

EVALUATION  
 School Dean  
 AY 2010-2011

Name: \_\_\_\_\_ (optional)

Do you report to the Dean? <input type="checkbox"/> YES <input type="checkbox"/> NO
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School: \_\_\_\_\_

Faculty Status		Tenured	Non-tenured
	Rank		
<input type="checkbox"/>	Professor	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Associate Professor	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Assistant Professor	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Instructor	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Lecturer	<input type="checkbox"/>	<input type="checkbox"/>

The following areas will be evaluated:

- Leadership
- Administration
- Faculty and Program Development
- Ethics and Fairness
- Communication
- Relationship with Faculty
- Relationship with Students

I. Leadership					
<i>Please check one.</i>	Strongly Agree	Agree	Partially Agree	Disagree	Strongly Disagree
1. The dean engages the faculty in developing plans for your school.					
2. The dean consistently demonstrates excellence in the administrative leadership of the school.					
3. The dean engages the faculty in developing plans for your school.					
4. The dean is an excellent professional role model.					
5. The dean has a positive influence on the morale and climate of the school.					
6. The dean ensures confidence and respect.					
7. The dean is effective in efforts to increase the gender and diversity balance of faculty, staff, and students in the school.					
8. The dean has a positive influence on the school's overall quality and reputation.					

II. Administration					
<i>Please check one.</i>	Strongly Agree	Agree	Partially Agree	Disagree	Strongly Disagree
1. The dean attends to administrative matters in a timely fashion.					
2. The dean is responsive to faculty and staff concerns.					
3. The dean effectively presents the school's interests and needs to the university administration.					
4. The dean is effective in developing and managing the school's budget and other resources.					
5. The dean is effective in recruiting competent faculty.					
6. The dean ensures confidence and respect.					

<b>III. Faculty and Program Development</b>					
<i>Please check one.</i>	Strongly Agree	Agree	Partially Agree	Disagree	Strongly Disagree
1. The dean promotes a favorable environment for individual faculty development.					
2. The dean identifies projects and research possibilities for faculty based on their interests and the vision and mission of the school.					
3. The dean supports interdisciplinary programs and research.					
4. The dean is supportive of the various program units within the school.					
5. The dean engages the faculty in ongoing program evaluations in the interest of program enhancement and development.					
6. The dean is effective in positioning the school favorably with external groups ( <i>professional associations, educational groups, accrediting bodies, alumni.</i> )					
7. The dean is effective in fundraising.					

<b>IV. Ethics and Fairness</b>					
<i>Please check one.</i>	Strongly Agree	Agree	Partially Agree	Disagree	Strongly Disagree
1. The dean treats faculty fairly.					
2. The dean is open to faculty views contrary to his/her own.					
3. The dean encourages faculty collaborations.					
4. The dean strongly encourages high ethical professional standards for all members of the school.					
5. The dean exhibits high ethical standards in his/her official duties.					
6. The dean is open to the views of all faculty and does not show favoritism.					

<b>V. Communication</b>					
<i>Please check one.</i>	Strongly Agree	Agree	Partially Agree	Disagree	Strongly Disagree
1. The dean is accessible to faculty.					
2. The dean is open to constructive criticism from the faculty.					
3. The dean's communication style promotes open communication with faculty.					
4. The dean adequately represents faculty viewpoints to university administration.					
5. The dean is accessible to the community.					

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<b>VI. Relationship with Faculty</b>					
<i>Please check one.</i>	Strongly Agree	Agree	Partially Agree	Disagree	Strongly Disagree
1. The dean is sensitive to the needs of individual faculty members.					
2. The dean promotes faculty development.					
3. The dean provides annual feedback to faculty in a manner that fosters professional development.					
4. The dean provides adequate resources to faculty in the promotion of their professional development ( <i>conference travel, computer resources, etc.</i> ) within budgeting constraints.					
5. The dean recognizes faculty members for their professional endeavors and contributions to the school's programs and activities.					

<b>VII. Relationship with Students and Alumni</b>					
<i>Please check one.</i>	Strongly Agree	Agree	Partially Agree	Disagree	Strongly Disagree
1. The dean promotes opportunities to meet students and hear their concerns.					
2. The dean places student learning and intellectual exploration at the center of the school's mission.					
3. The dean interacts with students.					
4. The dean has a positive relationship with the student government association, its leaders and students in general.					
5. The dean listens to students' concerns and makes every effort to address them when appropriate.					
6. The dean promotes student development through encouragement and financial support to attend conferences, present papers, etc.					
7. The dean promotes alumni involvement and activities.					

**WRITTEN COMMENTS**

1. What do you consider as the dean's greatest strengths or assets in each of the selected areas (*leadership, administration, faculty and program development, communication, ethics and fairness, relationship with faculty, and relationship with students.*) You may want to only comment on specific areas. (*Use additional sheets, if needed.*)

2. What do you consider to be the Dean's shortcomings or areas for improvement?

3. Please provide any additional comments that will assist the review committee in evaluating the dean and providing him/her with helpful and constructive feedback.