

Faculty Senate **Off-Cycle Deans Performance** **Review**

Dean Joseph Tedesco
College of Engineering

On-line Survey (Available for 30 days beginning Oct 27th 2011)

Survey Format

- Online survey developed by the Faculty Governance Committee of the Senate and designed to assess the performance of Deans at the University of Houston in a generic fashion
- Survey split into 8 sections assessing different elements of the Deans performance
 - ***Leadership (6 questions)***
 - ***Governance (5 questions)***
 - ***Academic Impact (5 questions)***
 - ***Research and Scholarship (5 questions)***
 - ***Climate (5 questions)***
 - ***Leadership Team (4 questions)***
 - ***Management of the College (5 questions)***
 - ***Overall (2 questions)***

Survey Format

- Survey administered on-line during Oct-Nov 2011 (open for 30 days)
- All eligible faculty members in the College of Engineering were invited to participate in the survey including Assistant and Associate Deans
- A total of 45 faculty members in ENGR completed the survey out of a possible 115 eligible faculty (39% completion rate)

Survey Format

- Survey scale consisted of a “*slider scale*”
- Scale from **+100** (Strongly Agree) to **-100** (Strongly Disagree).
- Slider starting position at **0** (Neutral)
- Data plotted as a distribution after rank ordering of all responses to a particular survey question.
- Section and Question listed above each data plot in the subsequent slides
- Unedited comments appear at the end of the document

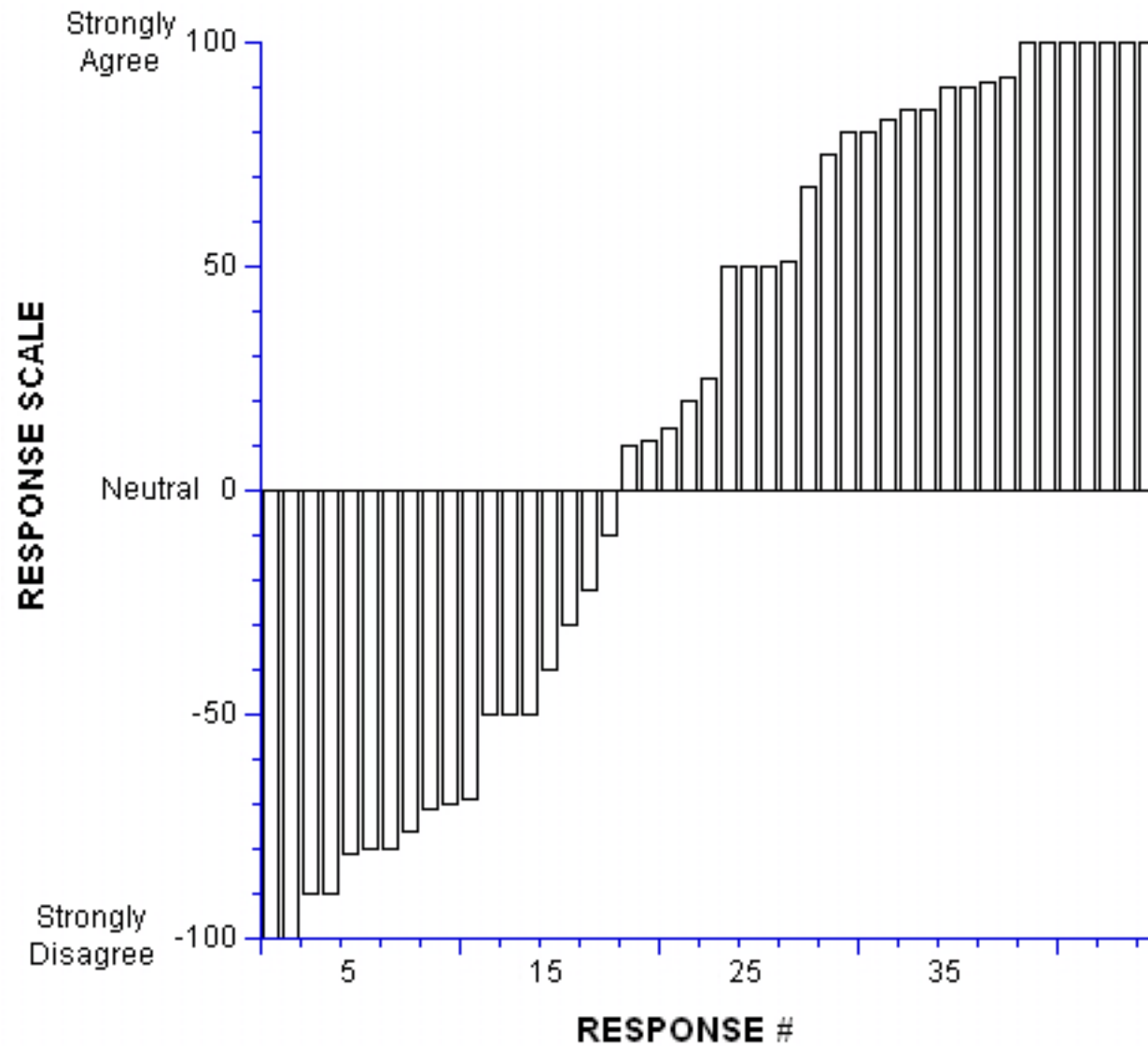
DEANS EVALUATION QUESTION TEMPLATE

How well does your Dean do the following?

		Mean	Median
SECTION 1	LEADERSHIP		
S1-Q1	Communicates the strategic vision for the college.	19.1	37.5
S1-Q2	Inspires the faculty to pursue the strategic vision.	(1.4)	(20.0)
S1-Q3	Is effective at building consensus among the faculty.	(12.3)	(25.0)
S1-Q4	Is engaged in the daily operations of the college.	(10.8)	(25.0)
S1-Q5	Brings new and innovative ideas to the college.	1.2	21.0
S1-Q6	Articulates how research and teaching are inseparable for achieving the College mission.	(8.8)	(23.0)
SECTION 2	GOVERNANCE		
S2-Q1	Respects and promotes shared governance at all levels of the college.	4.3	11.5
S2-Q2	Transmits information relevant to faculty from the upper administration in an accurate and timely manner.	18.7	36.0
S2-Q3	Actively solicits input in decision-making, including budgets, from a representative cross-section of faculty	(18.1)	(40.0)
S2-Q4	Incorporates faculty input in decision-making, including budgets	(19.7)	(50.0)
S2-Q5	Provides rationale for decisions made	1.6	14.0
SECTION 3	ACADEMIC IMPACT		
S3-Q1	Enhances the quality of the academic programs,	3.2	14.0
S3-Q2	Enhances the quality of masters and doctoral programs	5.3	18.0
S3-Q3	Allocates resources to support innovative academic programs	18.0	22.0
S3-Q4	Implements academic measures as recommended by accreditation and other standard setting organizations as appropriate	43.3	50.0
S3-Q5	Provides interventions as necessary to impact student success and improve timely graduation rates.	18.3	18.0
SECTION 4	RESEARCH AND SCHOLARSHIP		
S4-Q1	Proactively seeks major opportunities aligned with the strategic research and scholarship goals of the college	23.7	30.0
S4-Q2	Fosters collaborative environment to promote team research activities	9.5	26.0
S4-Q3	Promotes and rewards team excellence in research and scholarship	5.4	5.0
S4-Q4	Promotes and rewards individual excellence in research and scholarship	10.1	22.0
S4-Q5	Enhances research infrastructure	7.5	19.0
SECTION 5	CLIMATE		
S5-Q1	Sets the standard for ethical and professional behavior	7.9	25.0
S5-Q2	Inspires trust among the faculty	(17.2)	(29.0)
S5-Q3	Effectively resolves conflicts among the faculty	(4.7)	(12.5)
S5-Q4	Fosters respect for cultural diversity	47.6	67.5
S5-Q5	Inspires a sense of community within the college	(4.9)	(18.0)
SECTION 6	LEADERSHIP TEAM		
S6-Q1	Appoints effective associate and assistant deans	(35.3)	(80.0)
S6-Q2	Interacts effectively with departmental chairs	22.1	30.0
S6-Q3	Delegates responsibilities appropriately to his leadership team	3.1	0.0
S6-Q4	Holds leadership team accountable for execution of duties	4.9	0.0
SECTION 7	MANAGEMENT OF THE COLLEGE		
S7-Q1	Allocates adequate resources in support of teaching and research	(7.8)	(23.0)
S7-Q2	Minimizes costs for administration and overhead for the College	(26.5)	(27.0)
S7-Q3	Provides evidence to faculty to support budget decisions	(23.2)	(29.5)
S7-Q4	Maintains effective team of business personnel	(14.2)	(10.0)
S7-Q5	Maintains effective team of development personnel	10.4	21.0
SECTION 8	OVERALL		
S8-Q1	How do you rate the overall performance of the college?	31.2	49.5
S8-Q2	How do you rate the overall performance of the dean?	(8.4)	(25.0)

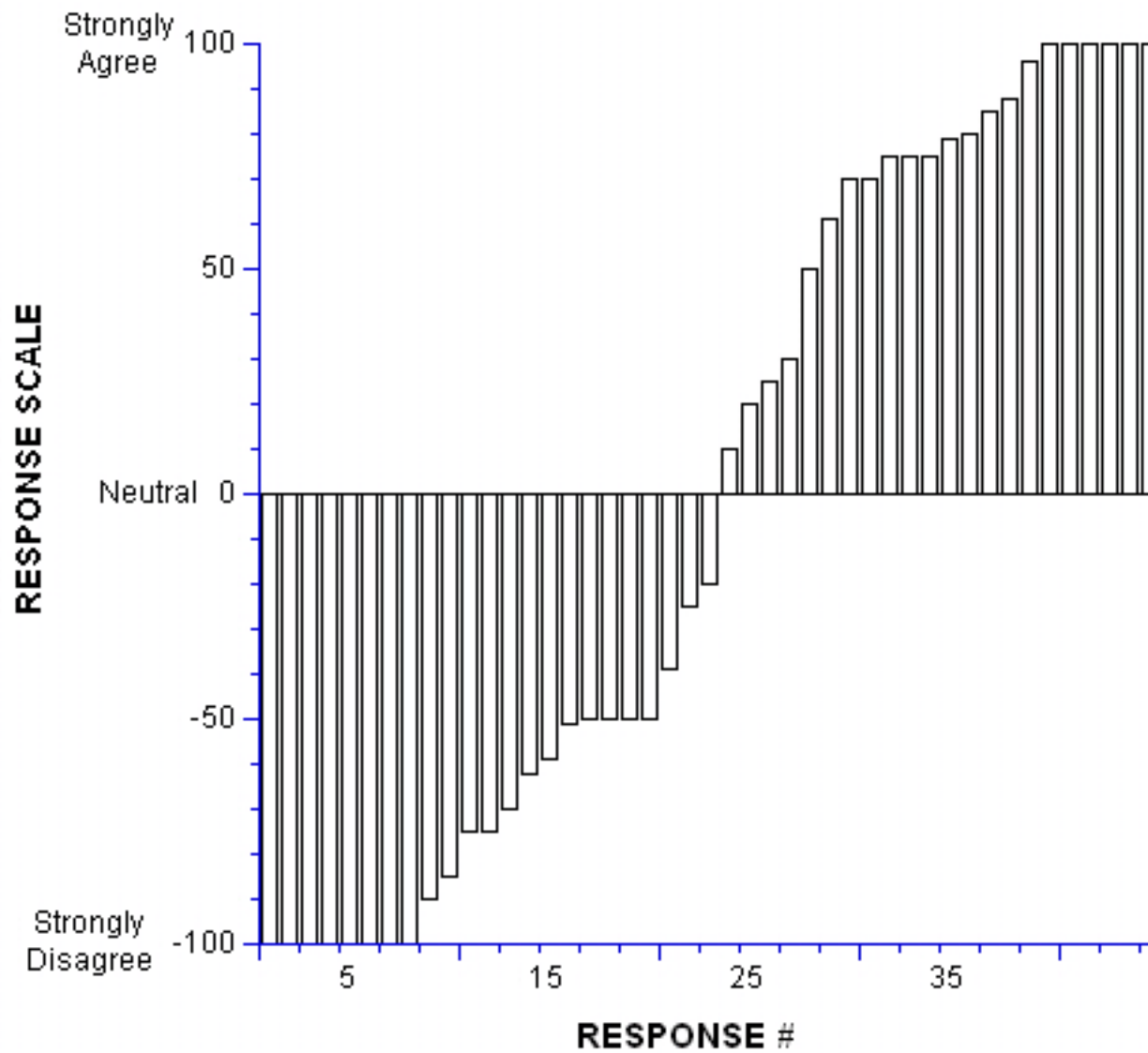
LEADERSHIP

Communicates the strategic vision for the college.



