

Evaluative Survey: College Dean

(Return in envelope marked "confidential" to Office of the Provost, ATTN: Jonathan Glenn, by November 15.)

College: _____ Semester, year: **Fall 20XX**

DO NOT sign your name on this form. Its contents will be shared with your dean, but she/he will not see the actual document. Some room for comments is provided in each section of the survey; if more space is required, feel free to add comments on a separate sheet of paper. Please return only original forms, with the blue "Original Form" indicator in the footer (we need to be able to count how many are distributed and how many are returned).

Please indicate your role in the college by checking one of the following:

- Department chair/associate dean
- Full-time faculty
- Other personnel
- Prefer not to identify

INSTRUCTIONS: Circle the number which best corresponds with your dean's performance regarding the trait described. Comments may be placed in the space provided after each survey section. Some items may not be applicable to the responsibilities of some evaluators; in such cases, please circle NA.

- 5 = excellent
- 4 = good
- 3 = average
- 2 = below average
- 1 = unacceptable
- NA = not applicable/insufficient data

Leadership

- 1. consistently demonstrates effective leadership of the college 5 4 3 2 1 NA
- 2. works effectively with other deans and administrators 5 4 3 2 1 NA
- 3. fosters a climate that promotes continuous improvement 5 4 3 2 1 NA
- 4. effectively advocates for the needs of the college 5 4 3 2 1 NA
- 5. is an effective role model for the college 5 4 3 2 1 NA
- 6. values differences and diversity in people 5 4 3 2 1 NA

Comments

Faculty and Program Development

- 7. is knowledgeable about all programs in the college 5 4 3 2 1 NA
- 8. promotes a favorable environment for faculty development 5 4 3 2 1 NA
- 9. supports and encourages interdisciplinary collaboration 5 4 3 2 1 NA
- 10. encourages creative approaches to teaching, scholarship, and service 5 4 3 2 1 NA

11. is open to new ideas5 4..... 32 1NA
12. encourages and supports long-range planning5 4..... 32 1NA

Comments

Fairness and Ethics

13. treats faculty fairly5 4..... 32 1NA
14. exhibits and encourages high ethical professional standards5 4..... 32 1NA

Comments

Communication

15. articulates a clear vision for the college.....5 4..... 32 1NA
16. is accessible to faculty5 4..... 32 1NA
17. effectively communicates both verbally and in writing.....5 4..... 32 1NA
18. is clear and persuasive in presentations before groups5 4..... 32 1NA
19. works with department chairs to insure timely flow of information5 4..... 32 1NA

Comments

Administration

20. is an effective administrator.....5 4..... 32 1NA
21. is effective in selection and supervision of the associate dean5 4..... 32 1NA
22. addresses administrative matters in a timely fashion.....5 4..... 32 1NA
23. keeps goals of the college within the mission and scope of the university5 4..... 32 1NA
24. encourages faculty participation in governance.....5 4..... 32 1NA
25. follows proper procedures in personnel management.....5 4..... 32 1NA

Comments

Areas Specific to the College (maximum of 5 items)

- 26. "{type item here}"5 4..... 32 1NA
- 27. "{type item here}"5 4..... 32 1NA
- 28. "{type item here}"5 4..... 32 1NA
- 29. "{type item here}"5 4..... 32 1NA
- 30. "{type item here}"5 4..... 32 1NA

Comments

General Questions

31. What are the strengths of this administrator?

32. What are areas in which this administrator should improve?