

Dean Evaluation Questionnaire for the School of Business and Economics

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Please indicate your responses to the following statements, using this numerical scale:

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

Insufficient Data/Does Not Apply

Communication

1. The Dean has clearly communicated the goals and objectives of the School to me.
2. The Dean has clearly communicated the goals of the School to the Provost and Executive Team.
3. I have sufficient input into the formulation of the School's goals and objectives.
4. The Dean effectively and accurately communicates the position of the higher administration to the School.
5. The Dean has shown the ability to instill high morale within the School.
6. The Dean communicates effectively with the School's committees and respects committee decisions.
7. The Dean uses a participative approach to management.
8. The actions of the Dean enhance the image of the School outside the

University.

9. The Dean is in touch with the graduate student attitudes toward the School and responds to their inquiries in a timely manner.
10. The Dean is in touch with the undergraduate students attitudes toward the School and responds to their inquiries in a timely manner.

Climate and Culture

11. The Dean works to create an environment which fosters faculty/staff development.
12. The Dean treats me with respect.
13. The Dean encourages and nurtures effective teaching.
14. The Dean encourages and nurtures effective research.
15. The Dean provides appropriate, professional, and timely feedback to faculty in areas where improvement is needed.
16. The Dean values the diversity of the faculty and staff in the School.
17. The Dean values the diversity of others in the University community.
18. The Dean values diversity in representation on the Dean's Advisory Council.
19. The Dean provided a set of qualitative and/or quantitative metrics to School faculty and staff with which the Dean's performance/approaches/efforts during the term of appointment can be objectively evaluated.
20. The metrics mentioned in Statement 19 are properly derived from the goals and objectives set up at the beginning of the term of the appointment.

Administrative Detail

21. The Dean ensures that resources are distributed equitably within the

School and allows input from faculty and staff.

22. The Dean's actions and decisions help to create a productive work environment.
23. Equitable decisions are made on salary adjustments
24. The Dean ensures that the financial resources of the School are managed well.
25. The Dean makes decisions in a timely manner and communicates the outcome.

Progress

26. During this period of evaluation of the Dean, the School has made steady progress toward the achievement of its academic goals.

27. During this period of evaluation of the Dean, the School has made steady progress toward the achievement of its research goals and objectives.

28. The Dean has been an effective advocate for resource development external to the School through fundraising efforts.

29. The Dean has made adequate progress toward addressing the suggestions put forward by faculty and staff since the beginning of his term.

30. Considering everything, the Dean is performing well.

SBE DEAN EVALUATION, 2011

Please comment on the specific questions listed below.

FACULTY AND STAFF QUESTIONS:

Goals and Objectives

Question 1: How effectively does the Dean communicate with the faculty and staff and encourage open discussion on SBE goals and objectives? What opportunities are provided for input?

Question 2: Describe how the Dean provides leadership for pursuit of SBE goals and objectives.

Personnel Development

Question 3: Describe how the Dean works create an environment which fosters and rewards professional development Describe the effectiveness and identify opportunities for improvement.

Question 4: Describe the process on how the Dean provides constructive feedback on performance and assess the effectiveness.

Fundraising and Resource Allocations

Question 5: Describe the effectiveness and success of the Dean in regard to his fund raising activities to support SBE initiatives like funding for a new building. How successful has the Dean been in this area?

Question 6: For research, teaching, and administrative/service activities, describe whether the funding process supported by the Dean allocates the resources in an appropriate way. Discuss any strengths or opportunities for improvement.

Workplace Climate and Culture

Question 7: Describe activities that would demonstrate the Dean's commitment to diversity in SBE to support our unit goals and objectives as well as those of the university. Discuss any strengths and areas for improvement.

Question 8: Describe the effectiveness of the communication (i.e., verbal, written, email, etc.) between the Dean's office and the faculty. How could it be improved? Describe the sufficiency of communication to do perform your job.

Question 9: Assess the interpersonal skills of the Dean in regarding to within unit and between unit issues.

Community Relationships

Question 10: How strong an advocate is the Dean for the SBE within the University? Outside the University? Describe activities that you are aware of and assess their effectiveness.

Question 11: Describe the Dean's support of and commitment to shared governance.

SBE Administration

Question 12. What role did the Dean play in the re-accreditation process? What went well and what could be improved?

Question 13. Overall, what are the Dean's strengths as an administrator?

Question 14. In what areas does the Dean need to improve his performance? What actions should be taken to pursue these improvements?

Comments:

Are there any additional comments you would like to add?