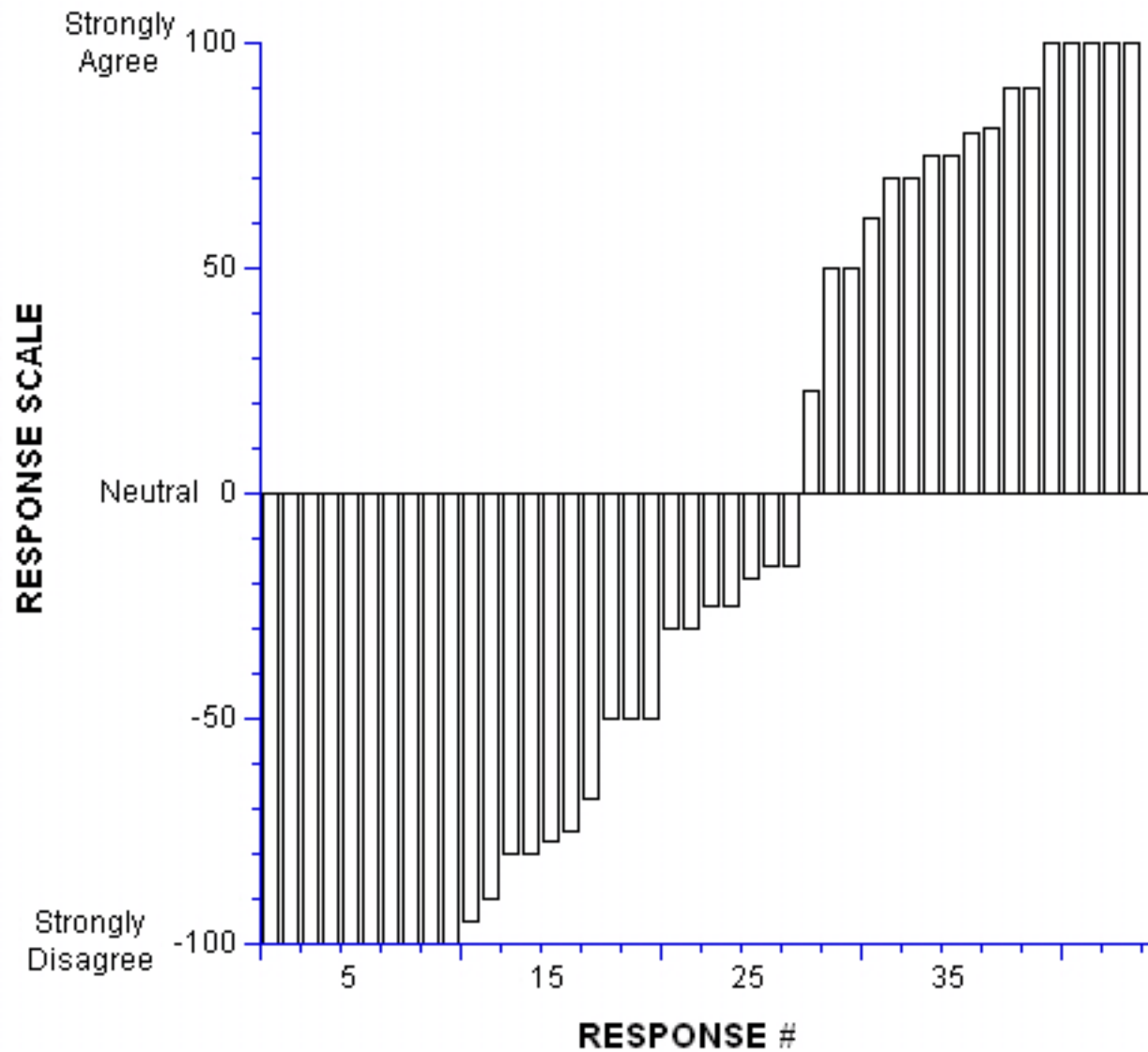
LEADERSHIP

Inspires the faculty to pursue the strategic vision.



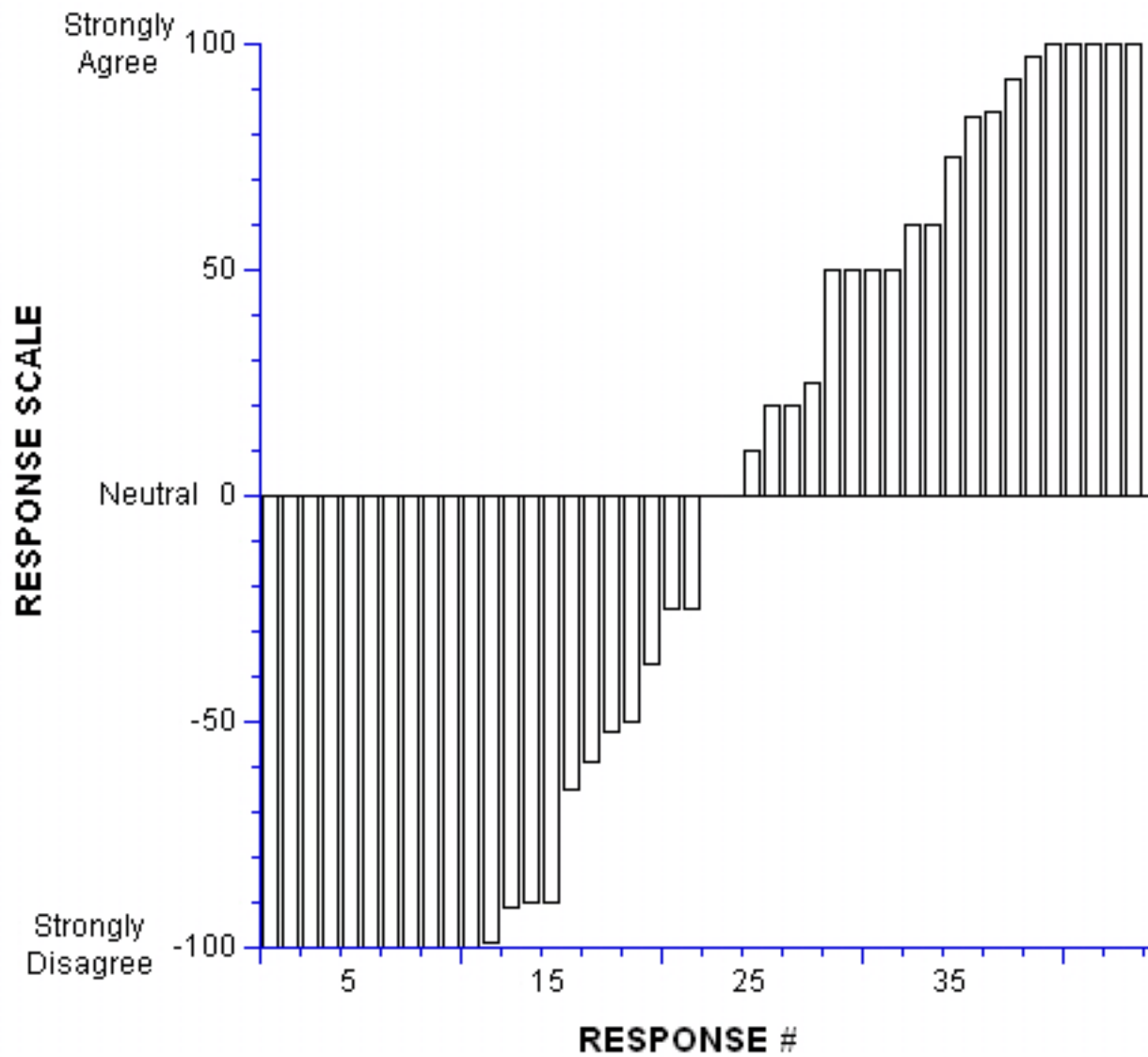
LEADERSHIP

Is effective at building consensus among the faculty.



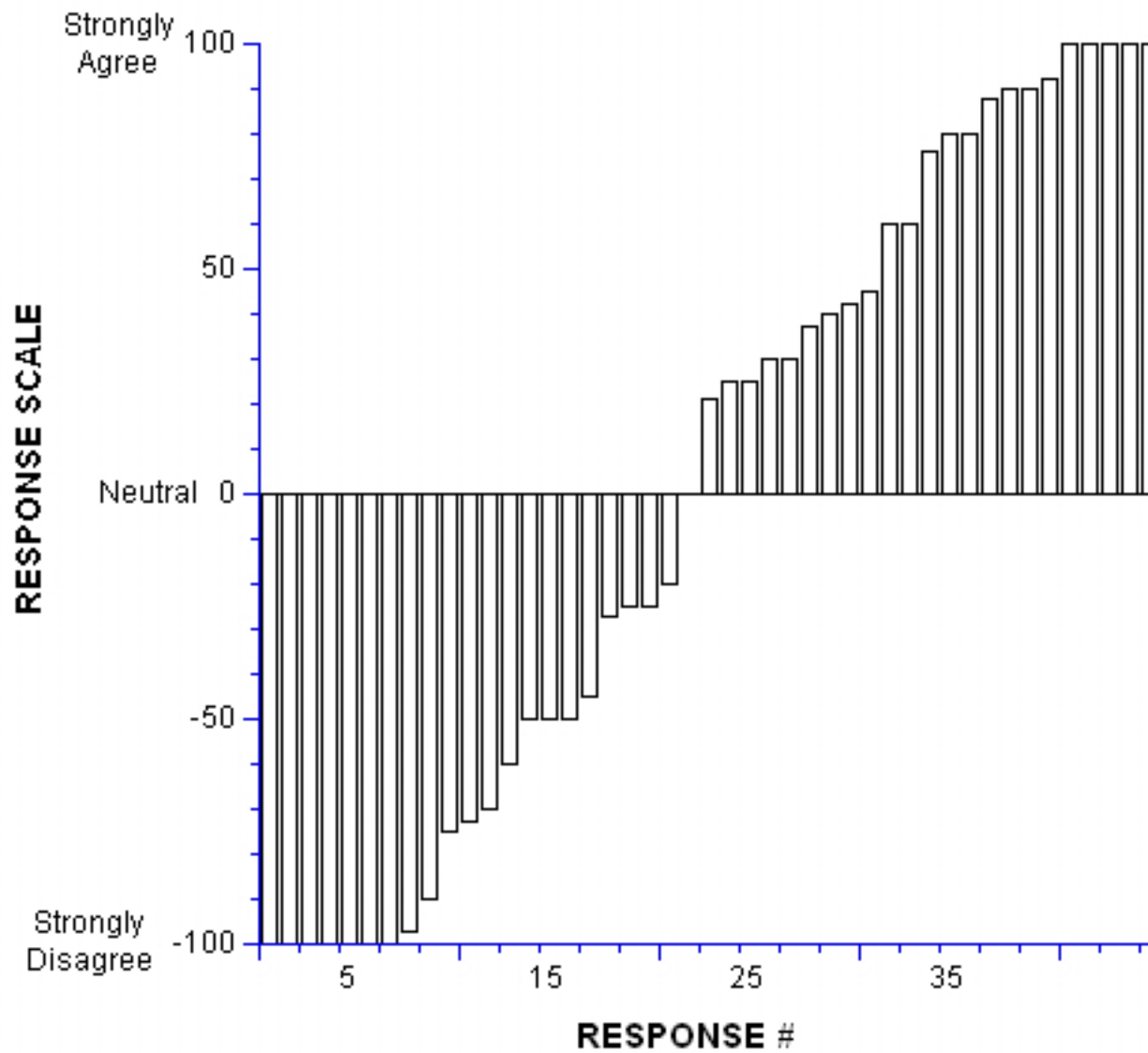
LEADERSHIP

Is engaged in the daily operations of the college.



