

Academic Dean Evaluation by Faculty & Unclassified Professionals

Dean *****

College of *****

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).

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Cannot Judge
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A. Major Programs

- | | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. The Dean has given appropriately balanced attention to the college's instructional, research, and service responsibilities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. The Dean has made administrative decisions that facilitated improvement of the under graduate programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. The Dean has made administrative decisions that facilitated improvement of the graduate programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. The Dean has made administrative decisions that facilitated improvement in the college's research programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. The Dean has made administrative decisions that facilitated improvement in the college's outreach or service to the public | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. The Dean has made administrative decisions that facilitated improvement in the college's outreach or services to the profession | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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?

Strongly Agree Agree Neutral Disagree Strongly Disagree Cannot Judge

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?

Strongly Agree Agree Neutral Disagree Strongly Disagree Cannot Judge

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.)?

Strongly Agree Agree Neutral Disagree Strongly Disagree Cannot Judge

D. Resource Allocation

18. The Dean's allocation of resources to departments has been consistent with college goals and priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. The Dean's allocation of resources to instructional programs has been consistent with college goals and priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. The Dean has avoided favoritism in allocating resources for requests unrelated to college priorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. The Dean has avoided favoritism in allocating resources based on the achievements of the departments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Departments have been given ample opportunity to explain their resource needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. The Dean is well informed about my department's accomplishments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. The Dean is well informed about my department's needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. The Dean is well informed about my department's plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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....

	1	2	3	4	5	Cannot Judge
39. Remote (1) or Approachable (5)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40. Biased (1) or Fair (5)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41. Rigid (1) or Flexible (5)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. Autocratic (1) or Democratic (5)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43. Impulsive (1) or Deliberate (5)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Strongly Agree Agree Neutral Disagree Strongly Disagree Cannot Judge

B. Assessments

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

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 semester
 One to three times a month 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