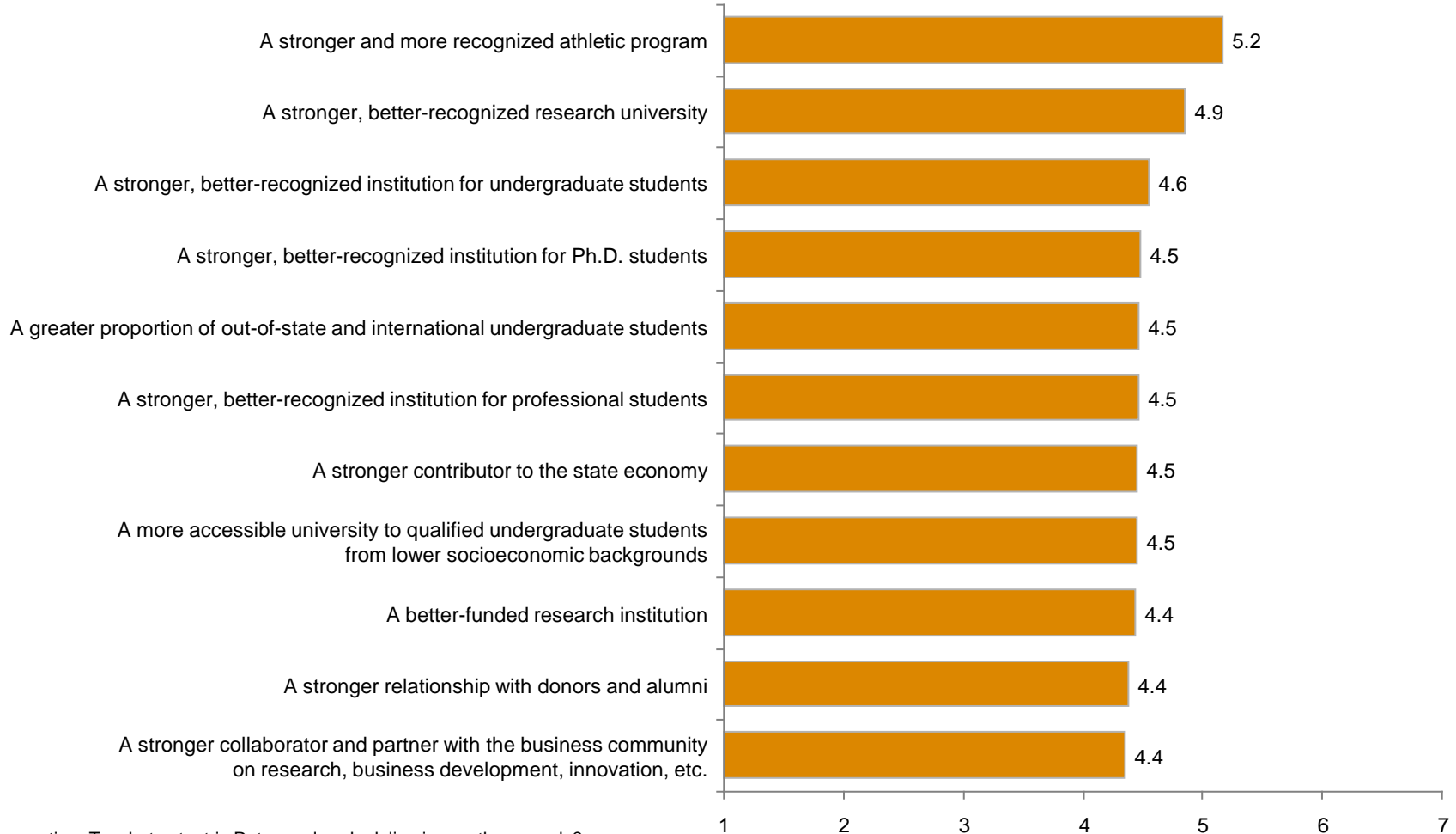
Survey questions: Importance-How important is it for the university, as a whole, to pursue each of the following goals?; Which goals are most important for Rutgers to pursue? Please select up to three goals.

Source: Rutgers Strategic Plan: Survey to staff, Winter 2012-2013, BCG analysis

# Average performance rating for each of the 22 goals (I)

**Average performance rating**

1-not at all, 7-to a large extent (n=1,437-1,545)

