

**This Dean's Evaluation Survey consists of the following six sections:**

- I. Guidance and Support of Faculty Research, Teaching, and Service**
- II. Guidance and Management of Academic Programs**
- III. Procurement and Management of Faculty Resources**
- IV. Workplace Climate, Guidance and Management of Personnel**
- V. Support of University Goals and Initiatives**
- VI. Additional Comments**

**In Sections I through V, you will be asked to respond to statements using the following:**

**Strongly Agree**

**Agree**

**Neutral**

**Disagree**

**Strongly Disagree**

**Choose Not to Reply/Not Applicable**

**You will also have the opportunity to provide comments in two boxes contained in each section. The first comment box will be seen by SBE Faculty/Staff, the SBE Dean, and the University Provost. The second comment box will be seen only by the University Provost. Each comment box will provide you the option of having your comments summarized by the Dean's Review Committee or produced verbatim.**

**The University Senate will administer the Dean's Evaluation Survey and return the results to the Dean's Review Committee, which will then create a Survey Report as it relates to reappointment of the Dean of the School of Business and Economics. The Survey Report will consist of the following:**

- a. tabulated results of the Evaluation Survey;**
- b. comments from the Evaluation Survey in the manner selected by the individual**

**completing the survey;**

**c. summary statements of the major accomplishments over the period of evaluation and areas for improvement of the Dean.**

**The Survey Report, and the Dean's Response to the Survey Report, will then be combined to generate a School of Business and Economics' Evaluation Report. This Evaluation Report will be made available to:**

- 1) The entire SBE Faculty and Staff to review; an advisory vote by the SBE Primary Faculty will then be conducted.**
- 2) The SBE Dean's Review Committee to make a recommendation to the Provost on reappointment;**
- 3) The Provost and University Administration to make a decision on reappointment.**

Section I. Guidance and Support of Faculty Research, Teaching, and Service

1. The Dean clearly communicates expectations for faculty scholarship.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

2. The Dean creates an environment which appropriately fosters and rewards faculty scholarship.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

3. The Dean makes fair evaluations of faculty scholarship.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

4. The Dean clearly communicates expectations for faculty teaching.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

5. The Dean creates an environment which appropriately fosters and rewards faculty teaching.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

6. The Dean makes fair evaluations of faculty teaching.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

7. The Dean clearly communicates expectations for faculty service.

Strongly agree

Disagree

Agree

Strongly disagree

Neutral

Choose Not to Reply/Not Applicable

8. The Dean creates an environment which appropriately fosters and rewards faculty service.

Strongly agree

Disagree

Agree

Strongly disagree

Neutral

Choose Not to Reply/Not Applicable

9. The Dean makes fair evaluations of faculty service.

Strongly agree

Disagree

Agree

Strongly disagree

Neutral

Choose Not to Reply/Not Applicable

Section I. Guidance and Support of Faculty Research, Teaching, and Service

**Please provide comments related to Section I. Guidance and Support of Faculty Research, Teaching, and Service**

1. Comments to Be Read By SBE Faculty/Staff, SBE Dean, and Provost:

2. My Comments from Question 1 Should Be (Select One):

- Summarized by the Dean's Review Committee
- Produced Verbatim

3. Comments to Be Read Only By The Provost and the Dean's Review Committee:

4. My Comments from Question 3 Should Be (Select One):

- Summarized by the Dean's Review Committee
- Produced Verbatim

Section II. Guidance and Management of Academic Programs

1. The Dean encourages input into the formulation and execution of the mission and goals of the SBE.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

2. The Dean clearly communicates the mission and goals of the SBE to the University Administration and external stakeholders.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

3. The Dean is effective in leading the SBE's delivery of academic programs and curriculum that promote the mission and goals of the SBE.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

4. The Dean is an effective leader of the SBE as it relates to maintenance of AACSB accreditation.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

5. The Dean encourages and values student input regarding the SBE academic programs.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

6. The Dean considers student success in making decisions regarding the SBE academic programs.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

7. The Dean makes efforts to broaden the visibility and value of SBE students across the University and to external stakeholders.

