

Faculty Feedback for Department Chairs

(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 Chair of your Department. The purpose of this survey is to provide faculty the opportunity to provide feedback to Academic Affairs, the Dean of your College, and your Chair. This gives you the opportunity to acknowledge the Chair's strengths as well as providing suggestions for improvement as it relates to the leadership of your Department. 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 Chair successfully supports and promotes 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 Chair actively promotes a collegial and positive work environment within the Department.

- 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 Chair effectively conveys information, priorities, expectations, and concerns within the Department.

- 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 Chair is fair and equitable in allocating resources among faculty and programs.

- 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 Chair 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 Chair 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 strongly disagree with the above statement.
- I 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 Chair 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 Chair 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 Chair 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 Chair 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 Chair 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 Chair 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 Chair?

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

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

- I am very confident in my Chair.
- I am somewhat confident.
- I am ambivalent about the abilities of my Chair.
- I somewhat lack confidence in my Chair.
- I strongly lack confidence in my Chair.
- 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 Chair's leadership?

- 1.
- 2.
- 3.

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

- 1.
- 2.
- 3.

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

- 1.
- 2.
- 3.

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

- 1.
- 2.
- 3.

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

- 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

Q22: I am in the Department of:

Arts and Humanities

---list departments

Business and Social Sciences

---list departments

Natural Science and Mathematics

---list departments

Professional Studies

---list departments

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.