

Deborah Leon Guerrero

From: Prem Singh <psinghedu@gmail.com>
Sent: Thursday, March 14, 2013 5:27 PM
Subject: SCE to conduct AY 2012-13 Evaluation of Administrator Performance (EAP) survey.

Dear UOG Administrator:

The Faculty Senate Standing Committee on Evaluation (SCE) will conduct an "Evaluation of Administrator Performance (EAP)" survey during the next 4 weeks. This annual evaluation is mandated by Faculty Senate By-Laws, Article VIII, Section 4b & 4e, and Faculty Senate Handbook Article XII, Section C1 through C4-b. All faculty will be emailed a questionnaire that has been developed over several years. A few days time period will be provided for faculty to respond; after this period, the online survey will be closed. SCE will download the data and process it. Faculty Senate will provide a report to each administrator and his/her immediate supervisor. This process provides faculty members with an opportunity to provide their candid perception of the administrators' interaction with faculty.

If you have any questions or concerns, please, contact Faculty Senate President (Dr. Nicholas Goetzfridt, ngoetzfr@gmail.com or ext-2300) or SCE chair (Prem Singh, psinghedu@gmail.com, or ext- 2100)

Prem Singh

Chair SCE

Dr. Prem Singh (Chair-Spring 2013); Dr. Lourdes Ferrer (Chair-Fall 2012); Dr. Jacquelyn Cyrus (Member)

APPENDIX G

Default Question Block***Purpose and Instructions***

The mission of the Standing Committee on Evaluation is to foster an institutional climate committed to ongoing assessment by (a) producing valid evaluative instruments, and (b) conducting faculty evaluation of administrators that are linked to the highest possible standards for academic excellence.

Evaluation instruments are intended to enhance self-knowledge and development and provide a basis for decisions regarding career advancement. Evaluation processes must meet the eight-fold criterion of (1) Brevity, (2) Clarity, (3) Necessity, (4) Participation, (5) Reliability, (6) Substance, (7) Utility, and (8) Validity.

Assessment is a process and not an end product. The results give specific feedback to the administrators to consider in the administration of their office/role/duty to meet the vision and mission of the university.

PURPOSE

***Provide faculty with an opportunity to give direct feedback to their administrators.
Provide administrators with information regarding faculty perceptions of their performance.***

Results of the overall performance questions will be reported to faculty through the Faculty Senate as a total faculty response. The comments are transmitted with a summary of the survey results to administrators and their supervisor for confidential review.

INSTRUCTIONS

This survey is to evaluate the UOG President, Senior Vice President for Academic and Student Affairs, Vice President for Administration and Finance, and other upper level university administrators for Academic Year 2011-2012.

Please click your responses to each question in this survey and type in additional comments you may have in the text boxes provided.

APPENDIX G

ADDRESSING CONFIDENTIALITY AND ENSURING ANONYMITY

(i) Steps have been taken to ensure respondent anonymity. The respondent's IP address is not stored in the survey results, therefore both your identity and that of the computer used to complete this survey are not recorded.

(ii) Multiple responses are not allowed.

Thank you for participating in the faculty evaluation of administrator performance.

Part One: Academic Administrators Above College Level

Use the following rating scale to mark your response by clicking the appropriate level.

Unsatisfactory.....1.....2.....3.....4.....5.....Excellent/Exceptional.....

If you are unable to judge, please click UN(6)

APPENDIX G

A. President: Dr. Robert A. Underwood

	Unsatisfactory 1	2	3	4	Excellent 5	UN 6
1. Seeks sources of local, regional, and national funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Promotes the teaching, research, and service mission of the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Ensures that the University abides by the statutes of Guam and the Board of Regents' policies, rules, regulations, and procedures issued for the operation of the university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Informs the Regents of the activities, problems, and needs of the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Presents and defends the annual University budget to the Board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Ensures that the University meets the standards requisite for accreditation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Effective in approving the hiring of all faculty and administration personnel for the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Delegates responsibilities and commensurate authority to appropriate personnel and evaluates their performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Evaluation of overall performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

