

Faculty Feedback for College Deans

(Fall 2014)

Introduction and Purpose: The Faculty Senate at West Virginia State University requests that you, as a valued faculty member, take a few minutes to provide feedback on the performance of the Dean of your respective College. The purpose of this survey is to provide faculty the opportunity to provide feedback to Academic Affairs and your Dean. This gives you the opportunity to acknowledge the Dean's strengths as well as providing suggestions for improvement as it relates to the leadership of your College. You also have an opportunity to make suggestions related to continuous improvement in your College. Your responses will, of course, be confidential. Responses to check boxes will be summarized only in the aggregate. Open-ended comments, however, will be provided verbatim. Therefore, to ensure your anonymity, please do not include your name or other revealing information in your open-ended comments. We sincerely thank you for your time and effort!

Part I: Leadership

Q1: The Dean clearly articulates and successfully manages the College's progress towards achieving its vision, goals, and objectives.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q2: The Dean actively promotes a collegial and positive work environment within the College.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q3: The Dean effectively conveys information, priorities, expectations, and concerns from the University with the College.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q3: The Dean is fair and equitable in allocating resources among faculty, programs, and departments.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Part II: Faculty Responsibilities

Q4: The Dean is effective in helping faculty balance the teaching, research and service obligations of faculty.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q5: The Dean is successful at supporting faculty development.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q6: The Dean promotes a climate that is supportive of quality research.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q7: The Dean promotes a climate that is supportive of quality teaching.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q8: The Dean is fair and equitable in allocating the workload of faculty.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

PART III: Communication

Q9: The Dean is open, accessible, and communicates easily with the faculty.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q10: The Dean is fair in evaluating faculty for retention, promotion and tenure.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

Q11: The Dean is open and responsive to faculty concerns or problems.

- I strongly agree with the above statement.
- I agree with the above statement.
- I am ambivalent about the Dean's performance in the above statement.
- I disagree with the above statement.
- I strongly disagree with the above statement.
- I choose not to respond to the above statement.

In the space below, please feel free to elaborate on your response above.

PART IV: Overall impressions

Q12: Overall, what is your view regarding the overall effectiveness of your Dean?

- My Dean is highly effective.
- My Dean is somewhat effective.
- I am ambivalent about the effectiveness of my Dean.
- My Dean is somewhat ineffective.
- My Dean is very ineffective.
- I choose not to respond to the above statement.

Q13: Overall, how confident are you in the ability of your Dean to successfully manage the affairs of your College?

- I am very confident in my Dean.
- I am somewhat confident.
- I am ambivalent about the abilities of my Dean.
- I somewhat lack confidence in my Dean.
- I strongly lack confidence in my Dean.
- I choose not to respond to the above statement.

Part V: Suggestions and Observations

Q14: In your view, what are the 3 biggest strengths of your Dean's leadership?

- 1.
- 2.
- 3.

Q15: In your view, what are 3 ways the Dean can improve his or her leadership?

- 1.
- 2.
- 3.

Q16: What 3 words (or short phrases) would you use to best describe your Dean?

- 1.

- 2.
- 3.

Q17: What do you see as being the 3 biggest strengths of your College?

- 1.
- 2.
- 3.

Q18: What 3 suggestions do you have to improve your College?

- 1.
- 2.
- 3.

PART VI: Faculty Data

Q19: Are you:

- Term-appointed
- Tenure-track
- Tenured
- No response

Q20: Approximately how many years have you worked for the University?

- Less than 5 years
- 5-10 years
- 10-15 years
- 15-20 years
- More than 20 years
- No response

Q21: Do you hold a terminal degree in your field?

- Yes
- No
- No response

THANK YOU FOR YOUR TIME AND PARTICIPATION! Your feedback is greatly appreciated and will be used to provide feedback to Academic Affairs and your Dean.