On Nov 18, 2020, the Faculty Assembly passed a resolution asking the Faculty Senate to conduct a survey of the faculty, with both quantitative and qualitative responses possible, regarding its views of the leadership and communication abilities of the President.

The survey comprises questions about the current campus climate and the current University leadership. The results of this survey will be communicated with the Board, President LeBlanc, and the GW community.

The survey consists of two sections. The first section is focused on the campus climate, and consists of four subsections. In this section, you are asked to respond to questions about your experiences with various policies and culture at GW. When a question refers to “University leadership” in this section, please consider the central administration, outside your schools, departments, and programs. The second section consists of questions that directly refer to President LeBlanc’s leadership. The questions posed in this section are further divided into four subsections, that focus on his ability to develop diverse teams and relationships, engage in effective decision-making and transparent communications with stakeholders, and inspire the confidence of GW faculty and staff. This survey was based on a combination of standard measures: leadership surveys, Association of Governing Boards guidelines, and the position announcement used to hire President LeBlanc.

Your participation in the survey is important but voluntary. You may decline to answer any question and you also have the right to withdraw from participation at any time. We have taken all reasonable measures to protect your identity and responses. This survey is anonymous, and the questions in this survey do not ask you to reveal any personally-identifying information. Additionally, findings will be reported at the aggregate level, with no identifiers.

This survey allows you the opportunity to provide quantitative as well as qualitative comments. We suggest that you include qualitative comments to explain your quantitative response, where appropriate. We estimate that it will take you about 15-20 minutes to complete this questionnaire. If you have any questions, please email us at faculty_survey@gwu.edu

The Faculty Survey Team
Arthur Wilson
Shaista E. Khilji
Jamie Cohen-Cole
Susan Kulp
Each subsection is followed by a textbox, which allows you to offer qualitative comments. Where you feel the need to offer additional comments, please click on the textbox to type your qualitative response. The survey allows you to move forward and backward by clicking on the arrows at the end of the page until you hit 'submit'.

**The Campus Climate**

**COVID-19**
1. The University leadership has consistently prioritized health and safety during the pandemic.
2. Throughout the pandemic, university decisions consistently reflect the best interests of the university and the GW community.
3. During the current financial crisis and the pandemic, there is consistently a spirit that “we are all in it together”.
4. I am receiving the academic and technological support I need to teach virtual classes.

Is there anything else you would like to share with us about **Campus Climate** during the pandemic?

**Involvement & Freedom**
5. I have full academic freedom at GW.
6. I believe that I am given a fair chance to express my voice about matters that concern me and the work that I do.
7. Faculty members are meaningfully involved in institutional planning.

Is there anything else you would like to share with us about **Involvement & Freedom** at GW?

**Overall University Leadership**
8. I feel that the University leadership has created an environment that is responsive to my needs.
9. University leadership promotes leader-faculty-staff relationships through shared governance.
10. University leadership communicates openly and honestly with faculty and staff members.
11. I believe that the University’s leadership supports GW’s academic mission.
12. University leadership has communicated openly and honestly, in a pandemic environment, about changes or decisions that affect students, programs, faculty, and staff.
13. University leadership makes a concerted effort to create a welcoming and fair environment for all.

Is there anything else you would like to share with us about **Overall University Leadership**?

**Overall Climate**
15. I am valued at work.
16. I am proud to be part of GW.
17. GW has a clear mission, vision, and direction, that motivates and inspires me.
18. Overall, I am satisfied with my experiences at GW.

Is there anything else you would like to share with us about the Overall Campus Climate?

President LeBlanc’s Leadership

President during COVID-19
1. The President has demonstrated a clear vision to address pressing issues during the COVID-19 crisis.
2. The President has instituted an adequate structure for dealing with the COVID-19 crisis.

President with respect to Decision Making, Communication & Shared Governance
3. In adapting to a changing environment or pursuing new opportunities, the President has been agile in reordering priorities to meet more-urgent demands and opportunities.
4. The President makes a genuine effort to listen to faculty and staff concerns before making major decisions that impact the university.
5. The President is transparent in his actions and decisions.
6. The President understands and adheres to the principles of ‘shared governance’.
7. The President has demonstrated the capacity to learn from criticism and failure of a particular strategy.

Is there anything else you would like to share with us about President’s leadership with respect to decision making, communication, and shared governance?

President with respect to Community/ Team building & Culture
8. The President works to promote a culture of trust within GW.
9. The President engages with faculty and staff in ways that foster a strong GW community.
10. The president is inclusive and works openly with people who bring a diversity of thoughts and perspectives.
11. The president has built a competent team that works harmoniously with others on campus.

Is there anything else you would like to share with us about President’s leadership with respect to community/ team building and culture?

Overall Satisfaction with the President
12. The President maintains high standards for his conduct, demonstrating integrity and respect for others.
13. The President’s plans, actions, and words inspire me to do my best in my work.
14. I am overall satisfied with the President’s performance.
15. I feel confident in the President’s effectiveness as a leader.

In what ways has the President’s leadership been better than expected?

In what ways has the President’s leadership left room for improvement?
Demographic Information

How long have you worked at GW:
1-5 years
6-10 years
11-15 years
16-20 years
20 plus years

Please list your current status at GW:
Regular Full-time Faculty
Specialized Full-time Faculty
Other

Are you a full-time or part-time faculty?
Full-time
Part-time

Please select the rank that currently applies to you:
Assistant Professor
Associate Professor
Full Professor
Any other (please list)

Which School do you work in?
- Columbian College of Arts & Sciences
- School of Medicine and Health Sciences
- GW Law
- School of Engineering and Applied Science
- Elliott School of International Affairs
- Graduate School of Education and Human Development
- School of Business
- Milken Institute School of Public Health
- College of Professional Studies
- School of Nursing
- GW Faculty Associates