9a. Additional comments (please specify below)

APPENDIX G

B. Senior Vice President, Academic and Student Affairs: Dr. Helen J.D. Whippy

	Unsatisfactory 1	2	3	4	Excellent 5	UN 6
10. Pursues the academic missions of the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Interacts with leaders and members in the community-at-large	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Supervises programs in the areas of curriculum, instruction, research, library services, continuing education, and the computer center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Coordinates and develops the academic budget	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Reviews and implements academic policies and regulations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Delegates responsibilities and authority appropriately	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Directs and encourages curriculum development, faculty development and academic innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Evaluation of overall performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17a. Additional comments (please specify below)

APPENDIX G



APPENDIX G

C. Vice President, Administration and Finance: Mr. David M. O'Brien

	Unsatisfactory 1	2	3	4	Excellent 5	UN 6
18. Is available and action-oriented in the face of urgent matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Facilitates open discussion among staff, administrators and faculty on University Fiscal matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Is accessible to faculty for discussions regarding financial matter of the University, Colleges and Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Demonstrates participative and shared governance in fiscal planning, development of fiscal policy, and decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Makes fiscal decisions guided by established rules and regulations,(e.g., Faculty Handbook, Federal Granting Agency Rules and Regulations)and keeps these documents current	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Demonstrates a commitment to transparency in the financial matters of the University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Effectively allocates funds to ensure the core missions of the University is met in the short term, while planning for the long term	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

27a. Additional comments (please specify below)**D. OTHER UNIVERSITY ADMINISTRATORS**

Any other university-wide administrator with whom you have had substantial contact, please evaluate them on the following 5-point scale.

D1. Executive Offices:

	Unsatisfactory 1	2	3	4	Excellent 5	UN 6
28. Cathleen Moore-Linn (Director, Integrated Marketing Communications)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Elaine Faculo-Gogue (EEO/Institutional Compliance Officer)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. David Okada (Chief Planning Officer)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Peter Roy Martinez (Director, Alumni Affairs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Victoria Renacia (Legal Counsel)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

D1. Additional Comments (identify the name of the specific administrator when making comments):

APPENDIX G



APPENDIX G

D2. Academic and Student Affairs:

	Unsatisfactory 1	2	3	4	Excellent 5	UN 6
33. Dr. Julie Ulloa-Heath (Dean, Enrollment Management & Student Services)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Christine Scott-Smith (Director, Learning Resources)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Dr. Luan Nguyen (Director, Computer Center)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Dr. Heidi San Nicolas (Director, CEDDERS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Dr. John Peterson (Director, RFT-MARC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Dr. John Peterson (Assistant Vice President for Graduate Studies and Sponsored Research)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Mark Duarte (Director, Financial Aid Office)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. Dr. Laurie Raymundo (Acting Director, Marine Lab.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. Dr. Gary Denton (Director, WERI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Deborah Leon Guerrero (Director, Academic Assessment & Institutional Research)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Remy Cristobal (Registrar)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Yoichi Rengill (Director, TRC Department)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

Additional Comments (identify the name of the specific administrator when making comments):

D3. Administration and Finance:

	Unsatisfactory 1	2	3	4	Excellent 5	UN 6
46. Elaine Faculo-Gogue (Chief, Human Resources Office, Acting)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Sonny Perez (Chief, Plant and Facilities Officer)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. Bob Pelky (Director, Athletics/Field House)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Ann S.A. Leon Guerrero (Director, Auxiliary Service/Bookstore)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. Rita Edwards (Acting Assistant Director, PIP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. Zeny Nace (Comptroller - Business Office)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

D3. Additional Comments (identify the name of the specific administrator when making comments):

APPENDIX G



APPENDIX G

Default Question Block



Purpose and Instructions

The mission of the Standing Committee on Evaluation is to foster an institutional climate committed to ongoing assessment by (a) producing valid evaluative instruments, and (b) conducting faculty evaluation of administrators that are linked to the highest possible standards for academic excellence.