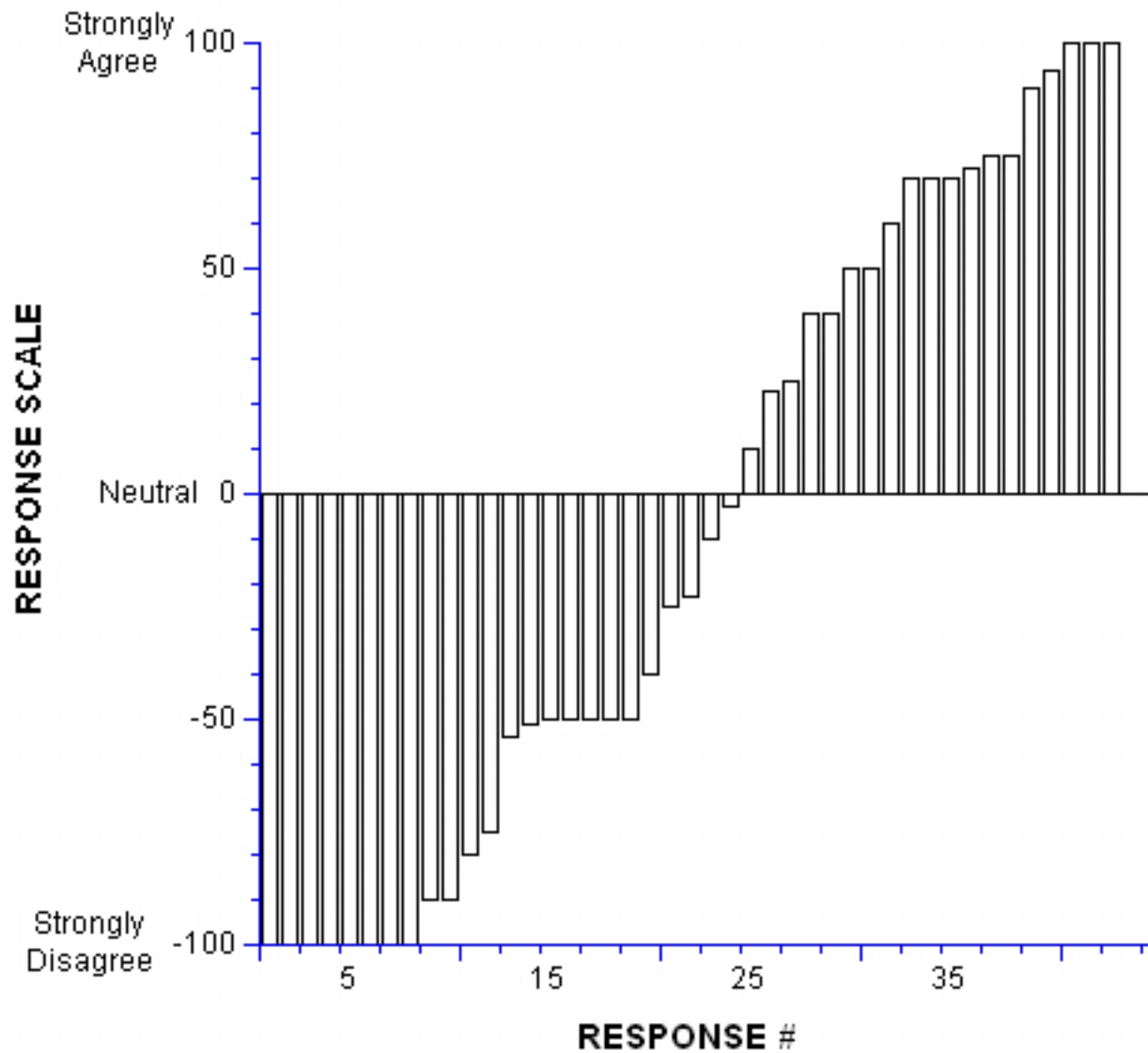
LEADERSHIP

Brings new and innovative ideas to the college.



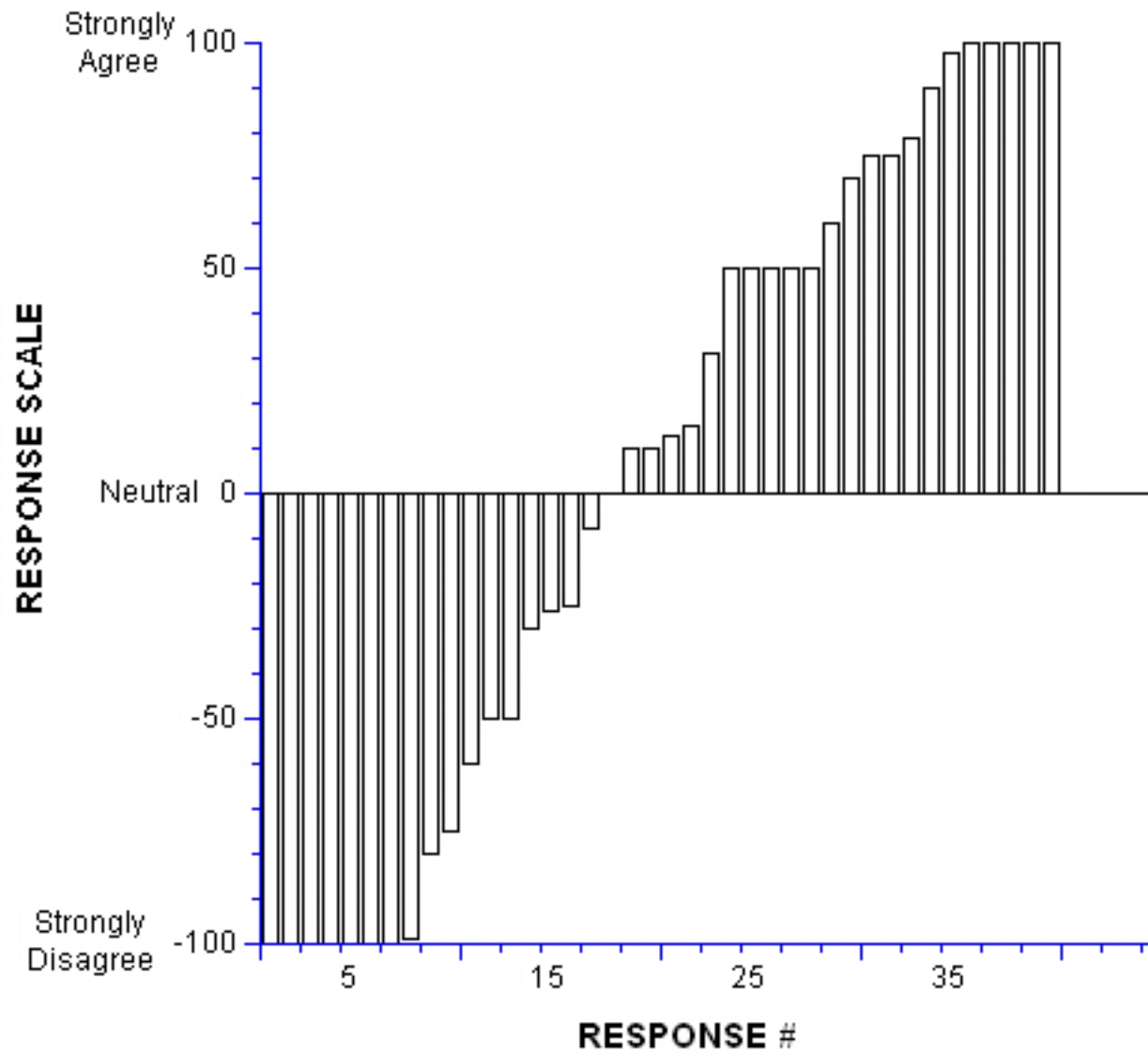
LEADERSHIP

Articulates how research and teaching are inseparable for achieving the College mission.



