

## SECTION I: QUESTIONS FOR FACULTY AND STAFF IN THE SEVEN SCHOOLS AND THE LIBRARY

Please rate the \_\_\_\_\_ dean's performance on the following with: 1 = Poor, 2 = Fair, 3 = Good, 4 = Very good, 5 = Excellent 6 = No knowledge

### GOALS AND OBJECTIVES

1. Articulates clearly the strategic vision of the school, aligning it with the university's objectives.
2. Creates an atmosphere conducive to high faculty and staff performance.
3. Demonstrates vision and long-range planning.
4. Emphasizes importance of college/community service.
5. Advocates for resources needed by the unit.
6. Supports faculty and staff development.
7. Supports curriculum/program development.
8. Supports faculty who seek grants and contacts.
9. Provides leadership for school and program-related initiatives.
10. Supports faculty research/scholarship efforts.
11. Effectively uses data to guide goal setting.
12. Effectively uses data to gauge progress on goals.
13. Engages in a collegial process to develop goals.
14. Motivates faculty and staff toward achieving shared goals.

Overall, I rate my dean's efforts on GOALS and OBJECTIVES as: 1 = Poor, 2 = Fair, 3 = Good, 4 = Very good, 5 = Excellent 6 = Not applicable 7 = No knowledge

Comments about goals and objectives \_\_\_\_\_

### MANAGEMENT SKILLS

1. Demonstrates knowledge of administrative policies and procedures.
2. Ensures university policies and procedures are implemented and enforced in a fair manner.
3. Allocates resources in a fair manner.
4. Manages the budget in a transparent manner.
5. Encourages ideas and creativity.
6. Handles administrative tasks effectively.
7. Solves problems effectively.
8. Demonstrates knowledge of programs and other entities within the school/library.
9. Promotes an environment that supports shared governance.
10. Demonstrates commitment to a fair tenure and promotion process.
11. Supports faculty and staff professional growth.
12. Creates and supports a collegial climate amongst faculty and staff.
13. Accessible to faculty and staff within the school/library.
14. Demonstrates understanding of the needs and concerns of students.
15. Maintains productive relationships with faculty and staff in the school/library.
16. Maintains productive relationships external to their school/library.
17. Manages faculty and staff without micromanaging.
18. Builds consensus among faculty, staff, and university leadership on important issues.
19. Demonstrates commitment to equal employment practices.
20. Demonstrates support and respect for female faculty and staff.

21. Demonstrates support and respect for faculty and staff of color.
22. Demonstrates support and respect for faculty and staff members of the LGBTQIA community.
23. Demonstrates support and respect for faculty and staff of all religions.
24. Demonstrates support and respect for faculty and staff of all ages.
25. Demonstrates support and respect for faculty and staff with varying political viewpoints.
26. Demonstrates support and respect for international faculty and staff.
27. Supports faculty and staff in their school as they seek reasonable accommodation for persons with disabilities.
28. Ensures that faculty are knowledgeable about equal employment opportunity and affirmative action policies.

Overall, I rate my dean's efforts on MANAGEMENT SKILLS as: 1 = Poor, 2 = Fair, 3 = Good, 4 = Very good, 5 = Excellent 6 = Not applicable 7 = No knowledge

Comments about goals and objectives \_\_\_\_\_

#### COMMUNICATION SKILLS.

1. Communicates in a timely manner.
2. Listens to and provides constructive feedback to faculty and staff.
3. Effectively represents and advocates for the school/library and its members to the rest of the university.
4. Effectively represents and advocates for MY PROGRAM and its members to the rest of the university.
5. Effectively advocates for students.
6. Effectively communicates administration *priorities* to school/library members.
7. Effectively communicates university *policies* to school/library members.
8. Fosters an environment that encourages questions and constructive feedback.
9. Produces clear reports and correspondence.
10. Treats faculty and staff with respect
11. Adept at smoothing out faculty and staff conflicts diplomatically.
12. Actively listens to faculty, staff, and students, making sure all voices are heard before making decisions.
13. Appropriately recognizes and validates the feelings and concerns of others.
14. Demonstrates flexibility in working with different personalities and styles.
15. Fosters an environment where people feel valued and feel like they have a voice.
16. Demonstrates honesty, integrity, and transparency in interpersonal interactions.
17. Models professional behavior, especially when addressing differences in opinion or managing a change process

Overall, I rate my dean's efforts on COMMUNICATION SKILLS as: 1 = Poor, 2 = Fair, 3 = Good, 4 = Very good, 5 = Excellent 6 = Not applicable 7 = No knowledge

Comments about communication skills \_\_\_\_\_

#### QUALITY OF EDUCATION

1. Advances the school's/library's programs effectively.

2. Encourages curriculum and pedagogical development.
3. Engages programs in the assessment of student learning outcomes.
4. Supports teaching excellence.
5. Supports research.
6. Supports service efforts.
7. Manages effective faculty and staff recruitment efforts.
8. Supports and encourages professional development for faculty and staff.
9. Supports diversity in the curriculum.
10. Encourages faculty to incorporate diverse views in courses.
11. Supports the use of high-impact pedagogies to support diverse student needs.

Overall, I rate my dean's efforts on QUALITY OF EDUCATION as: 1 = Poor, 2 = Fair, 3 = Good, 4 = Very good, 5 = Excellent 6 = Not applicable 7 = No knowledge

Comments about communication skills \_\_\_\_\_

### SECTION III: DEMOGRAPHICS

If you work within one of the schools/library where you reside?

ARHU BUSN EDUC GENS HLTH NAMS SOBL Library

How long have you been employed at Stockton?

Less than 5 years Five to less than 10 years Ten to less than 15 years

Fifteen to less than 20 years 20 to less than 25 years 25+ years

What best describes your position?

Tenure track/tenured faculty

Non-tenured track full time faculty

Adjunct faculty

Staff, nonmanagerial

Staff, managerial

{outside}

How do you currently describe yourself

Male Female Transgender None of these Prefer not to answer

Which of the following best represents how you think of yourself?

Heterosexual Bisexual Gay or lesbian Something else I don't know Prefer not to answer

Please check what best describes your race/ethnicity

American Indian/Alaskan Native Asian Black or African American

Hispanic or Latino Native Hawaiian or other Pacific Islander White

If you are in a union, which union?

CWA SFT Neither