Evaluation instruments are intended to enhance self-knowledge and development and provide a basis for decisions regarding career advancement. Evaluation processes must meet the eight-fold criterion of (1) Brevity, (2) Clarity, (3) Necessity, (4) Participation, (5) Reliability, (6) Substance, (7) Utility, and (8) Validity.

Assessment is a process and not an end product. The results give specific feedback to the administrators to consider in the administration of their office/role/duty to meet the vision and mission of the university.

PURPOSE

Provide faculty with an opportunity to give direct feedback to their administrators.
Provide administrators with information regarding faculty perceptions of their performance.

Results of the overall performance questions will be reported to faculty through the Faculty Senate as a total faculty response. The comments are transmitted with a summary of the survey results to administrators and their supervisor for confidential review.

INSTRUCTIONS

This survey for the use of CLASS faculty for Academic Year 2011-2012.

APPENDIX G

Please click your responses to each question in this survey and type in additional comments you may have in the text boxes provided.

ADDRESSING CONFIDENTIALITY AND ENSURING ANONYMITY

(i) Steps have been taken to ensure respondent anonymity. The respondent's IP address is not stored in the survey results, therefore both your identity and that of the computer used to complete this survey are not recorded.

(ii) Multiple responses are not allowed.

Thank you for participating in the faculty evaluation of administrator performance.

Part One. College-level Administrators.

Use the following rating scale to mark your response by clicking the appropriate level.

Unsatisfactory.....1.....2.....3.....4.....5.....Excellent/Exceptional.....

If you are unable to judge, please click UN(6)

APPENDIX G

A. Dean: Dr. James Sellmann

Evaluate your dean on the following:

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
1. Is available and action-oriented in the face of urgent matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Facilitates discussion and makes valuable contributions to curriculum and other academic matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Actively seeks, and supports faculty development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Is accessible to faculty for discussions regarding student/client, research, and administrative matters, and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Is fair and equitable in the treatment of all faculty in the College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
6. Supports and encourages faculty interest and work in research, proposal writing, and community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Cultivates and actively participates in learner assessment activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Demonstrates participative and shared governance in planning and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
14. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14a. Additional comments.

APPENDIX G

B. Associate Dean: Troy McVey (Acting)

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
15. Is available and action-oriented in the face of urgent matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Facilitates discussion and makes valuable contributions to the curriculum and other academic matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Actively seeks, and supports faculty development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Is accessible to faculty for discussions regarding student/client, research, and administrative matters, and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Is fair and equitable in the treatment of all faculty in the College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
20. Supports and encourages faculty interest and work in research, proposal writing, and community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Cultivates and actively participates in learner assessment activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Demonstrates participative and shared governance in planning and decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
28. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28a. Additional comments.**Part II. Other Relevant Issues.****Part II. Other Relevant Issues.**

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
29. Overall, how satisfied are you with this Evaluation of Administrator Performance measurement tool?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29a. Comments for improvement:

APPENDIX G

30. What would most help your faculty effectiveness?

31. Any other messages you would like to give to administrators:

APPENDIX G

Default Question Block

Purpose and Instructions

The mission of the Standing Committee on Evaluation is to foster an institutional climate committed to ongoing assessment by (a) producing valid evaluative instruments, and (b) conducting faculty evaluation of administrators that are linked to the highest possible standards for academic excellence.

Evaluation instruments are intended to enhance self-knowledge and development and provide a basis for decisions regarding career advancement. Evaluation processes must meet the eight-fold criterion of (1) Brevity, (2) Clarity, (3) Necessity, (4) Participation, (5) Reliability, (6) Substance, (7) Utility, and (8) Validity.

Assessment is a process and not an end product. The results give specific feedback to the administrators to consider in the administration of their office/role/duty to meet the vision and mission of the university.

PURPOSE

Provide faculty with an opportunity to give direct feedback to their administrators.
Provide administrators with information regarding faculty perceptions of their performance.