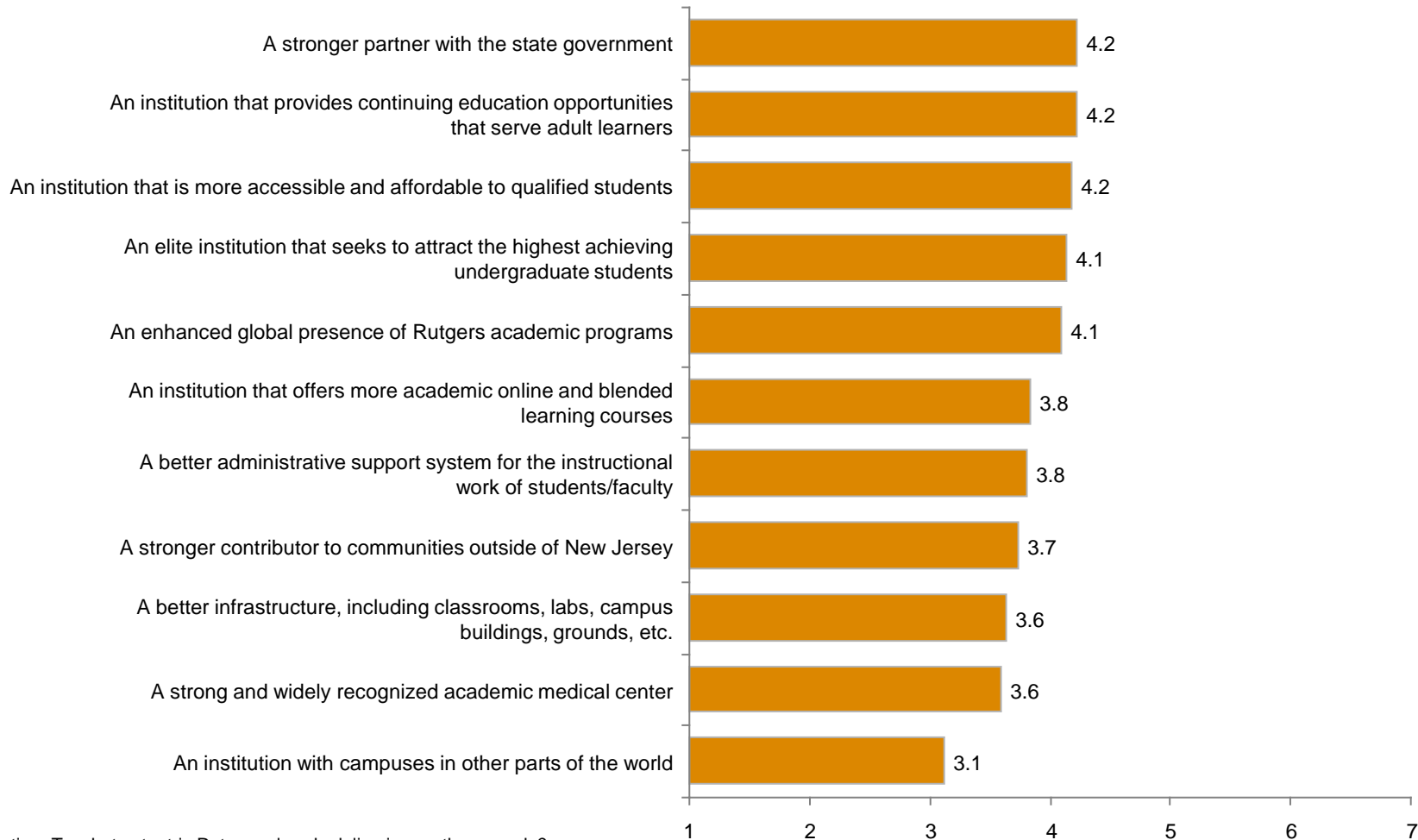


Survey question: To what extent is Rutgers already delivering on these goals?  
 Source: Rutgers Strategic Plan: Survey to staff, Winter 2012-2013, BCG analysis

# Average performance rating for each of the 22 goals (II)

**Average performance rating**

1-not at all, 7-to a large extent (n=1,437-1,545)



Survey question: To what extent is Rutgers already delivering on these goals?  
 Source: Rutgers Strategic Plan: Survey to staff. Winter 2012-2013, BCG analysis