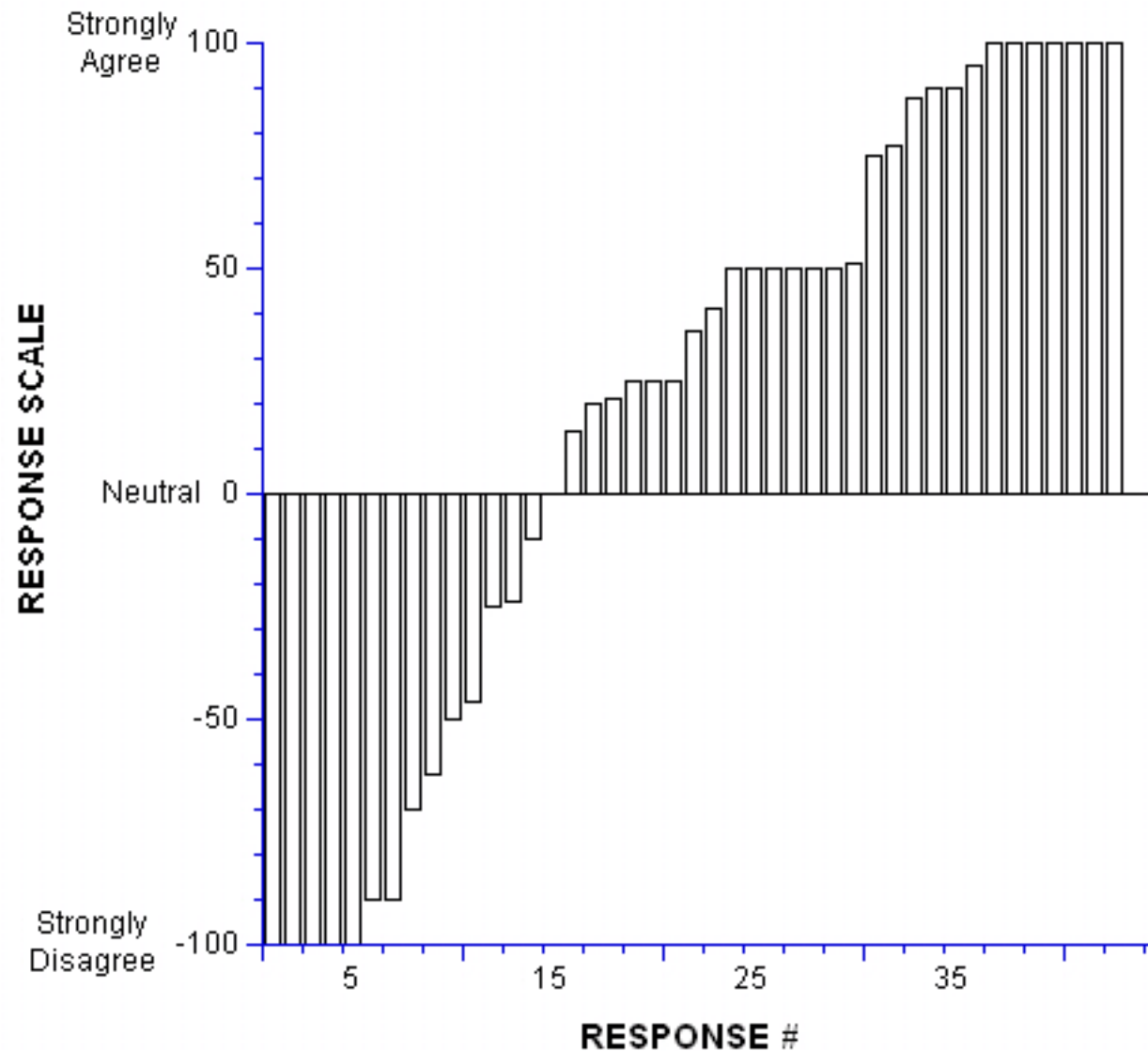
GOVERNANCE

Respects and promotes shared governance at all levels of the college.



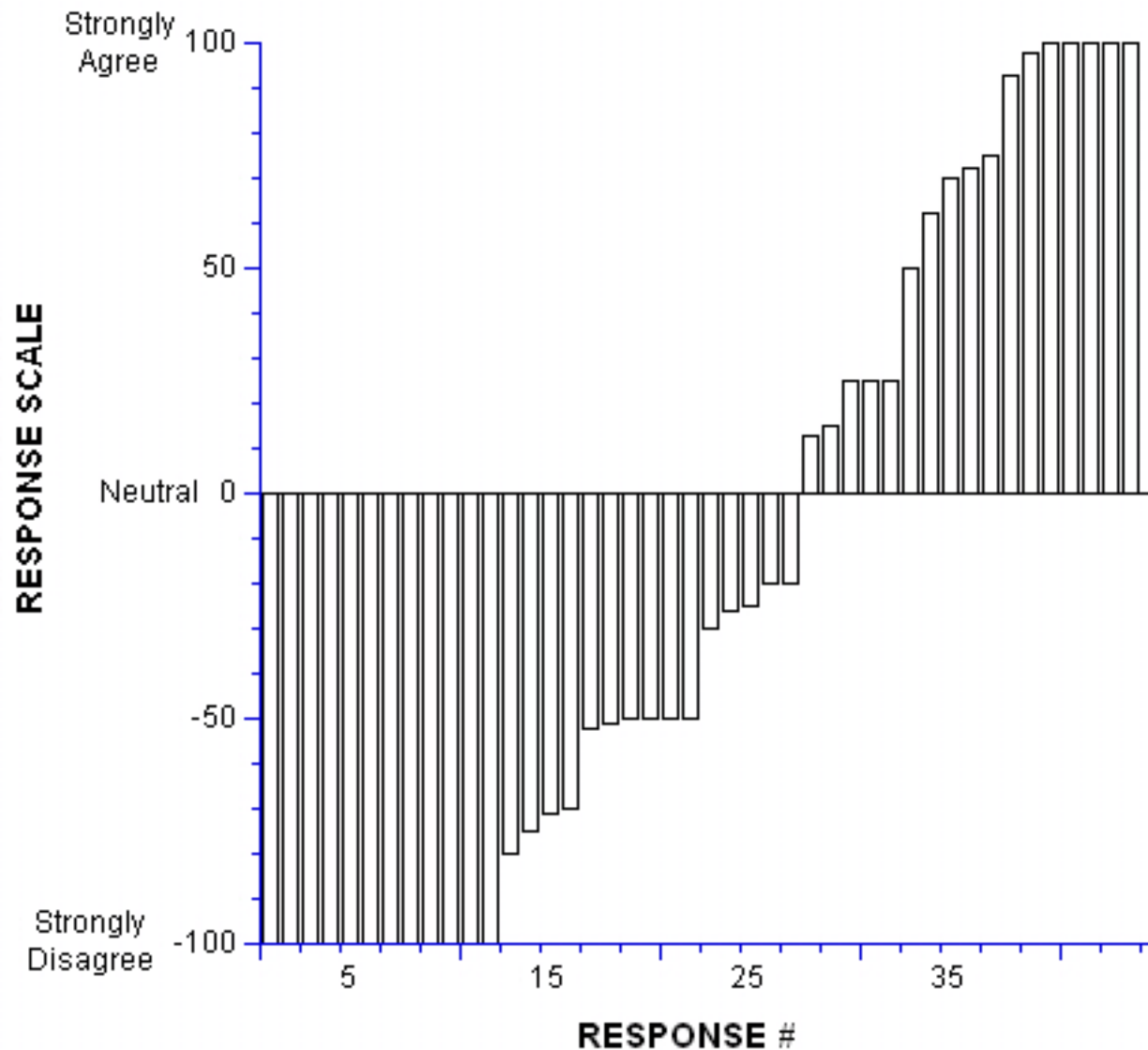
GOVERNANCE

Transmits information relevant to faculty from the upper administration in an accurate and timely manner.



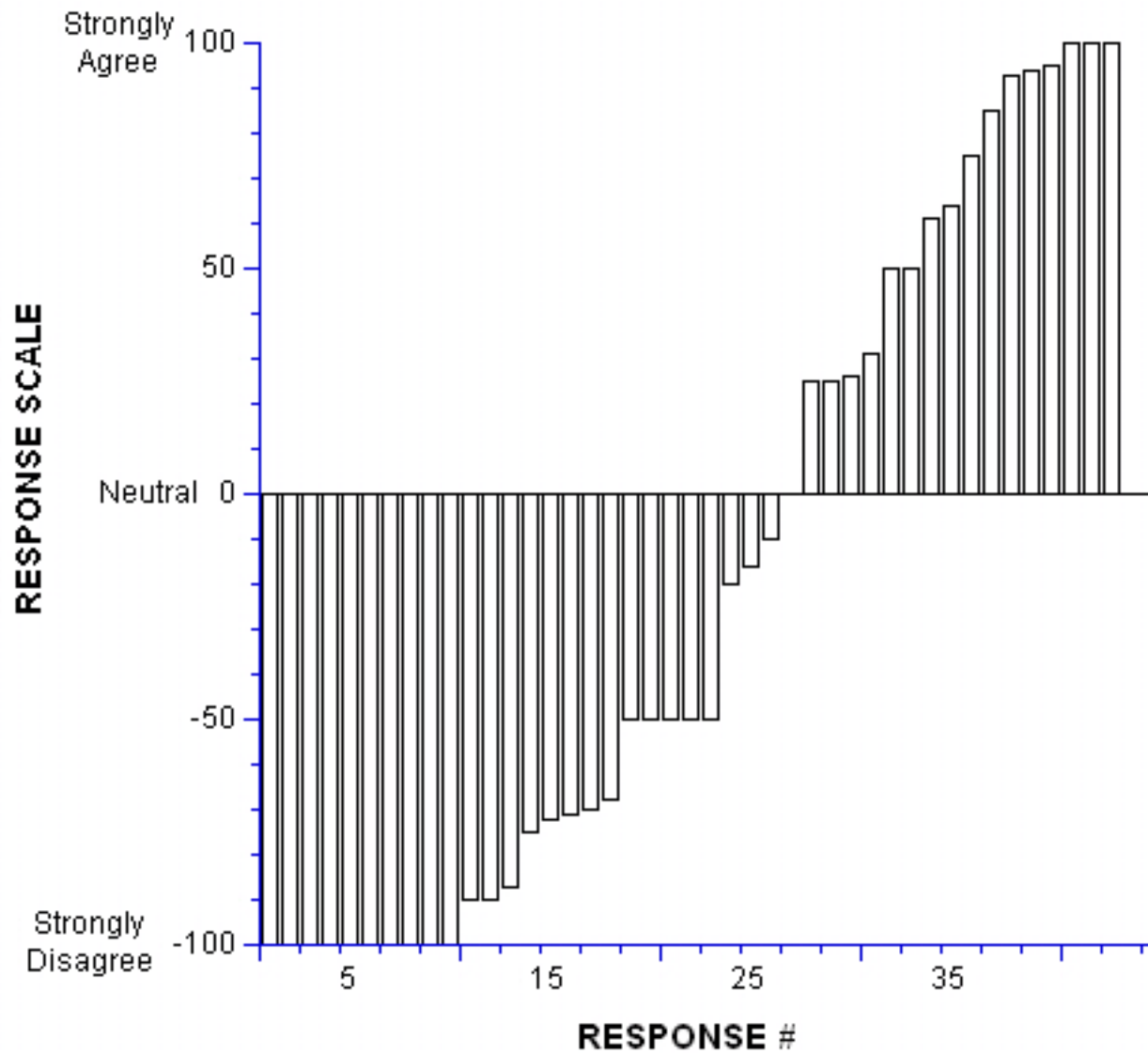
GOVERNANCE

Actively solicits input in decision-making, including budgets, from a representative cross-section of faculty



