

FRAMEWORK FOR FACULTY PERCEPTIONS OF DEPARTMENT CHAIR

Thank you in advance for providing feedback on the performance of your department chairperson. Please offer your feedback with the past year of your chairperson’s performance in mind, drawing on your personal perspective and professional experience. Every member of your department will have the opportunity to provide feedback; rather than providing your impression of what others think, please respond from your own experience in the past year. In recognition that some respondents may not have information about or experience with every area addressed below, each question includes a “not applicable” or “not enough information to answer” option.

PLEASE NOTE: Florida has a very broad public records law. All ratings provided here are subject to disclosure to the public, including the media, upon request.

Please use the scale below (where 1 = “Strongly Disagree” to 5 = “Strongly Agree”) to rate your agreement/disagreement with each item. Use code 6 to report the item is not applicable to you or code 7 to declare you don’t have enough information to judge.

	Strongly Disagree				Strongly Agree	N/A	No Info
My Chairperson:							
A. Teaching Support & Professional Development							
1. Makes my course assignments fairly and equitably.	1	2	3	4	5	(6)	(7)
2. Makes my teaching schedule fairly and equitably.	1	2	3	4	5	(6)	(7)
3. Provides the constructive support necessary to improve my teaching.	1	2	3	4	5	(6)	(7)
4. Provides guidance for my professional development in teaching, service and scholarship.	1	2	3	4	5	(6)	(7)
B. Communication & Community Engagement							
5. Communicates with faculty in an open and transparent way.	1	2	3	4	5	(6)	(7)
6. Serves effectively as a liaison of my perspectives to the college administration.	1	2	3	4	5	(6)	(7)
7. Serves effectively as a liaison of administration perspectives to me.	1	2	3	4	5	(6)	(7)

	Strongly Disagree	1	2	3	4	5	Strongly Agree	N/A	No Info
8. Engages effectively with the external community.	1	2	3	4	5	(6)	(7)		

C. Leadership, Management & Organization

9. Demonstrates knowledge about applicable university policies and procedures.	1	2	3	4	5	(6)	(7)		
10. Complies with applicable provisions of the Collective Bargaining Agreement (CBA) when interacting with me.	1	2	3	4	5	(6)	(7)		
11. Applies the unit's performance criteria and standards fairly and consistently when evaluating me.	1	2	3	4	5	(6)	(7)		
12. Conducts the duties of a chair in a way that contributes to a collegial environment.	1	2	3	4	5	(6)	(7)		
13. Makes decisions in a fair and equitable manner.	1	2	3	4	5	(6)	(7)		
14. Follows policies and procedures in handling student complaints.	1	2	3	4	5	(6)	(7)		

D. Strategic Planning & Program Development

15. Plans effectively to gather resources necessary to help my unit progress.	1	2	3	4	5	(6)	(7)		
16. Seeks feedback for decisions directly affecting me.	1	2	3	4	5	(6)	(7)		
17. Collaborates with faculty for ongoing program improvement.	1	2	3	4	5	(6)	(7)		
18. Provides effective leadership in student recruitment and retention.	1	2	3	4	5	(6)	(7)		

19. Collaborates with faculty to create effective change.	1	2	3	4	5	(6)	(7)
20. Balances change and department stability.	1	2	3	4	5	(6)	(7)

E. OVERALL SATISFACTION

[1 = Very dissatisfied and 5 = Very Satisfied]

What is the level of your overall satisfaction with:

	Very Dissatisfied				Very Satisfied	N/A	No Info
1. Your department chairperson?	1	2	3	4	5	(6)	(7)
2. How your department is managed?	1	2	3	4	5	(6)	(7)
3. Your department chair's individual interactions with you?	1	2	3	4	5	(6)	(7)

FRAMEWORK FOR FACULTY PERCEPTIONS OF DEAN’S PERFORMANCE

Thank you in advance for providing feedback on the performance of the dean of your college/unit. Please offer your feedback with the past year of your dean’s performance in mind, drawing on your personal perspective and professional experience. Every member of your college/unit will have the opportunity to provide feedback; rather than providing your impression of what others think, please respond from your own experience in the past year. In recognition that some respondents may not have information about or experience with every area addressed below, each question includes a “not applicable” or “not enough information to answer” option.

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My Dean:	Strongly Disagree	Strongly Agree	N/A	No Info		
A. Support of Teaching & Professional Development							
1. Provides an environment in the college that supports effective teaching.	1	2	3	4	5	(6)	(7)
2. Provides an environment conducive to the development of faculty excellence in teaching, service and scholarship.	1	2	3	4	5	(6)	(7)
B. Community Engagement & External Relations							
3. Maintains active and visible involvement in the community at-large.	1	2	3	4	5	(6)	(7)
4. Supports the procurement of external funding for the college/unit (for example, grants, contracts, gifts, donations, etc.).	1	2	3	4	5	(6)	(7)
5. Engages community partners appropriately in advancing the mission, vision and goals of the college/unit.	1	2	3	4	5	(6)	(7)
C. Communication							
6. Communicates with faculty in an open and transparent way.	1	2	3	4	5	(6)	(7)

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| 7. Serves effectively as a liaison of faculty perspectives to university administration. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 8. Serves effectively as a liaison of university administration perspectives to faculty. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 9. Serves effectively as a liaison between college/unit faculty and other academic and support colleges/units. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 10. Communicates college/unit vision and goals effectively. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |

D. Leadership, Management & Organization

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| 11. Works effectively with the department chairperson. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 12. Represents effectively the college/unit at the university level. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 13. Demonstrates knowledge about applicable university policies and procedures. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 14. Complies with applicable provisions of the Collective Bargaining Agreement (CBA). | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 15. Oversees the application of the college's/unit's performance criteria and standards fairly and consistently. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 16. Promotes inter-department collegiality. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 17. Supports the integration of new faculty into the college/unit community. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 18. Follows policies and procedures when handling student complaints. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |

E. Strategic Planning & College Development

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| 19. Oversees the effective development of the strategic plan for the college/unit. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
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20. Oversees the effective implementation of the strategic plan for the college/unit.	1	2	3	4	5	(6)	(7)
21. Works effectively to improve the strategic effectiveness of the college/unit.	1	2	3	4	5	(6)	(7)
22. Seeks feedback for decisions directly affecting faculty.	1	2	3	4	5	(6)	(7)
23. Supports degree program review and/or evaluation efforts and or program accreditation efforts where applicable.	1	2	3	4	5	(6)	(7)

OVERALL SATISFACTION

[1 = Very Dissatisfied and 5 = Very Satisfied]

What is the level of your *overall satisfaction* with:

		Very Dissatisfied.....	Very Satisfied	N/A	No Info		
The Dean of your College/Unit?	1	2	3	4	5	(6)	(7)
How your College/Unit is managed?	1	2	3	4	5	(6)	(7)
Your Dean's individual interactions with you?	1	2	3	4	5	(6)	(7)