## Appendix

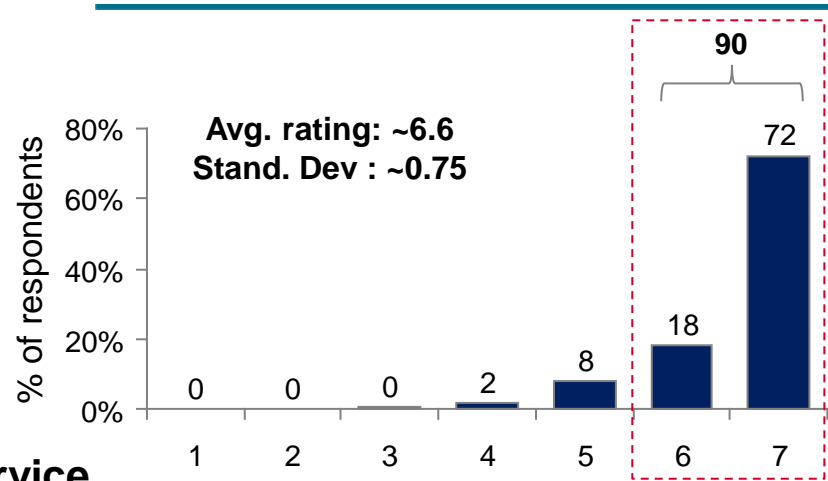
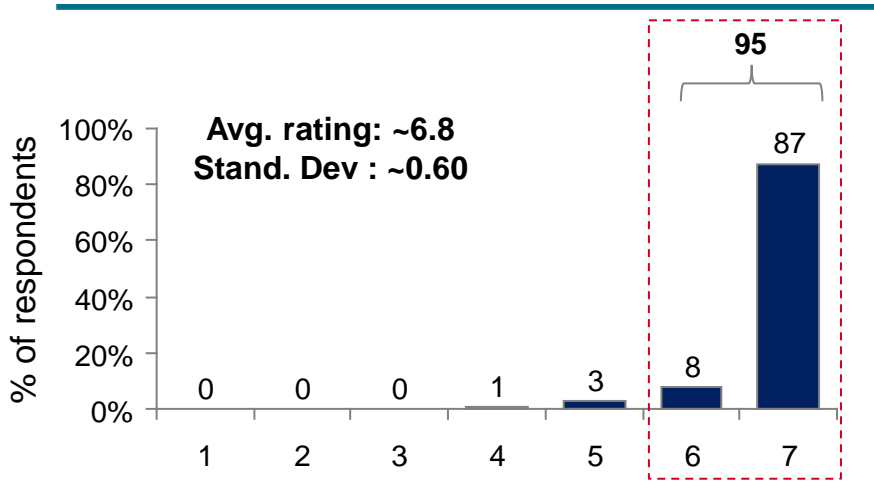
# Backup: Importance rating distribution for university mission

Scale: 1-not at all, 7-very important

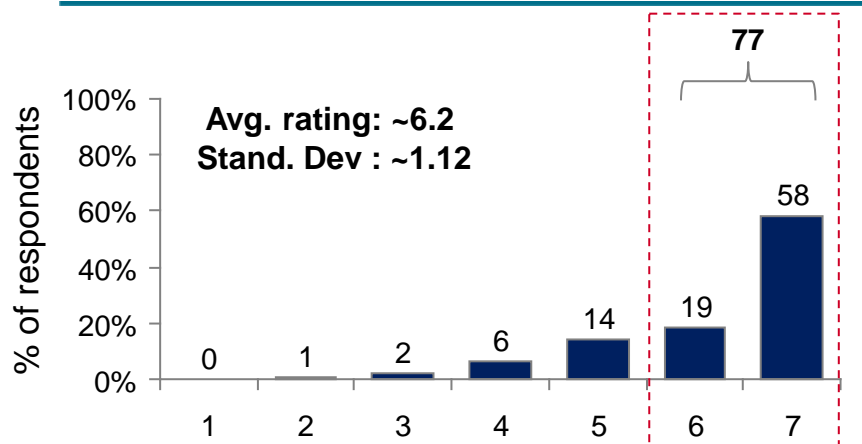
## Teaching

(n =1607-1612)

## Research



## Service



Survey question: Importance -Please rate the importance of each element in Rutgers' mission to the future success of the university  
 Source: Rutgers Strategic Plan: Survey to staff, Winter 2012-2013, BCG analysis

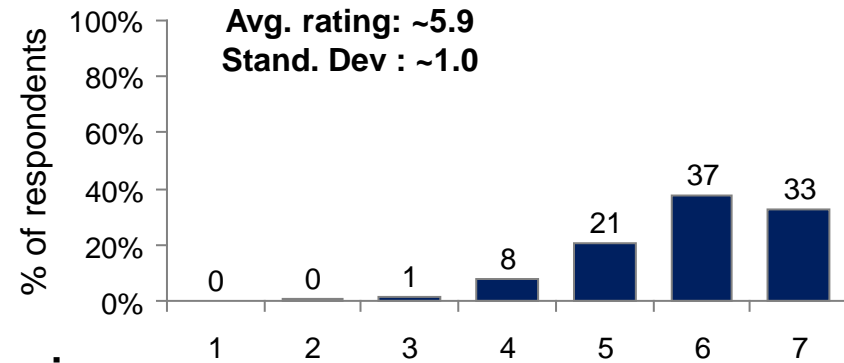
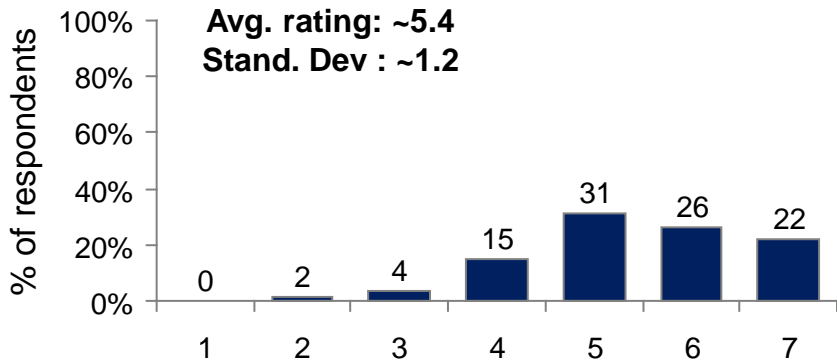
# Backup: Performance rating distribution for university mission