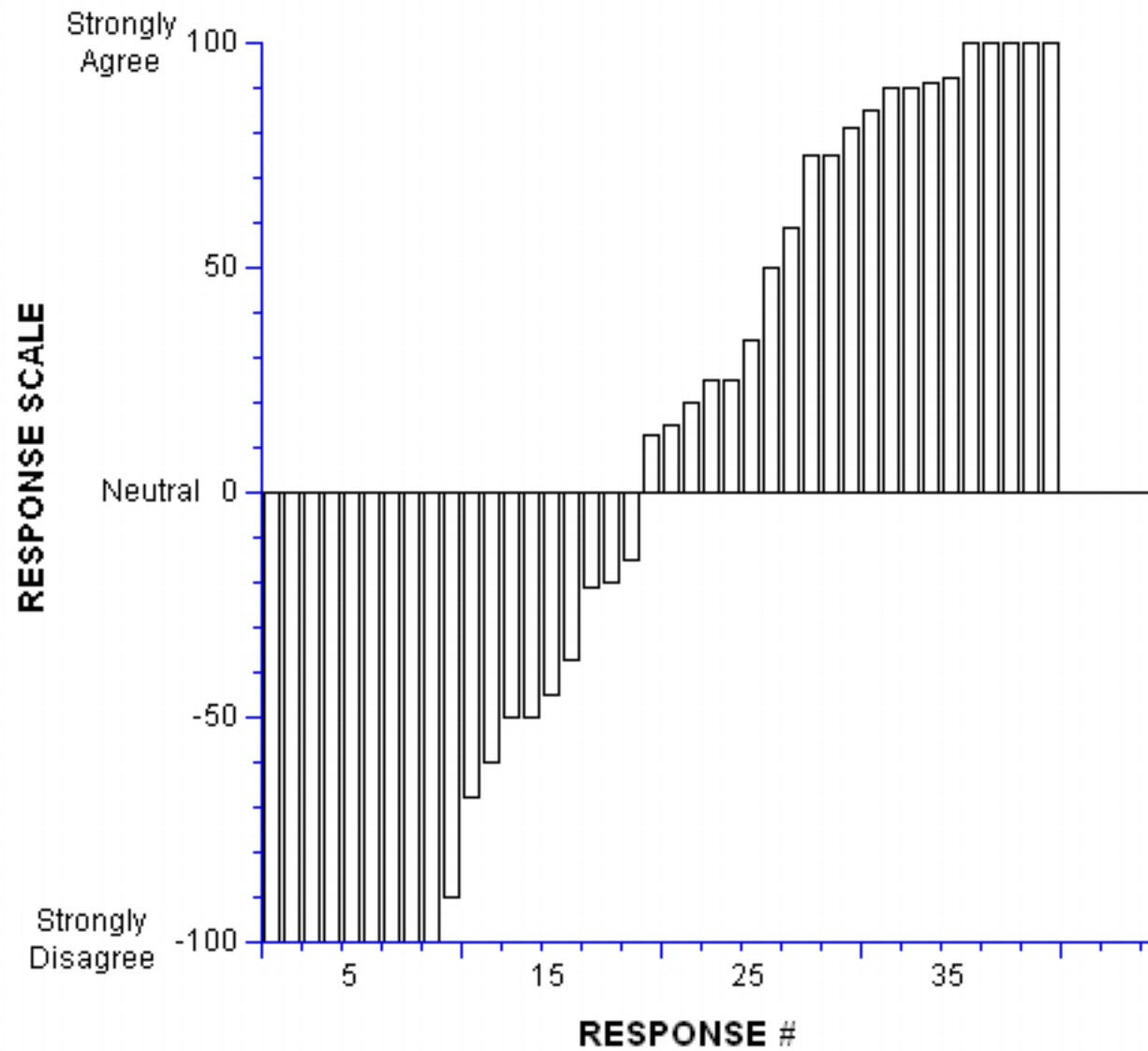
GOVERNANCE

Incorporates faculty input in decision-making, including budgets



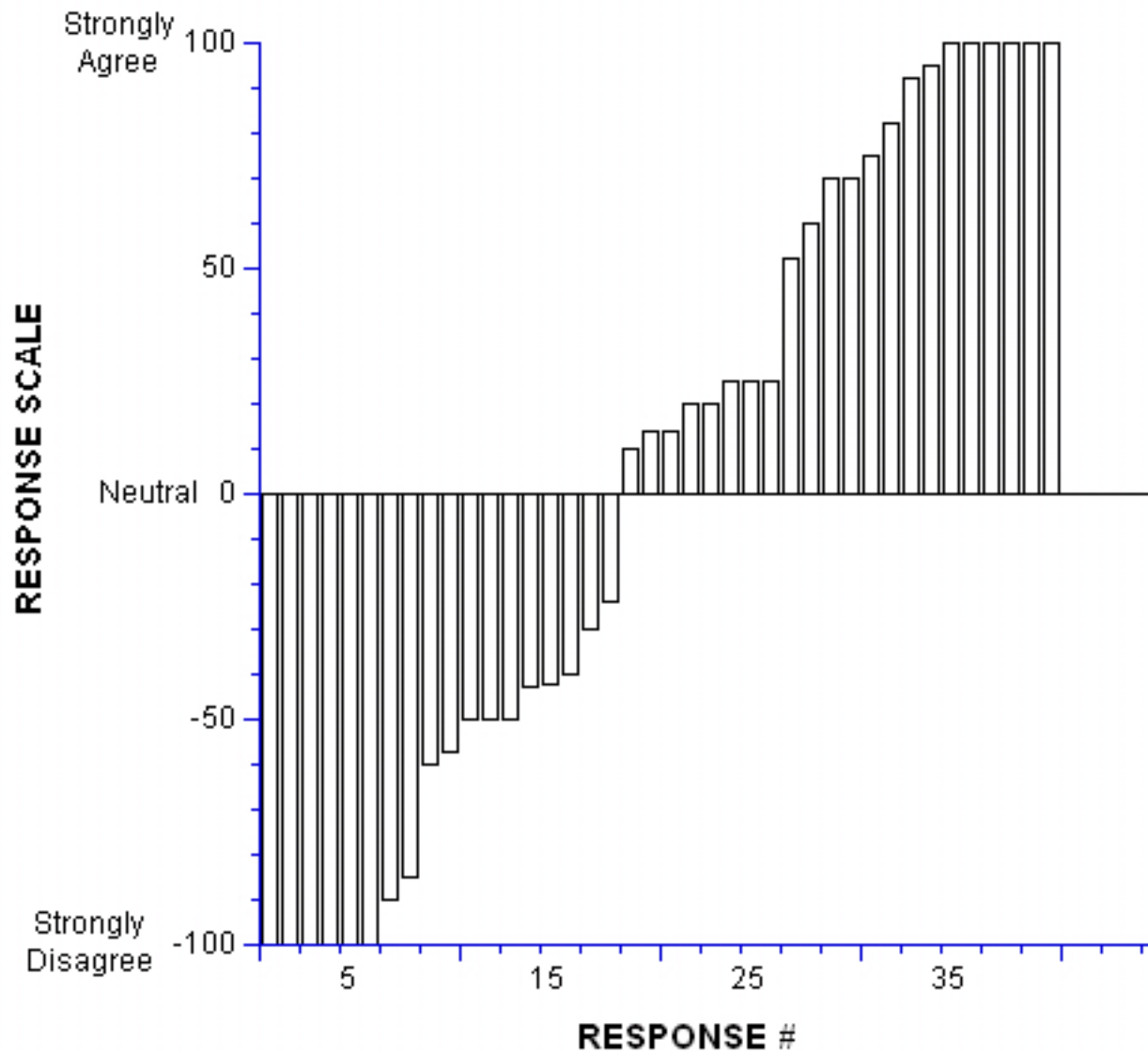
GOVERNANCE

Provides rationale for decisions made



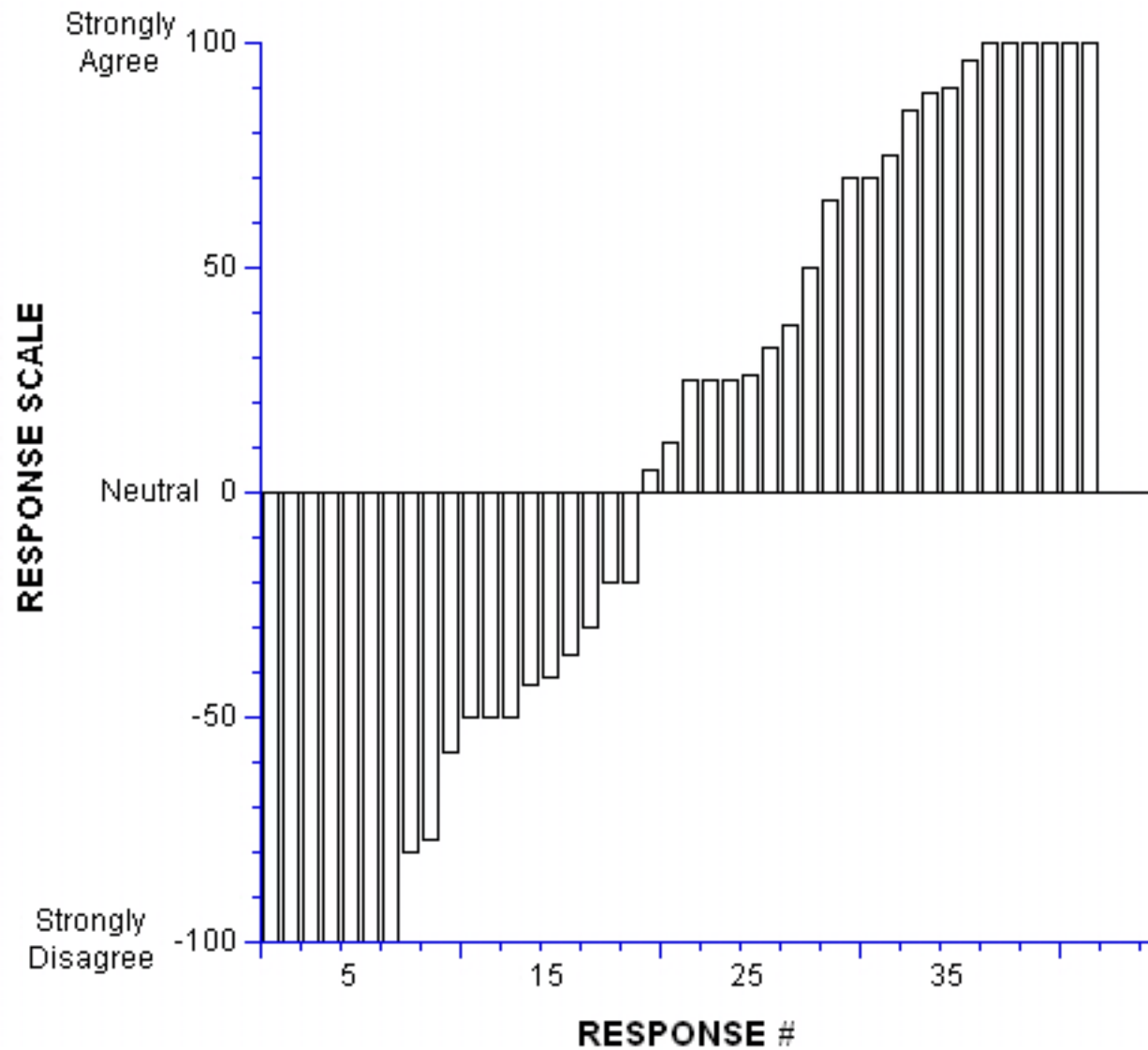
ACADEMIC IMPACT

Enhances the quality of the academic programs,



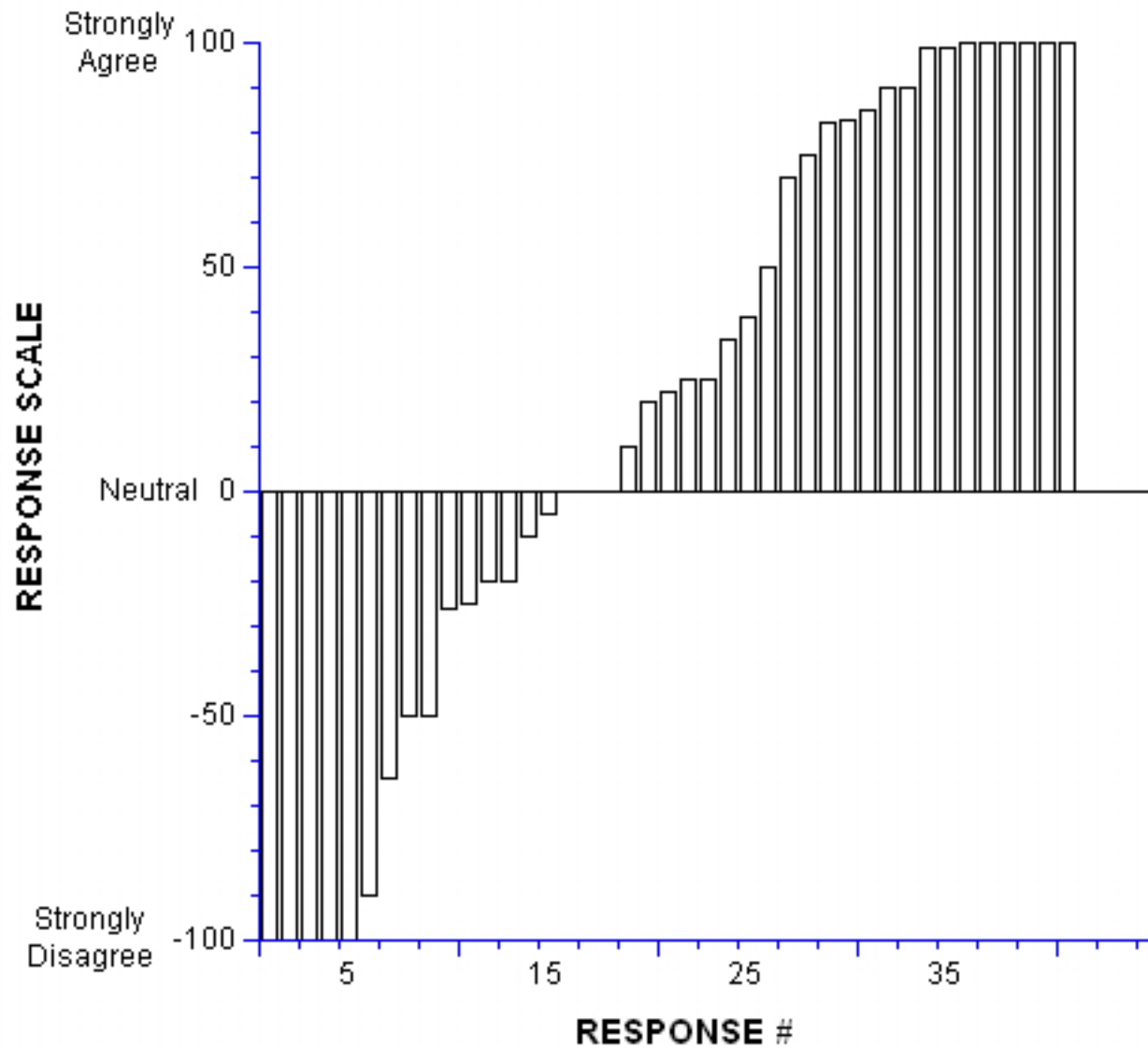