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

Choose Not to Reply/Not Applicable

Section II. Guidance and Management of Academic Programs

**Please provide comments related to Section II. Guidance of Management of Academic Programs**

1. Comments to Be Read By SBE Faculty/Staff, SBE Dean, and Provost:

2. My Comments from Question 1 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

3. Comments to Be Read Only By The Provost and the Dean's Review Committee:

4. My Comments from Question 3 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

Section III. Procurement and Management of Financial Resources

1. The Dean allocates financial resources of the SBE in an appropriate manner.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

2. The Dean is an effective advocate for the SBE as it relates to external stakeholders (e.g., advisory councils) and alumni engagement.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

3. The Dean has worked effectively with University development staff to increase communication with current and prospective donors.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

4. The Dean has demonstrated a commitment and success in fulfilling the increasingly important expectation for external fundraising.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

Section III. Procurement and Management of Financial Resources

**Please provide comments related to Section III. Procurement and Management of Financial Resources**

1. Comments to Be Read By SBE Faculty/Staff, SBE Dean, and Provost:

2. My Comments from Question 1 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

3. Comments to Be Read Only By The Provost and the Dean's Review Committee:

4. My Comments from Question 3 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

Section IV. Workplace Climate, Guidance and Management of Personnel

1. The Dean clearly communicates expectations for my role with the SBE.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

2. The Dean allows opportunities for discussion and input regarding my role within the SBE.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

3. The Dean makes fair evaluations of my contributions to the SBE.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

4. The Dean clearly communicates the process followed in making salary adjustments.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

5. The Dean makes equitable decisions on salary adjustments.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

6. The Dean has developed avenues (funding, awards, nominations) to recognize and promote the accomplishments of individuals toward the collective accomplishments of the SBE.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

7. The Dean utilizes mechanisms that promote diversity within the SBE of its faculty.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

8. The Dean utilizes mechanisms that promote diversity within the SBE staff.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

9. The Dean utilizes mechanisms that promote diversity within the SBE students.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

10. The Dean works effectively to create an inclusive climate in the SBE.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

11. The Dean creates an environment that fosters and promotes communication with the faculty and staff.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

12. The Dean is effective in hiring quality faculty and staff who align with the SBE's mission and available resources.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

13. The Dean creates an environment that fosters professional development of faculty and staff.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

14. The Dean creates an environment that fosters retention of faculty and staff.

Strongly agree

Disagree

Agree

Strongly disagree

Neutral

Choose Not to Reply/Not Applicable

15. The Dean creates an environment that demonstrates support of and commitment to shared governance.

Strongly agree

Disagree

Agree

Strongly disagree

Neutral

Choose Not to Reply/Not Applicable

Section IV. Workplace Climate, Guidance and Management of Personnel

**Please provide comments related to Section IV. Workplace Climate, Guidance and Management of Personnel**

1. Comments to Be Read By SBE Faculty/Staff, SBE Dean, and Provost:

2. My Comments from Question 1 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

3. Comments to Be Read Only By The Provost and the Dean's Review Committee:

4. My Comments from Question 3 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

Section V. Support of University Goals and Initiatives

1. The Dean clearly communicates the goals and vision of the University Administration to me.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

2. The Dean clearly articulates a vision for the future role of the SBE within our technological university.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

3. The Dean clearly articulates a vision and plan that will contribute to a growth in enrollment in academic programs housed within the SBE.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

4. During this period of evaluation, the Dean and School have continued to participate in university-wide initiatives through collaboration across campus.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

5. During this period of evaluation, the Dean's leadership has allowed the SBE to make appropriate progress toward the achievement of the University's strategic plan.

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree                           |
| <input type="radio"/> Agree          | <input type="radio"/> Strongly disagree                  |
| <input type="radio"/> Neutral        | <input type="radio"/> Choose Not to Reply/Not Applicable |

Section V. Support of University Goals and Initiatives

**Please provide comments related to Section V. Support of University Goals and Initiatives**

1. Comments to Be Read By SBE Faculty/Staff, SBE Dean, and Provost:

2. My Comments from Question 1 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

3. Comments to Be Read Only By The Provost and Dean's Review Committee:

4. My Comments from Question 3 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

Section VI. Additional Comments

**Please provide any additional comments.**

1. Comments to Be Read By SBE Faculty/Staff, SBE Dean, and Provost:

2. My Comments from Question 1 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim

3. Comments to Be Read Only By The Provost and Dean's Review Committee:

4. My Comments from Question 3 Should Be (Select One):

- Summarized By the Dean's Review Committee
- Produced Verbatim