Scale: 1- not at all, 7-to a large extent

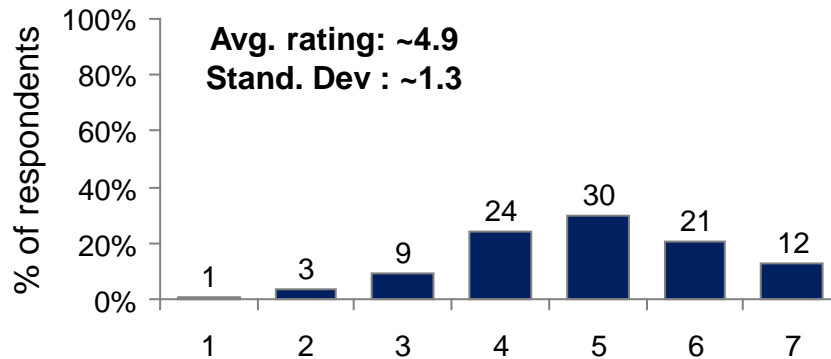
(n =1503-1507)

## Teaching

## Research



## Service

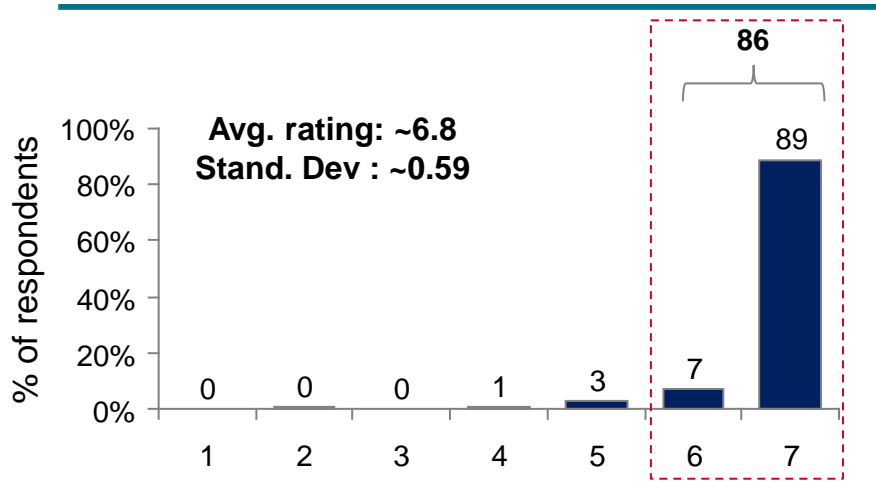


# Backup: Importance rating distribution for university mission

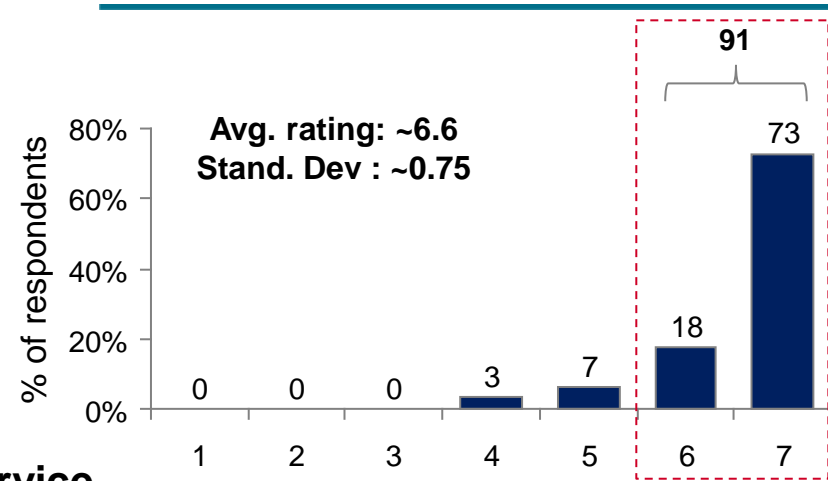
Scale: 1- not at all, 7-very important

(n =215-217)

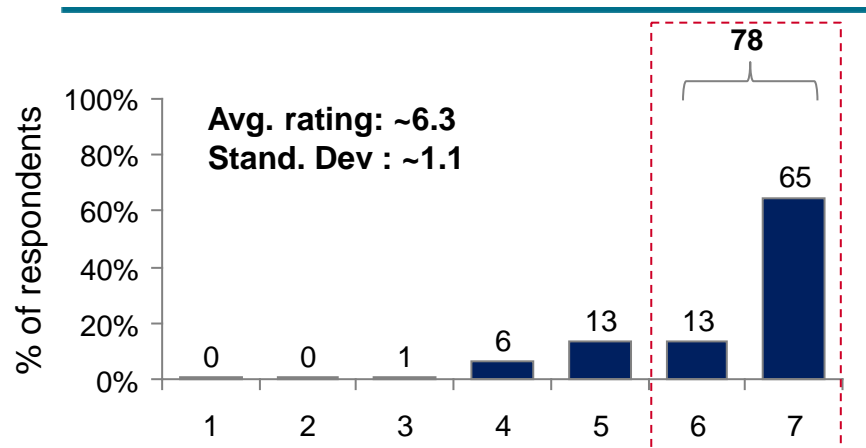
## Teaching



## Research



## Service



Survey question: Importance -Please rate the importance of each element in Rutgers' mission to the future success of the university  
 Source: Rutgers Strategic Plan: survey to staff, Winter 2012-2013, BCG analysis