ACADEMIC IMPACT

Enhances the quality of masters and doctoral programs



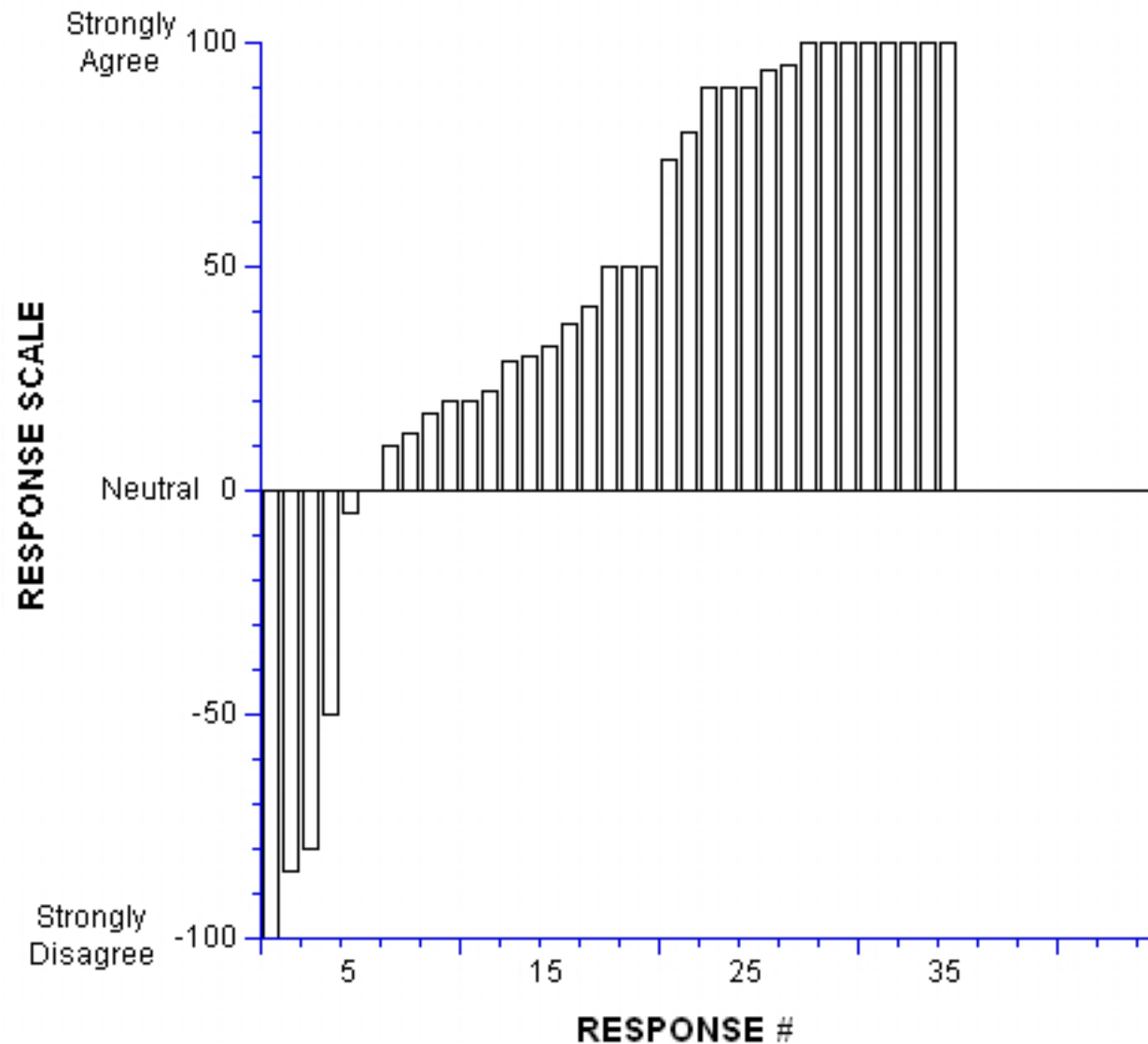
ACADEMIC IMPACT

Allocates resources to support innovative academic programs



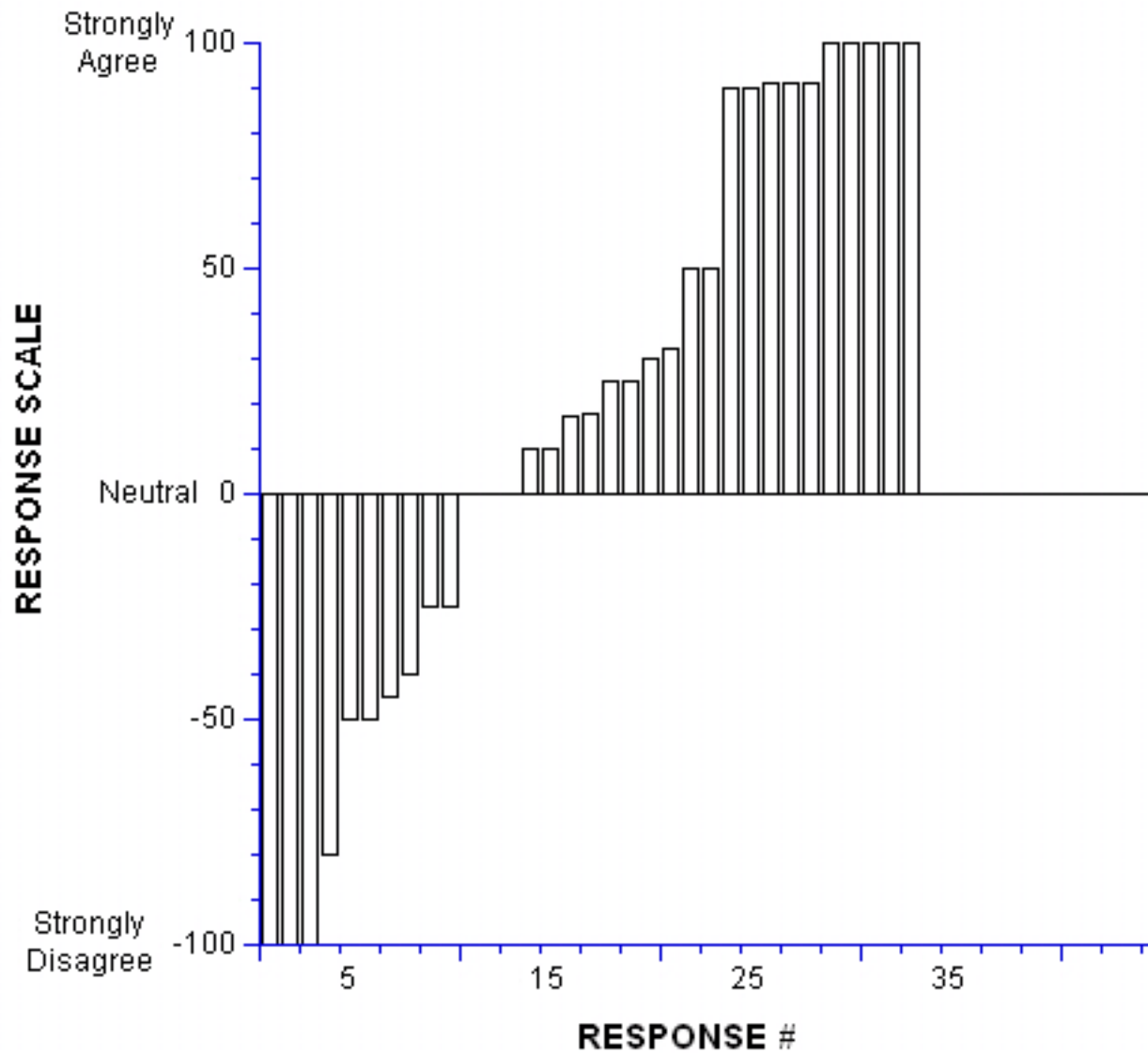
ACADEMIC IMPACT

Implements academic measures as recommended by accreditation and other standard setting organizations as appropriate