Results of the overall performance questions will be reported to faculty through the Faculty Senate as a total faculty response. The comments are transmitted with a summary of the survey results to administrators and their supervisor for confidential review.

INSTRUCTIONS

This survey for the use of CNAS faculty for Academic Year 2011-2012.

APPENDIX G

Please click your responses to each question in this survey and type in additional comments you may have in the text boxes provided.

ADDRESSING CONFIDENTIALITY AND ENSURING ANONYMITY

(i) Steps have been taken to ensure respondent anonymity. The respondent's IP address is not stored in the survey results, therefore both your identity and that of the computer used to complete this survey are not recorded.

(ii) Multiple responses are not allowed.

Thank you for participating in the faculty evaluation of administrator performance.

Part One. College-level Administrators.

Use the following rating scale to mark your response by clicking the appropriate level.

Unsatisfactory.....1.....2.....3.....4.....5.....Excellent/Exceptional.....

If you are unable to judge, please click UN(6)

APPENDIX G

A. Dean: Dr. Lee S. Yudin

Evaluate your dean on the following:

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
1. Is available and action-oriented in the face of urgent matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Facilitates discussion and makes valuable contributions to the Curriculum and other academic matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Actively seeks, and supports faculty development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Is accessible to faculty for discussions regarding student/client, research, and administrative matters, and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Is fair and equitable in the treatment of all faculty in the College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
6. Supports and encourages faculty interest and work in research, proposal writing, and community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Cultivates and actively participates in learner assessment activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Demonstrates participative and shared						

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
14. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14a. Additional comments.

APPENDIX G

B. Director Western Pacific Tropical Research: Dr. Lee S. Yudin

Evaluate this director on the following:

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
15. Is available and action-oriented in the face of urgent matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Facilitates discussion and makes valuable contributions to Agricultural Experiment Station (AES) and other research matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Actively seeks, and supports research funding opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Is accessible to faculty for discussions regarding research, administrative matters, and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
19. Supports and encourages faculty interest and work in research, proposal writing, and community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Cultivates and actively participates in developing and sustaining research programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Demonstrates participative and shared governance in planning and decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Performs administrative functions according to						

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
27. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27a. Additional comments.

APPENDIX G

C. Director of Cooperative Extension Services: Dr. Lee S. Yudin

Evaluate this director on the following:

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
28. Is available and action-oriented in the face of urgent matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Facilitates discussion and makes valuable contributions to Unit/Extension matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Actively seeks, and supports faculty development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Is accessible to faculty for discussions regarding student/client, research, administrative matters, and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Is fair and equitable in the treatment of all faculty in the Unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
33. Supports and encourages faculty interest and work in research, proposal writing, and community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Cultivates and actively participates in learner assessment activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Demonstrates participative and shared governance in planning and decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
41. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41a. Additional comments.

APPENDIX G

D. Associate Director Western Pacific Tropical Research: Dr. Greg Wiecko (Acting)

Evaluate this associate director on the following:

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
42. Is available and action-oriented in the face of urgent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Facilitates discussion and makes valuable contributions to Agricultural Experiment Station (AES) and other research matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Actively seeks, and supports research funding opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Is accessible to faculty for discussions regarding research, administrative matters, and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Is fair and equitable in the treatment of all research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
47. Supports and encourages faculty interest and work in research, proposal writing, and community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. Cultivates and actively participates in developing and sustaining research programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Demonstrates participative and shared governance in planning and decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
55. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

55a. Additional comments.

APPENDIX G

E. Associate Director of Cooperative Extension Services (CES): Victor T. Artero (Acting)

Evaluate this associate director on the following:

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
56. Is available and action-oriented in the face of urgent matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. Facilitates discussion and makes valuable contributions to Unit/Extension matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. Actively seeks, and supports faculty development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59. Is accessible to faculty for discussions regarding student/client, research, administrative matters, and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60. Is fair and equitable in the treatment of all faculty in the Unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
61. Supports and encourages faculty interest and work in research, proposal writing, and community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
62. Cultivates and actively participates in learner assessment activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
63. Demonstrates participative and shared governance in planning and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
69. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

69a. Additional comments.