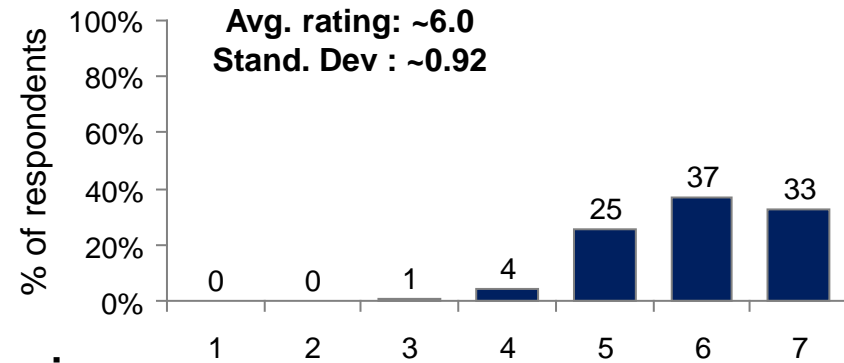
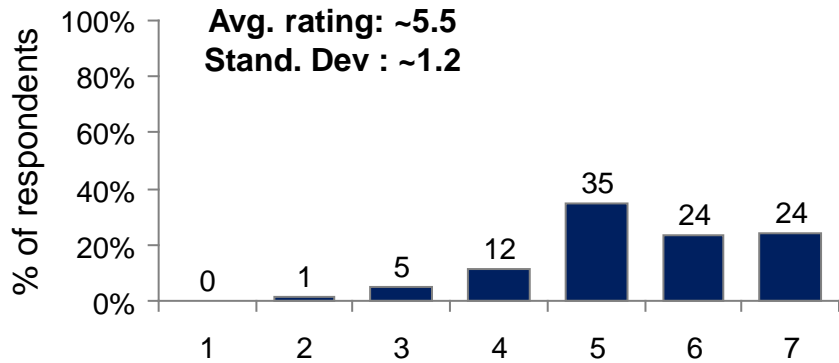
# Backup: Performance rating distribution for university mission

Scale: 1-not at all, 7-to a large extent

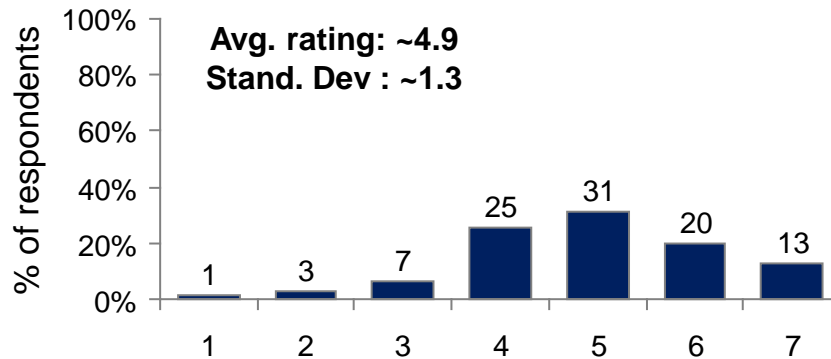
(n =206-210)