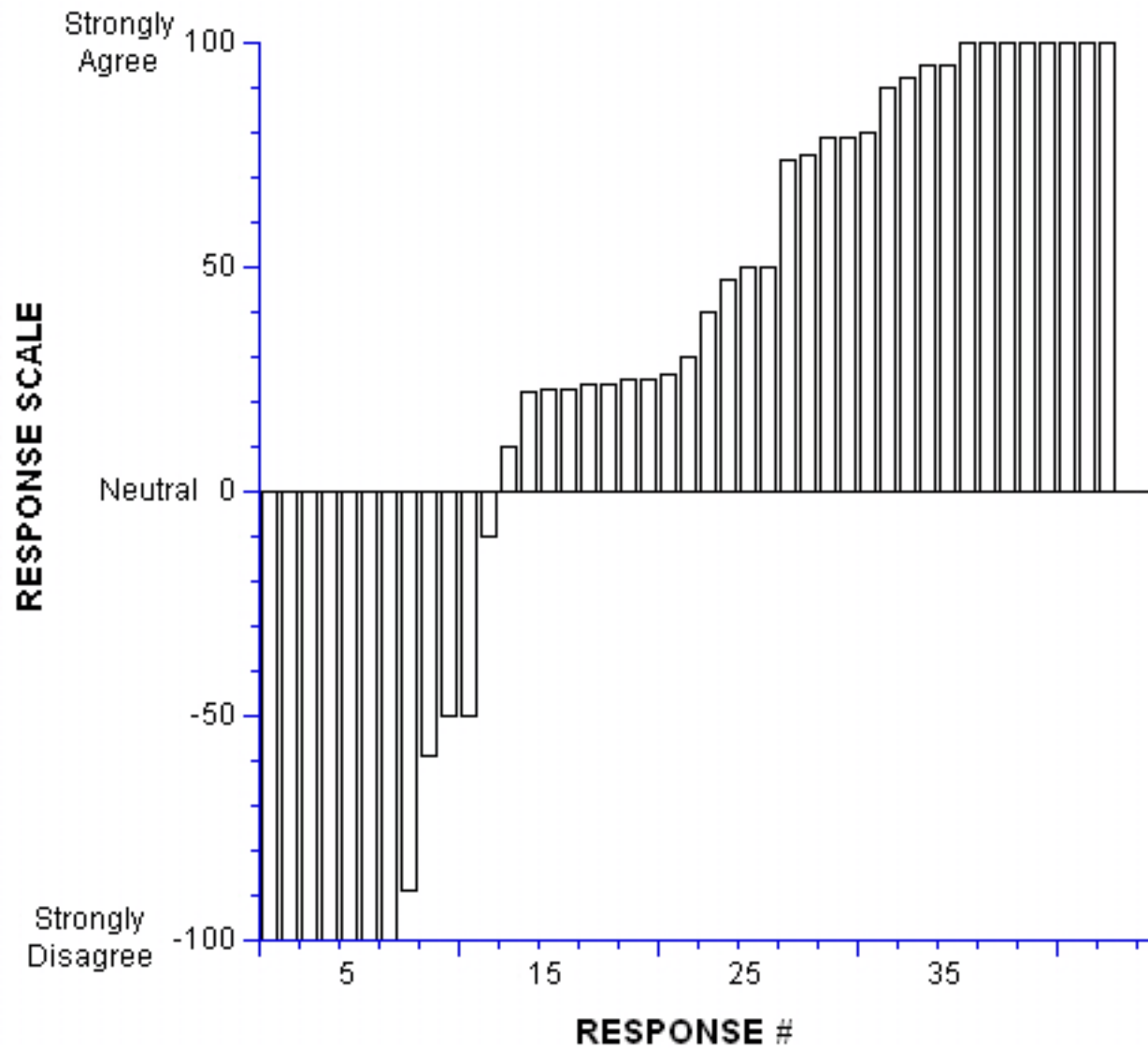
ACADEMIC IMPACT

Provides interventions as necessary to impact student success and improve timely graduation rates.



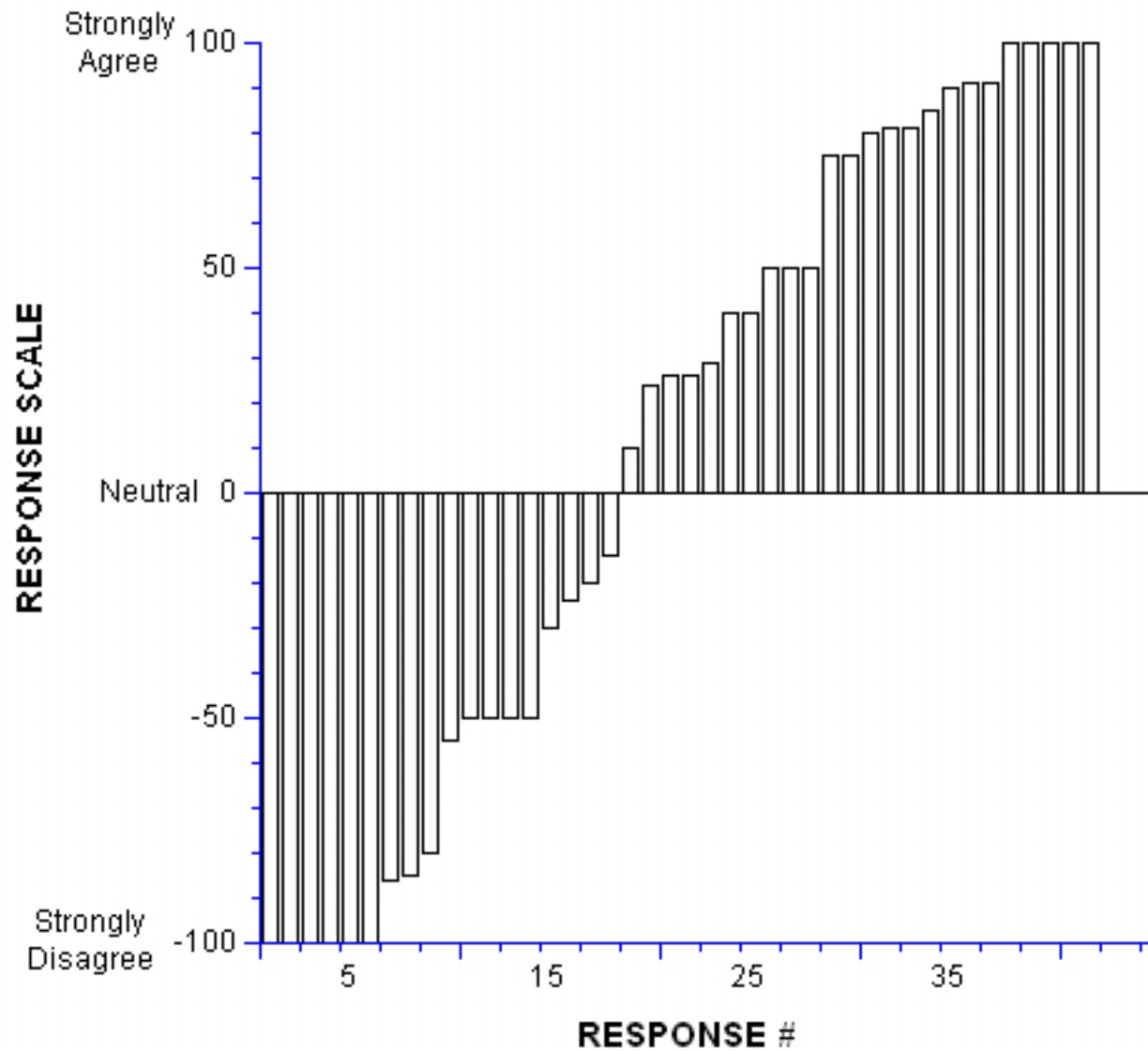
RESEARCH & SCHOLARSHIP

Proactively seeks major opportunities aligned with the strategic research and scholarship goals of the college



