

# Faculty and Staff Evaluation of the Performance of Dean \_\_\_\_\_ College of \_\_\_\_\_

**Introduction and Purpose:** In accordance with AR II-1.0-6, results from this survey will be used to appraise professional performance and identify areas for improvement. These items include broad categories intended to represent the Dean's responsibilities and activities. Specific feedback may be addressed in the open-ended items. Your responses will be treated confidentially and will not be associated with your name. Results will be reported only for groups of respondents in such a manner that the reported demographic information cannot be used to identify individual responses. A transcript of all open-ended comments will be provided with the summary of group ratings. Responses to open-ended questions will appear truncated but will be captured by the survey software.

**Q1** Participants in this survey are requested to rate the Dean's performance regarding a variety of activities. The broad categories in this analysis include, among others,

- Faculty Governance
- Mission Management
- Strategic Planning
- Quality Enhancement
- Communication
- Collegiality
- Commitment to Diversity
- Faculty Development
- Performance Evaluation
- Resource Management
- Resource Development
- Reputation Management
- Business Management

Given these categories and your familiarity with the Dean, do you believe you have enough information to provide an accurate rating of the Dean's performance?

Yes

Go to Q2

No

Go to Q18

For the following items please select "Not Applicable/Not Enough Information" if you have had limited experience on which to assess the Dean on a particular dimension. Please rate the effectiveness of the Dean on the items below using the scale provided.

**Q2** **Faculty Governance.** Leads the College Faculty in fulfilling its governance responsibilities and establishing educational policy; protects academic freedom.

*Not Applicable/ Not Enough Information*

*Very Effective*

*Effective*

*Neither Effective Nor Ineffective*

*Ineffective*

*Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q3** **Mission Management.** Leads College Faculty in delivering high quality programs in teaching, research and public service, including, as appropriate, economic development, entrepreneurship, clinical practice, engagement, and other mission-related activities.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q4** **Strategic Planning.** Articulates a clear vision for College; leads College in developing goals, objectives, enabling strategies, and indicators that align with the University's strategic plan; promotes innovation and creative approaches to achieving goals; follows through with implementation of plans.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q5** **Quality Enhancement.** Engages in regular evaluation of strategic plan; follows through with program review requirements; uses assessment results in strategic planning and budgeting to support continuous improvement.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q6** **Communication.** Is open and accessible; conveys issues, priorities and expectations of the wider university community to College; responds to issues and delivers critical information in a timely manner within the College.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q7** **Collegiality.** Builds consensus, collegiality, and faculty and staff morale within the College.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q8** **Commitment to Diversity.** Fosters work environment characterized by respect and dignity for all College constituents; sustains College's commitment to support diversity goals of the University.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q9 Faculty Development.** Implements strategic plans for on-going development of faculty; strives to recruit and retain best-qualified faculty; mentors potential leaders; conducts promotion and tenure reviews according to established procedures and standards.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q10 Performance Evaluation.** Establishes and measures appropriate standards of excellence for faculty and staff performance; acknowledges and, when possible, rewards evidence-based performance.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q11 Resource Management.** Advocates for the College in budget and resource allocation; allocates resources in support of priorities; acts as a responsible steward of resources in preparing and administering College's budget.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q12 Resource Development.** Engages in efforts to obtain external resources for the College, including, as appropriate, fund-raising, licensing/ commercialization, enhanced practice plans, and other revenue sources.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q13 Reputation Management.** Represents College's strengths, achievements and needs to external audiences; serves as a positive ambassador of the College to external constituencies.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q14 Business Management.** Oversees management of College's operations; assigns duties to staff fairly and equitably; facilitates collaborative, evidence-based decision-making; ensures compliance with University's administrative policies and procedures.

- Not Applicable/ Not Enough Information*
- Very Effective*
- Effective*
- Neither Effective Nor Ineffective*
- Ineffective*
- Very Ineffective*

*Other comments (up to 400 characters, or about 1 paragraph)*

**Q15 How satisfied are you with the overall performance of this Dean?**

- Not Applicable/Not Enough Information*
- Very Satisfied*
- Satisfied*
- Neither Satisfied Nor Dissatisfied*
- Dissatisfied*
- Very Dissatisfied*

**Q16 Identify the Dean's primary strengths.** (Comments may appear truncated after they are typed. Responses limited to 9,000 characters, or about 20 paragraphs.)

**Q17 Identify areas for improvement in the Dean's performance.** (Comments may appear truncated after they are typed. Responses limited to 9,000 characters, or about 20 paragraphs.)

**Information About Respondent** (Select **only one** response per item.)

**Q18 Your classification:**

- Faculty* Go to Q19
- Staff* Go to Q21

**Q19 Your title series:**

- Regular Title Series* Go to Q20
- Special Title Series* Go to Q20
- Other (Clinical Title Series, Research Title Series, Lecturer)* Go to Q22

**Q20 Your faculty rank:**

- Professor* Go to Q22
- Associate Professor* Go to Q22
- Assistant Professor* Go to Q22
- Instructor* Go to Q22
- Lecturer* Go to Q22

**Q21 Please indicate your pay classification.**

- Salaried*
- Hourly*

**Q22**      **How often do you have direct contact with this Dean?**

- On a daily basis*
- Weekly, but not daily*
- 1-3 times a month*
- 1-3 times a semester*
- Less than 1 time a semester*
- Do not have contact*

**Q23**      **How long have you been at the University of Kentucky?**

- Less than a year*
- 1-2 years*
- 2-3 years*
- 3-5 years*
- More than 5 years*

**Q24**      **Please indicate your gender.**

- Male*
- Female*

**Thank you for participating in this evaluation. Please select "Submit" to record your response.**