

FRAMEWORK FOR FACULTY RESPONSES TO DEPARTMENT CHAIR’S PERFORMANCE

Thank you in advance for providing your 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 experience. Every member of your department and 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 knowledge of or experience with every area addressed below, each question includes a “not applicable” or “not enough knowledge to answer” option.

PLEASE NOTE: Florida has a very broad public records law. All ratings and any comments you provide here are subject to disclosure to the public and the media, upon request. Please be mindful as you complete this survey of the various contexts in which your responses and comments may be used.

OVERALL SATISFACTION Q’s WITH YOUR DEPARTMENT CHAIRPERSON

[1 = Very dissatisfied and 5 = Very Satisfied]

What is the level of your overall satisfaction with:

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

Please rate your agreement or disagreement with these descriptions of your *Department Chairperson* using the scale below where 1 = “Strongly Disagree” to 5 = “Strongly Agree” to rate your agreement/disagreement with each item. Or, 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 on that item. Circle the number of your rating for each question.

| | Strongly Disagree Strongly Agree | | | | | N/A | No Info |
|--|--|---|---|---|---|-----|---------|
| 1. Is generally positive and constructive in guiding the department. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 2. Is knowledgeable about applicable university policies and procedures. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 3. Complies with applicable provisions of the Collective Bargaining Agreement (CBA). | 1 | 2 | 3 | 4 | 5 | (6) | (7) |

| | Strongly Disagree | | Strongly Agree | | | N/A | No Info |
|--|--------------------------------|---|-----------------------|---|---|------------|----------------|
| | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 4. Makes faculty teaching assignments and schedules fairly and equitably | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 5. When evaluating faculty, applies the unit's performance criteria and standards fairly and consistently. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 6. Encourages faculty professional development efforts. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 7. Communicates with faculty in an honest and forthright way. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 8. Seeks feedback for decisions directly affecting faculty. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 9. Collaborates effectively with faculty in department planning and problem-solving. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 10. Conducts chair's work in a way that contributes to a collegial environment. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 11. Carries out chair's responsibilities in a timely way. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 12. Collaborates with faculty for ongoing program improvement. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 13. When necessary, collaborates with faculty to lead effective change. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 14. Strikes a useful balance between change and department stability. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 15. Within policies and procedures is supportive of faculty in handling student complaints. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 16. Consults with faculty first when students raise an issue regarding faculty-student interactions. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 17. Gives faculty support and guidance when students take an issue to the Dean. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 18. Serves effectively as a liaison between | | | | | | | |

| | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
|---|--------------------------------|---|-----------------------|---|---|------------|----------------|
| | Strongly Disagree | | Strongly Agree | | | N/A | No Info |
| faculty and other administrators. | | | | | | | |
| 19. Avoids favoritism. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 20. Supports my professional development | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 21. I would recommend this Chair favorably to another department seeking to hire him/her. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 22. I would support reappointment of this Chair to another term of leadership of this department. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 23. I believe this questionnaire covers all the dimensions on which a Department Chair should be evaluated. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |

FRAMEWORK FOR FACULTY RESPONSES TO DEAN’S PERFORMANCE

Thank you in advance for providing your 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 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 knowledge of or experience with every area addressed below, each question includes a “not applicable” or “not enough knowledge to answer” option.

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OVERALL SATISFACTION Q’s WITH THE DEAN OF YOUR COLLEGE/UNIT

[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) |

Please rate your agreement or disagreement with these *descriptions* of your *Dean*.

Please use the scale below where 1 = “Strongly Disagree” to 5 = “Strongly Agree” to rate your agreement/disagreement with each item. Or, 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. Circle the number of your rating for each question.

This Dean:

| | | Strongly Disagree | | | Strongly Agree | N/A | No Info |
|--|---|----------------------------|---|---|-------------------|-----|------------|
| 1. Is generally positive and constructive in guiding the college/unit. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 2. Conducts Dean’s work in a way that | | | | | | | |
| 3. contributes to inter-department collegiality. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |

| | Strongly Disagree | | Strongly Agree | | | N/A | No Info |
|--|--------------------------------|---|-----------------------|---|---|------------|----------------|
| | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 4. Is open to substantive criticism. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 5. Works effectively with faculty to develop or evolve the vision of the college/unit. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 6. Works effectively with faculty to set goals for our college/unit. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 7. Works effectively with the chairperson of my department | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 8. Seeks feedback for decisions directly affecting faculty. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 9. Collaborates effectively with department chairs in college planning and problem-solving efforts. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 10. Within policies and procedures is supportive of faculty in handling student complaints. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 10. Consults with faculty first when students raise an issue regarding faculty-student interactions. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 11. Gives faculty support and guidance when students take an issue to the Dean. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 12. Communicates college/unit vision and goals effectively to new faculty. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 13. Advocates for the college/unit at the university level. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 14. Is knowledgeable about applicable university policies and procedures. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 15. Complies with applicable provisions of the Collective Bargaining Agreement (CBA). | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 16. When evaluating faculty for promotion, applies the unit's promotion criteria and standards with consistent fairness. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 17. Encourages and supports faculty professional development efforts. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |

| | Strongly Disagree | | Strongly Agree | | | N/A | No Info |
|--|--------------------------------|---|-----------------------|---|---|------------|----------------|
| | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 18. Collaborates with faculty for ongoing program improvement. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 16. When necessary, collaborates with faculty to lead effective change. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 19. Communicates with faculty in an honest and forthright way. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 20. Carries out Dean’s responsibilities in a timely way. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 21. Serves effectively as a liaison between College/unit faculty and other administrative and support units. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 22. Supports degree program evaluation efforts. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 23. Collaborates with faculty for ongoing program improvement. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 24. Where applicable, supports program accreditation efforts. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 25. I would recommend this Dean favorably to another university seeking to hire him/her. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 26. I would support reappointment of this Dean to another term of leadership of this College. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |
| 27. I believe this questionnaire covers all the dimensions on which a Dean should be evaluated. | 1 | 2 | 3 | 4 | 5 | (6) | (7) |