## Teaching

## Research



## Service



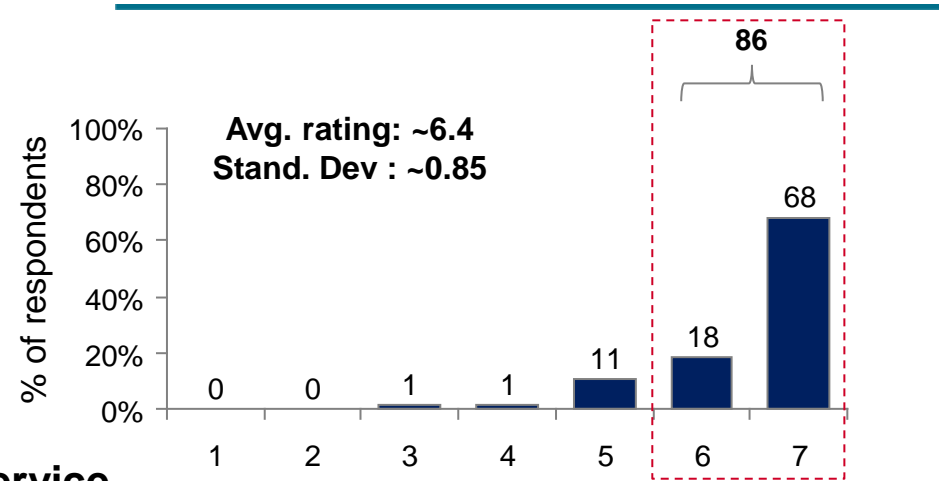
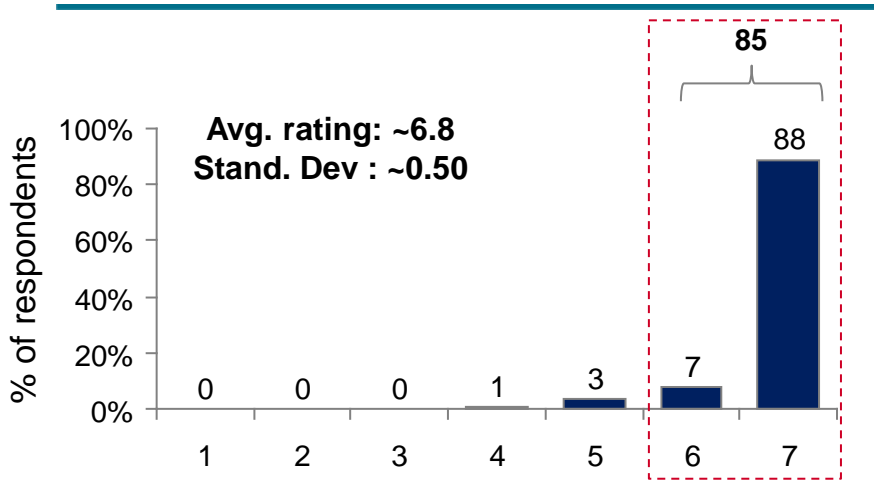
# Backup: Importance rating distribution for university mission

Scale: 1-not at all, 7-very important

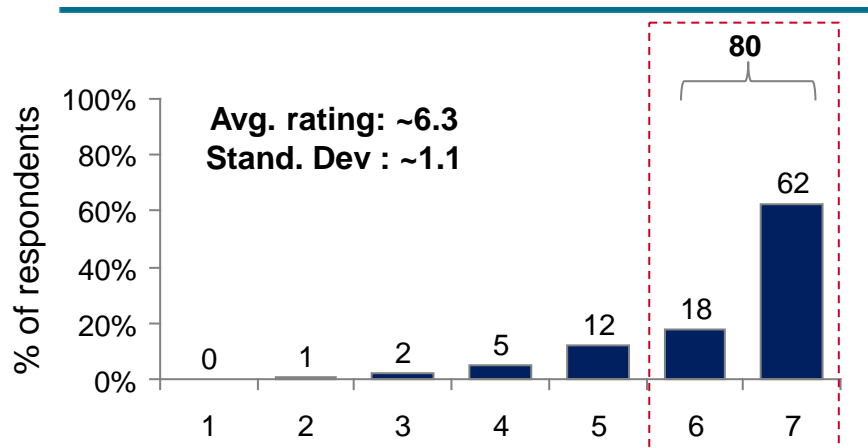
(n =146-147)

## Teaching

## Research



## Service



Survey question: Importance -Please rate the importance of each element in Rutgers' mission to the future success of the university  
Source: Rutgers Strategic Plan: survey to staff, Winter 2012-2013, BCG analysis

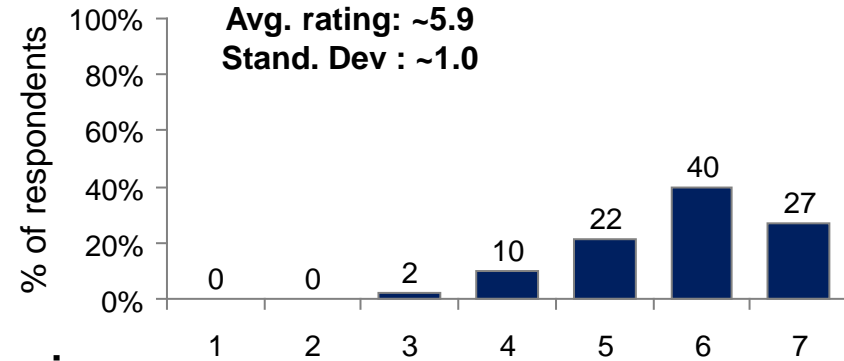
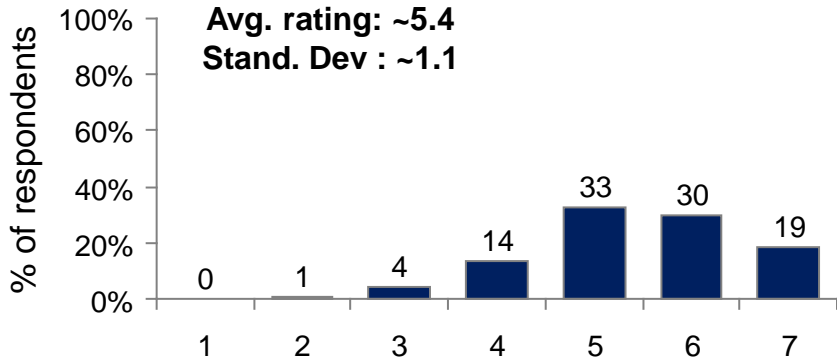
# Backup: Performance rating distribution for university mission