APPENDIX G

F. Associate Dean, Resident Instruction: Dr. Henry Taijeron (Acting)

Evaluate this associate dean on the following:

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
70. Coordinates the development of course schedules and oversees faculty load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
71. Coordinates unit staff work on textbook orders, room assignments, and student advisement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
72. Monitors curricular changes as requested by the program faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
73. Coordinates the development of program review activities and student learning outcome assessments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
74. Schedules and coordinates student evaluations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
75. Implements faculty advisement, and mentoring of new faculty in the program involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
76. Evaluates faculty and staff with the Dean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
77. Conducts meetings and consultations with faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
78. Serves on the college Academic Affairs Committee and informs units affected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
79. Conveys information.						

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
83. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

83a. Additional comments.**Part II. Other Relevant Issues.**

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
84. Overall, how satisfied are you with this Evaluation of Administrator Performance measurement tool?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

84a. Comments for improvement:

APPENDIX G

85. What would most help your faculty effectiveness?

86. Any other messages you would like to give to administrators:

APPENDIX G

Default Question Block

Purpose and Instructions

The mission of the Standing Committee on Evaluation is to foster an institutional climate committed to ongoing assessment by (a) producing valid evaluative instruments, and (b) conducting faculty evaluation of administrators that are linked to the highest possible standards for academic excellence.

Evaluation instruments are intended to enhance self-knowledge and development and provide a basis for decisions regarding career advancement. Evaluation processes must meet the eight-fold criterion of (1) Brevity, (2) Clarity, (3) Necessity, (4) Participation, (5) Reliability, (6) Substance, (7) Utility, and (8) Validity.

Assessment is a process and not an end product. The results give specific feedback to the administrators to consider in the administration of their office/role/duty to meet the vision and mission of the university.

PURPOSE

Provide faculty with an opportunity to give direct feedback to their administrators.
Provide administrators with information regarding faculty perceptions of their performance.
Results of the overall performance questions will be reported to faculty through the Faculty Senate as a total faculty response. The comments are transmitted with a summary of the survey results to administrators and their supervisor for confidential review.

INSTRUCTIONS

This survey for the use of faculty from SNHS for Academic Year 2011-2012.

APPENDIX G

Please click your responses to each question in this survey and type in additional comments you may have in the text boxes provided.

ADDRESSING CONFIDENTIALITY AND ENSURING ANONYMITY

(i) Steps have been taken to ensure respondent anonymity. The respondent's IP address is not stored in the survey results, therefore both your identity and that of the computer used to complete this survey are not recorded.

(ii) Multiple responses are not allowed.

Thank you for participating in the faculty evaluation of administrator performance.

Part One. College-level Administrator.

Use the following rating scale to mark your response by clicking the appropriate level.

Unsatisfactory.....1.....2.....3.....4.....5.....Excellent/Exceptional.....

If you are unable to judge, please click UN(6)

APPENDIX G

Director: Kathryn Wood (Co-Director, Nursing)

Evaluate your director on the following:

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
1. Is available and action-oriented in the face of urgent matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Facilitates discussion and makes valuable contributions to curriculum and other academic matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Actively seeks, and supports faculty development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Is accessible to faculty for discussions regarding student/client, research, and administrative matters, and mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Is fair and equitable in the treatment of all faculty in the College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
6. Supports and encourages faculty interest and work in research, proposal writing, and community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Cultivates and actively participates in learner assessment activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Demonstrates participative and shared governance in planning and decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX G

Overall Evaluation

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
14. Is an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14a. Additional comments.**Part II. Other Relevant Issues.**

	Unsatisfactory (1)	2	3	4	Excellent (5)	UN (6)
15. Overall, how satisfied are you with this Evaluation of Administrator Performance measurement tool?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15a. Comments for improvement:

APPENDIX G

16. What would most help your faculty effectiveness?

17. Any other messages you would like to give to administrators: