

Faculty and Staff Evaluation of the Performance of Dean Smith

Survey Questions

Q1 Faculty Leadership. Leads the College Faculty in fulfilling its governance responsibilities and establishing educational policy; promotes the Faculty's role in defining College goals and objectives; protects academic freedom.

Q2 Mission Management. Leads College Faculty in delivering high quality programs in teaching, research and public service, including, as appropriate, economic development, entrepreneurship, clinical practice, engagement, and other mission-related activities.

Q3 Strategic Planning. Articulates a clear vision for College; leads College in developing goals, objectives, enabling strategies, and indicators that align with the university strategic plan; promotes innovation and creative approaches to achieving goals; follows through with implementation of plans.

Q4 Quality Enhancement. Engages in regular evaluation of strategic plan; follows through with program review requirements; uses assessment results in strategic planning and budgeting to support continuous improvement.

Q5 Communication. Is open and accessible; conveys issues, priorities and expectations of the wider university community to College; responds to issues and delivers critical information in timely manner within the College.

Q6 Collegiality. Builds consensus, collegiality, and faculty and staff morale within the College.

Q7 Commitment to Diversity. Fosters work environment characterized by respect and dignity for all College constituents; sustains College's commitment to support diversity goals of the University.

Q8 Faculty Development. Implements strategic plans for on-going development of faculty; strives to recruit and retain best-qualified faculty; mentors potential leaders; conducts promotion and tenure reviews according to established procedures and standards.

Q9 Performance Evaluation. Establishes appropriate standards of excellence for faculty and staff performance; acknowledges and, when possible, rewards evidence-based performance excellence.

Q10 Resource Management. Advocates for the College in budget and resource allocation; allocates resources in support of priorities; acts as a

responsible steward of resources in preparing and administering College's budget.

Q11 Resource Development. Engages in efforts to obtain external resources for the College, including, as appropriate, fund-raising, licensing/commercialization, enhanced practice plans, and other revenue sources.

Q12 Reputation Management. Represents College's strengths, achievements and needs to external audiences; serves as a positive ambassador of the College to external constituencies.

Q13 Business Management. Oversees management of College's operations; assigns duties to staff fairly and equitably; facilitates collaborative, evidence-based decision-making; ensures compliance with University's administrative policies and procedures.

Q14 How satisfied are you with improvements made toward enhancing the academic direction of your college?

Q15 How satisfied are you with the overall performance of this Dean?

Chief Academic Officer Review
College of Agriculture
Dean Scott Smith
Fall 2006

The data below represents a 24.5% response rate from the staff and faculty of the college.

Scale for Q1-Q13

- 1 = Very Ineffective**
- 2 = Ineffective**
- 3 = Neither Effective Nor Ineffective**
- 4 = Effective**
- 5 = Very Effective**
- 9 = Missing/Don't Know**

Statistics

	N		Mean	Median	Mode	Std. Deviation	Minimum	Maximum
	Valid	Missing						
Q1 Faculty Leadership	318	133	4.16	4.00	4	.888	1	5
Q2 Mission Management	361	90	4.24	4.00	4	.833	1	5
Q3 Strategic Planning	389	62	4.14	4.00	4	.871	1	5
Q4 Quality Enhancement	317	134	4.07	4.00	4	.828	1	5
Q5 Communication	406	45	4.04	4.00	4	1.038	1	5
Q6 Collegiality	395	56	3.70	4.00	4	1.126	1	5
Q7 Commitment to Diversity	373	78	4.18	4.00	4	.847	1	5
Q8 Faculty Development	302	149	4.02	4.00	4	.996	1	5
Q9 Performance Evaluation	380	71	3.82	4.00	4	1.091	1	5
Q10 Resource Management	367	84	4.16	4.00	4	.889	1	5
Q11 Resource Development	315	136	4.24	4.00	4	.782	1	5
Q12 Reputation Management	388	63	4.33	4.00	5	.835	1	5
Q13 Business Management	333	118	4.11	4.00	4	.895	1	5

Scale for Q14 - Q15

- 1 = Very Dissatisfied**
- 2 = Dissatisfied**
- 3 = Somewhat Dissatisfied**
- 4 = Neutral**
- 5 = Somewhat Satisfied**
- 6 = Satisfied**
- 7 = Very Satisfied**
- 9 = Missing/Don't Know**

Statistics

	N		Mean	Median	Mode	Std. Deviation	Minimum	Maximum
	Valid	Missing						
Q14 Satisfaction with Academic Direction	403	48	5.47	6.00	6	1.370	1	7
Q15 Overall Satisfaction	426	25	5.80	6.00	7	1.411	1	7