Scale: 1- not at all, 7-to a large extent

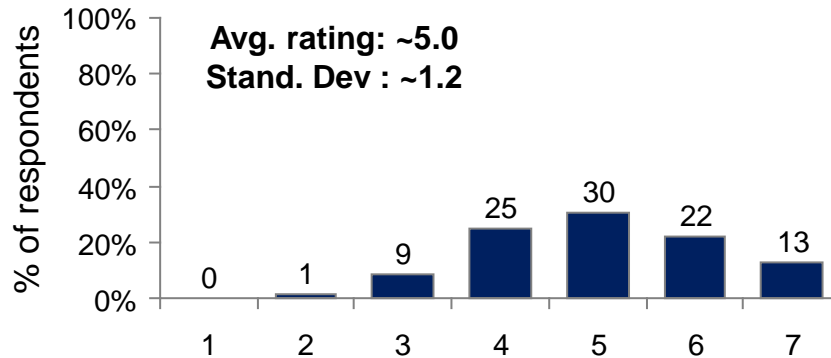
(n =138-140)

## Teaching

## Research

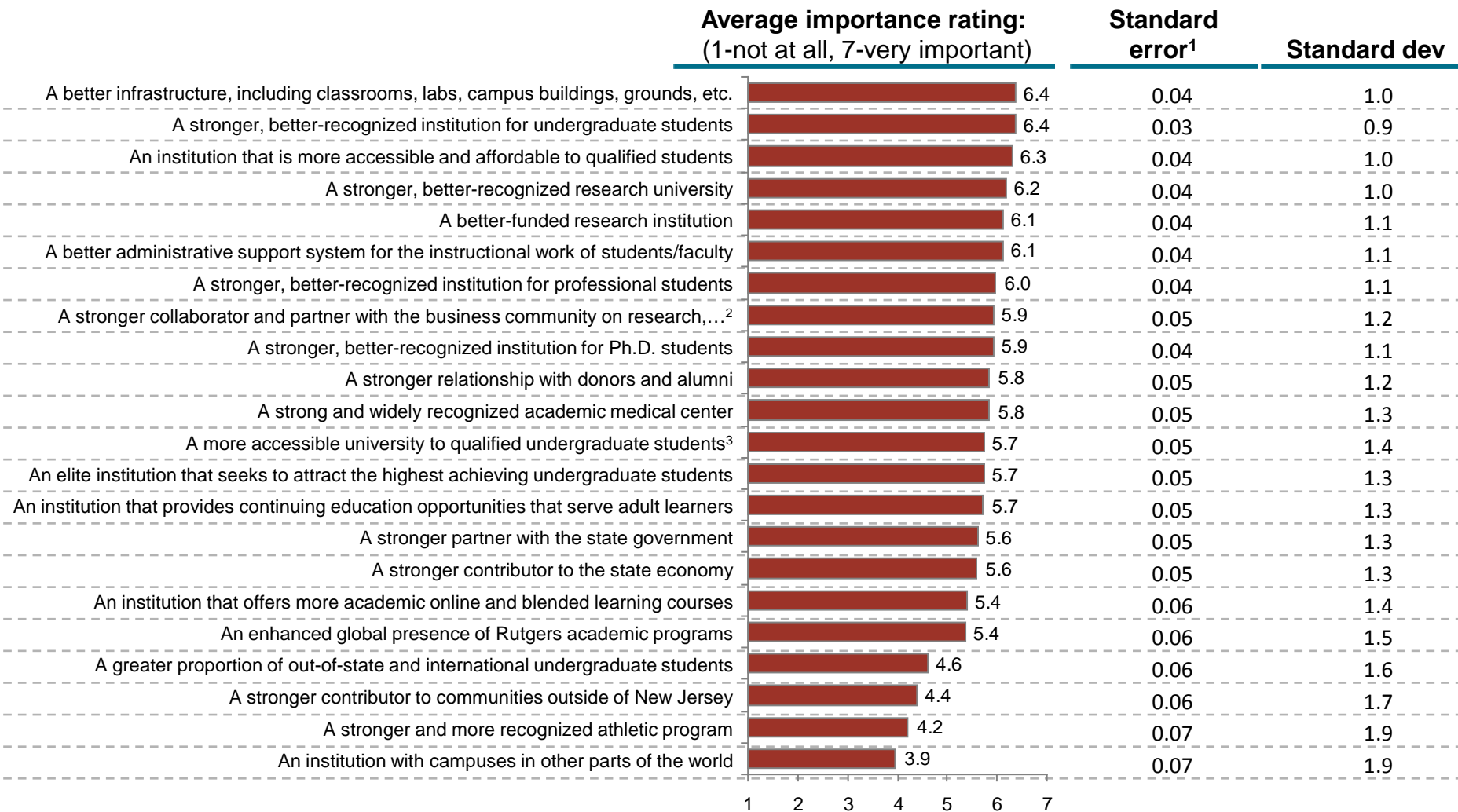


## Service



# Backup: Importance rating for the university goals

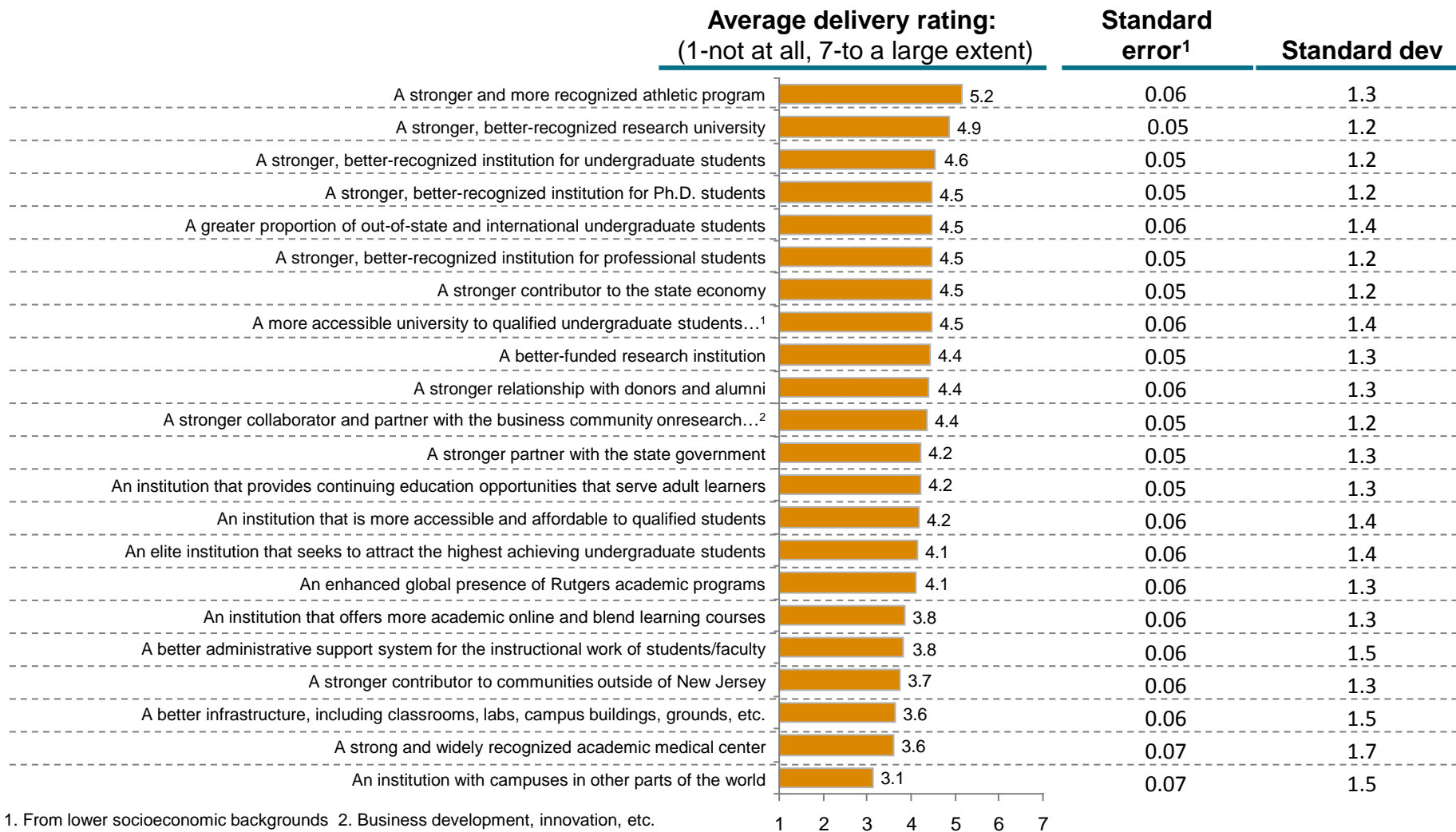
n (overall) = 1765-1798



1. SE: Standard error. SE indicates that the average rating falls within +/- the value listed as the SE, with 90% confidence. Survey question: Importance-How important is it for the university, as a whole, to pursue each of the following goals? 2. Business development, innovation, etc. 3. from lower socioeconomic backgrounds. Source: Rutgers Strategic Plan: survey to staff, Winter 2012-2013, BCG analysis

# Backup: Performance rating for the university goals

n (overall) = 1437-1545



1. From lower socioeconomic backgrounds 2. Business development, innovation, etc.

SE: Standard error. This is defined as: If x is the average value of the sample (e.g., the measured avg. importance rating for research for the Newark campus), then there is a 90% chance that the true average will fall between  $x - SE$  and  $x + SE$ .

Survey question: To what extent is Rutgers already delivering on these goals?. Source: Rutgers Strategic Plan: survey to staff, Winter 2012-2013, BCG analysis