



**Q3**

**Do you wish to provide additional comments regarding any of the items in Q2?**

*Yes*

Go to Q4

*No*

Go to Q5

**Q4**

**Please use the space at the right to provide additional comments for any or all of the items listed below. Each text box will capture up to 400 characters, or about one paragraph.**

Promotes an environment that enhances quality.

Fosters collaboration across organizational boundaries.

Manages resources well in support of the University's mission.

Inspires confidence in the University's senior leadership.

Contributes positively to the University's image and reputation.

Shares relevant information on key issues with appropriate constituencies.

Is an effective team member.

Takes actions to avoid, minimize, or resolve problems before they expand.

Actively fosters and promotes diversity.

Responds appropriately to enforce institutional policies.

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

**Q5** **Unit Leadership.** Leads the Unit in fulfilling its responsibilities.

- 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** **Mission Support.** Leads Unit in delivering high quality services and programs to support teaching, research and public service missions of the academic units.

- 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** **Strategic Planning.** Articulates a clear vision for Unit; leads Unit 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)*

**Q8 Collegiality.** Builds consensus, collegiality and morale within the Unit.

- 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 Resource Development.** Engages in efforts to obtain external resources for the Unit, 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)*

**Q10 Reputation Management.** Represents Unit's strengths, achievements and needs to external audiences; serves as a positive ambassador of the Unit 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)*

**Q11** **Staff Development.** Implements strategic plans for on-going development of staff; strives to recruit and retain best-qualified staff; mentors potential leaders.

- 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** **Communication.** Is open and accessible; conveys issues, priorities and expectations of the wider University community to the Unit; responds to issues and delivers critical information in timely manner within the Unit.

- 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** **Team Building.** Builds an effective administrative team.

- 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 Performance Evaluation.** Establishes and measures appropriate standards of excellence for Unit employees.

- 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 CAO?**

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

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

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

**Q18 Please describe your relationship to the CAO.**

- Direct report*
- Unit member, but not a direct report*
- Other*

*If you selected "Other," please specify:*

**Q19 Please indicate your pay classification.**

*Salaried*

*Hourly*

**Q20 How often do you have direct contact with the CAO?**

*On a daily basis*

*Weekly, but not daily*

*1-3 times a month*

*1-3 times a semester*

*Less than 1 time a semester*

**Q21 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*

**Q22 Please indicate your gender.**

*Male*

*Female*

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