I. Administrative Effectiveness
Please mark the box that best describes your opinion about the following statements. In making these ratings, consider the past five years (or, if you have been employed at the University less than five years, the period between your appointment and the present).

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Cannot Judge</th>
</tr>
</thead>
</table>

A. Major Programs

1. The Dean has given appropriately balanced attention to the college’s instructional, research, and service responsibilities . . . . . . . .

2. The Dean has made administrative decisions that facilitated improvement of the undergraduate programs . . .

3. The Dean has made administrative decisions that facilitated improvement of the graduate programs . . .

4. The Dean has made administrative decisions that facilitated improvement in the college’s research programs . . .

5. The Dean has made administrative decisions that facilitated improvement in the college’s outreach or service to the public . . .

6. The Dean has made administrative decisions that facilitated improvement in the college’s outreach or services to the profession . . .

7. What one action by the Dean has had the most positive effect on the college’s major programs?

8. What suggestions do you have for other actions the Dean should take to improve the college’s major programs?
B. Development of Resources

9. The Dean has been effective in gaining an appropriate share of resources for the college from the total university appropriation

10. The Dean has been effective in helping the college to acquire federal funding

11. The Dean has been effective in helping secure resources from private sources (gifts, grants, etc.)

12. What suggestions do you have for other actions the Dean should take to acquire additional resources?

C. Matters of Communication

13. The Dean has established appropriate methods for informing the faculty of important developments

14. The Dean has established appropriate methods for informing other administrators of important developments

15. The Dean has established effective ways for gaining representative faculty opinion on relevant issues

16. The Dean’s Office has provided useful faculty services

17. What suggestions do you have regarding communication with faculty (listening to their suggestions, keeping them informed, etc.)?
D. Resource Allocation

18. The Dean's allocation of resources to departments has been consistent with college goals and priorities

19. The Dean's allocation of resources to instructional programs has been consistent with college goals and priorities

20. The Dean has avoided favoritism in allocating resources for requests unrelated to college priorities

21. The Dean has avoided favoritism in allocating resources based on the achievements of the departments

22. Departments have been given ample opportunity to explain their resource needs

23. The Dean is well informed about my department's accomplishments

24. The Dean is well informed about my department's needs

25. The Dean is well informed about my department's plans

26. What suggestions do you have for improving the resource allocation process in the college?

________________________________________________________________________________________

________________________________________________________________________________________
E. Personnel Management

27. The Dean has made good decisions in selecting department heads. .................................  □  □  □  □  □  □  □
28. The Dean has made good decisions in retaining department heads .................................  □  □  □  □  □  □  □
29. The Dean has been objective in arbitrating disputes between faculty and department heads ....  □  □  □  □  □  □  □
30. The Dean has been fair in arbitrating disputes between faculty and department heads ..........  □  □  □  □  □  □  □
31. The Dean has been an asset in recruiting faculty members ...............................................  □  □  □  □  □  □  □
32. The Dean has been objective in addressing academic misconduct .................................  □  □  □  □  □  □  □
33. The Dean has been fair in addressing academic misconduct .............................................  □  □  □  □  □  □  □
34. The Dean has exercised sound judgment in matters related to promotion and tenure ..........  □  □  □  □  □  □  □
35. The Dean has made reasonable efforts to retain outstanding faculty members ....................  □  □  □  □  □  □  □
36. In making or reviewing personnel recommendations (selection, salary, promotion, tenure), the Dean has required fairness regardless of demographic status .................................  □  □  □  □  □  □  □

37. The Dean's most important strength in the personnel area is:
__________________________________________________________________________________
__________________________________________________________________________________

38. The Dean's greatest weakness in the personnel area is:
__________________________________________________________________________________
__________________________________________________________________________________
II. The Dean's Personal Characteristics

A. Attributes
In this section, please describe the Dean's personal attributes by marking the appropriate number on each scale. Mark 'Cannot Judge' if you have little or no basis for making a judgment.

Is the Dean....

39. Remote (1) or Approachable (5)? ................................................................. ☐ ☐ ☐ ☐ ☐ ☐
40. Biased (1) or Fair (5)? ............................................................................. ☐ ☐ ☐ ☐ ☐ ☐
41. Rigid (1) or Flexible (5)? ................................................................. ☐ ☐ ☐ ☐ ☐ ☐
42. Autocratic (1) or Democratic (5)? ......................................................... ☐ ☐ ☐ ☐ ☐ ☐
43. Impulsive (1) or Deliberate (5)? ............................................................. ☐ ☐ ☐ ☐ ☐ ☐

B. Assessments

44. The Dean has made valid assessments of the quality of the college's instructional programs .......... ☐ ☐ ☐ ☐ ☐ ☐
45. The Dean has made valid assessments of the quality of the college's research programs .......... ☐ ☐ ☐ ☐ ☐ ☐
46. The Dean has made valid assessments of the quality of the college's service programs .......... ☐ ☐ ☐ ☐ ☐ ☐
47. The Dean has been an advocate for Student Learning Outcomes ........................................... ☐ ☐ ☐ ☐ ☐ ☐
48. The Dean has been supportive in encouraging departments to provide assessment of Student Learning Outcome reports ........................................... ☐ ☐ ☐ ☐ ☐ ☐

III. Overall Impression

49. Overall, what is your evaluation of the Dean's effectiveness?
☐ Highly Effective ☐ Effective ☐ Somewhat Effective ☐ Not Effective ☐ Cannot Judge

50. The Dean has my overall confidence to effectively manage the college for the next five years.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree ☐ Cannot Judge

51. Please identify those personal attributes of the Dean which you most respect.

________________________________________________________________________

________________________________________________________________________
52. What changes in administrative or personal style would make the Dean more effective?

53. Additional Comments to clarify your impression of the Dean:

IV. Respondent's Perspective

54. What is your classification?
   - Faculty  
   - Unclassified Professional

55. If faculty, what is your rank?
   - Professor  
   - Associate Professor  
   - Assistant Professor  
   - Instructor  
   - Not Applicable

56. Are you a department head?
   - Yes  
   - No

57. What is your tenure status?  
   - Tenured  
   - Working toward tenure  
   - In a non-tenurable position

58. How often do you have meaningful contact with the Dean?
   - At least once a week  
   - One to three times a month  
   - One to three times a semester  
   - Hardly ever (less than once a semester)

59. How long have you been employed at the University?
   - This is my first year  
   - One to two years  
   - Two to five years  
   - Five years or more

Please Return to:
Planning and Analysis
226 Anderson Hall