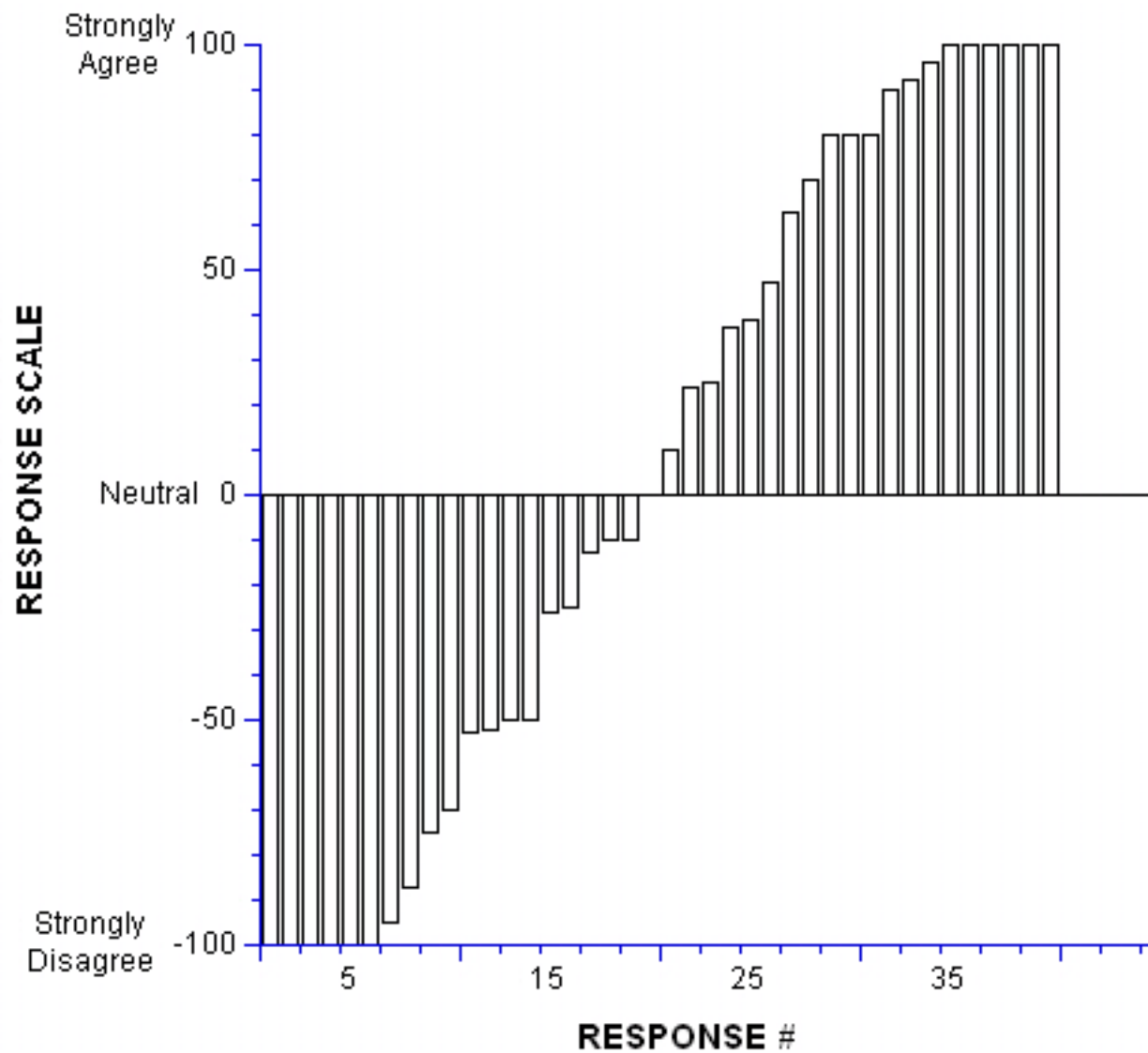
RESEARCH & SCHOLARSHIP

Fosters collaborative environment to promote team research activities



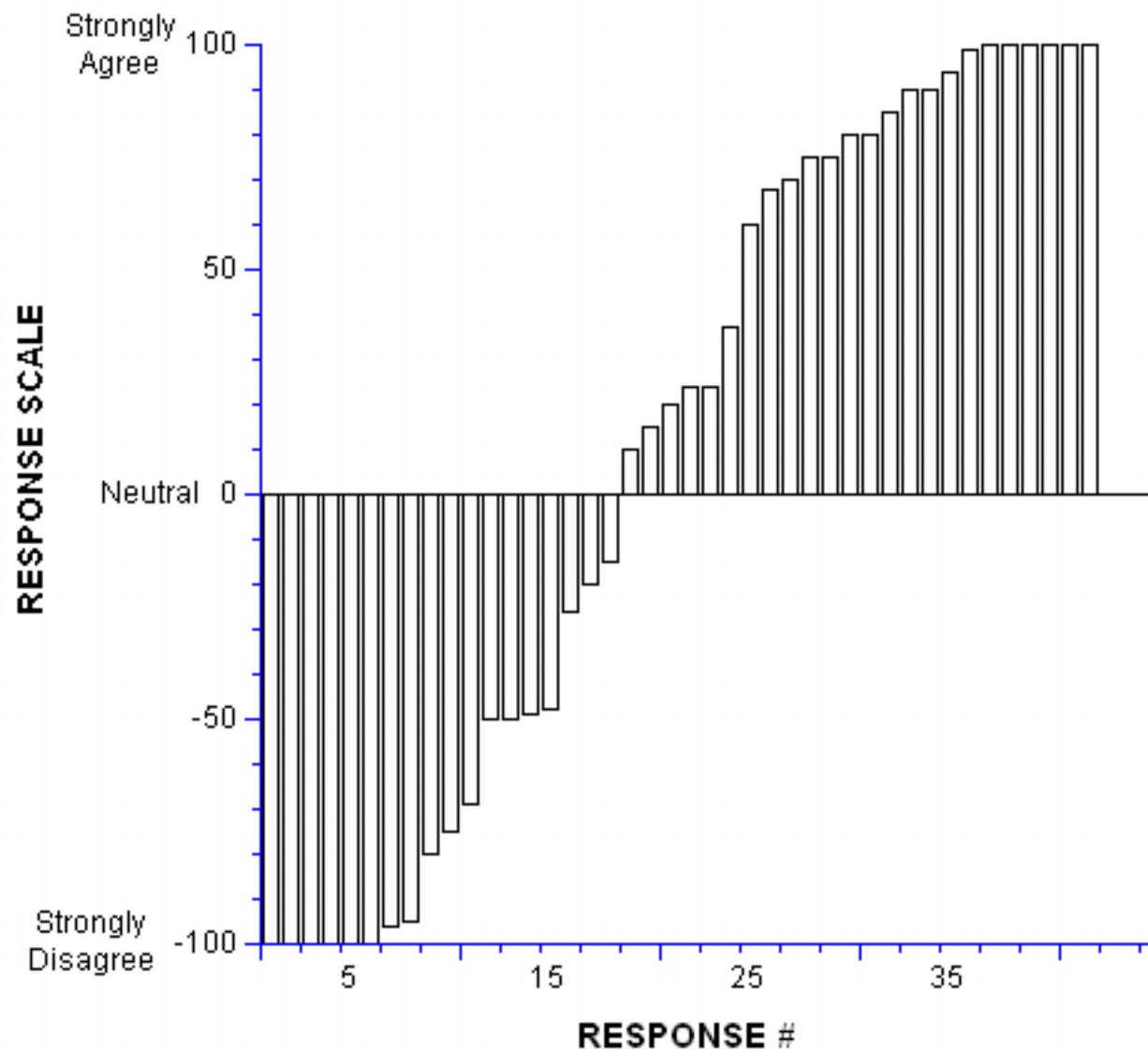
RESEARCH & SCHOLARSHIP

Promotes and rewards team
excellence in research and scholarship



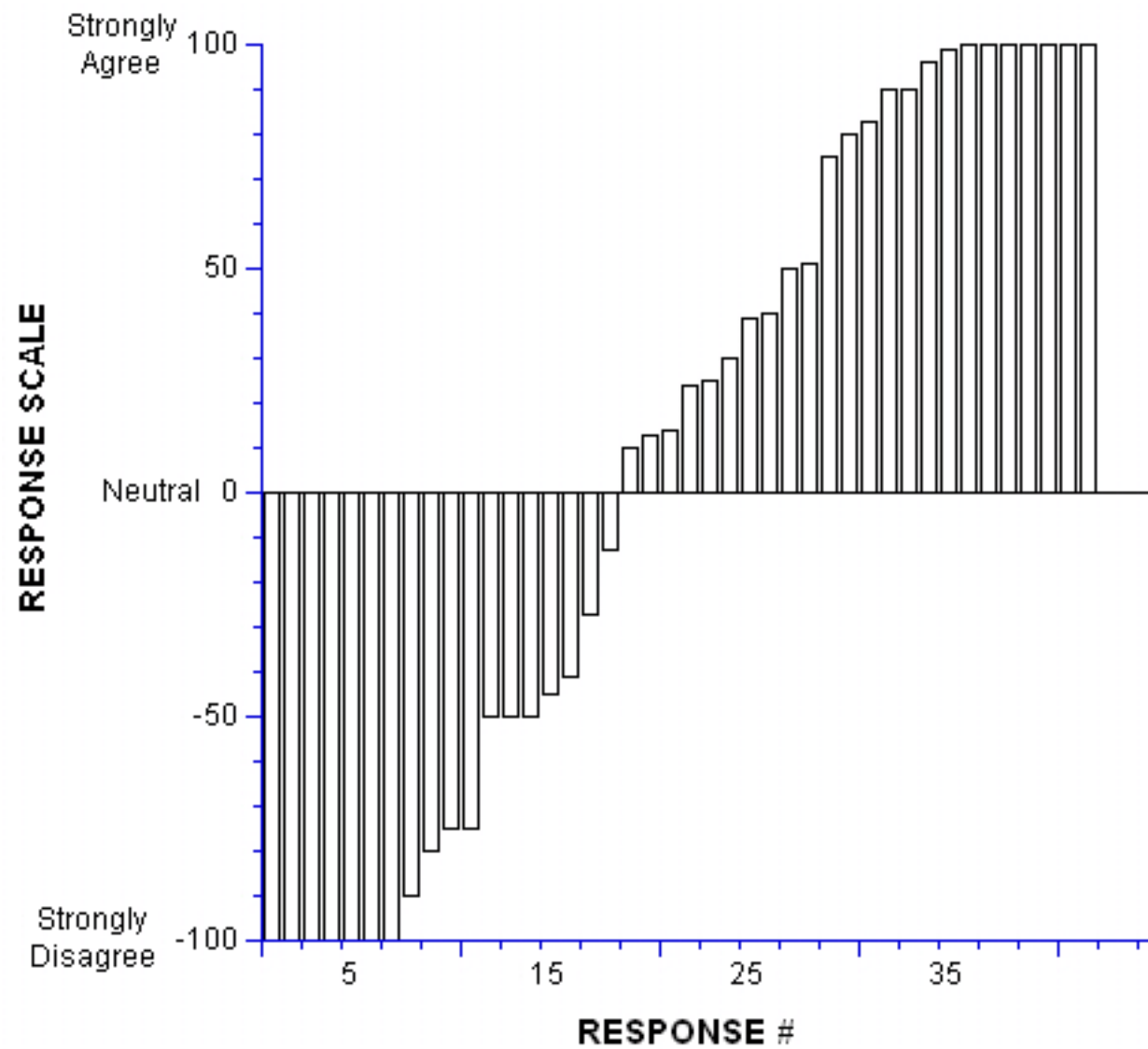
RESEARCH & SCHOLARSHIP

Promotes and rewards individual excellence in research and scholarship



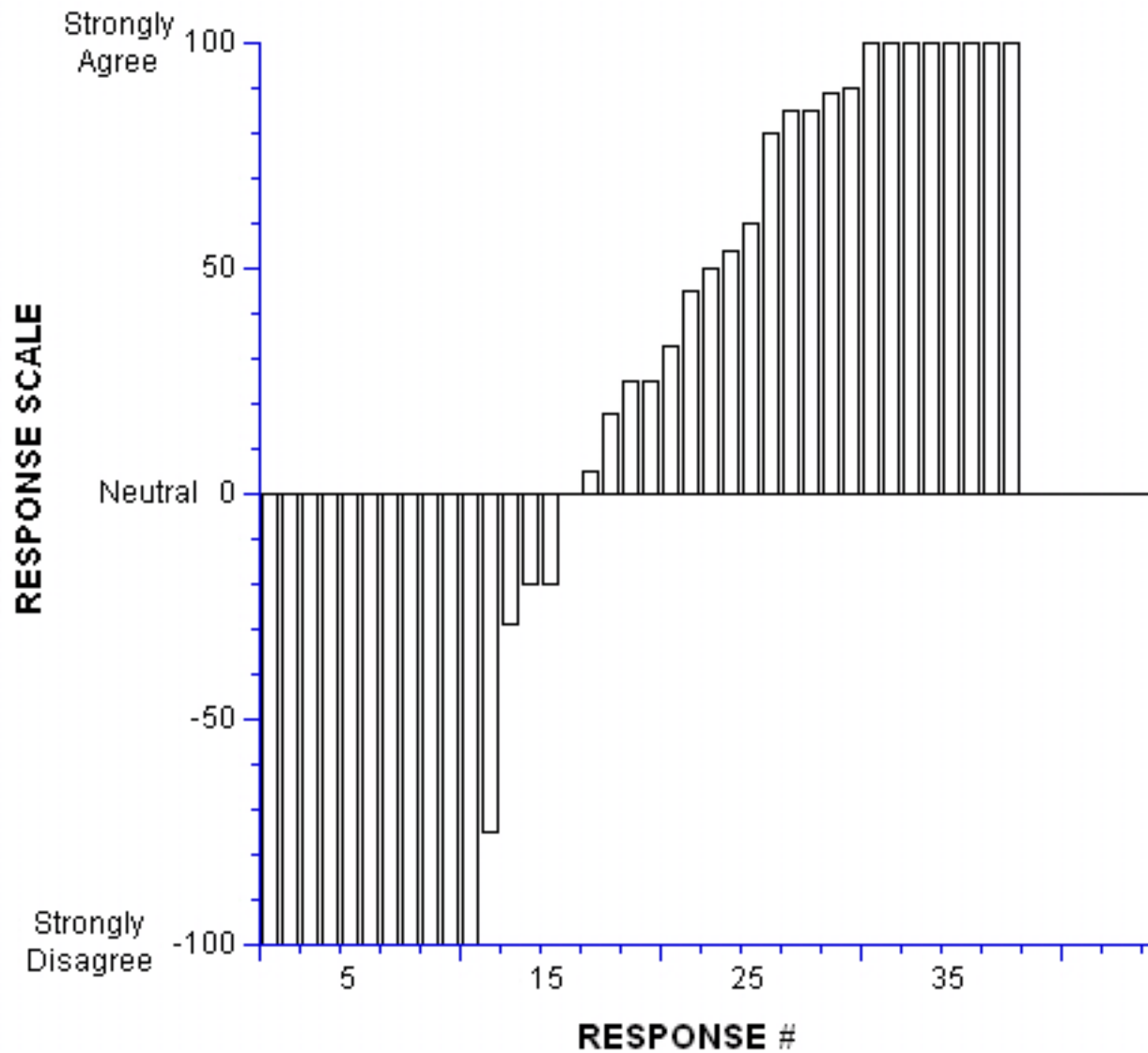
RESEARCH & SCHOLARSHIP

Enhances research infrastructure



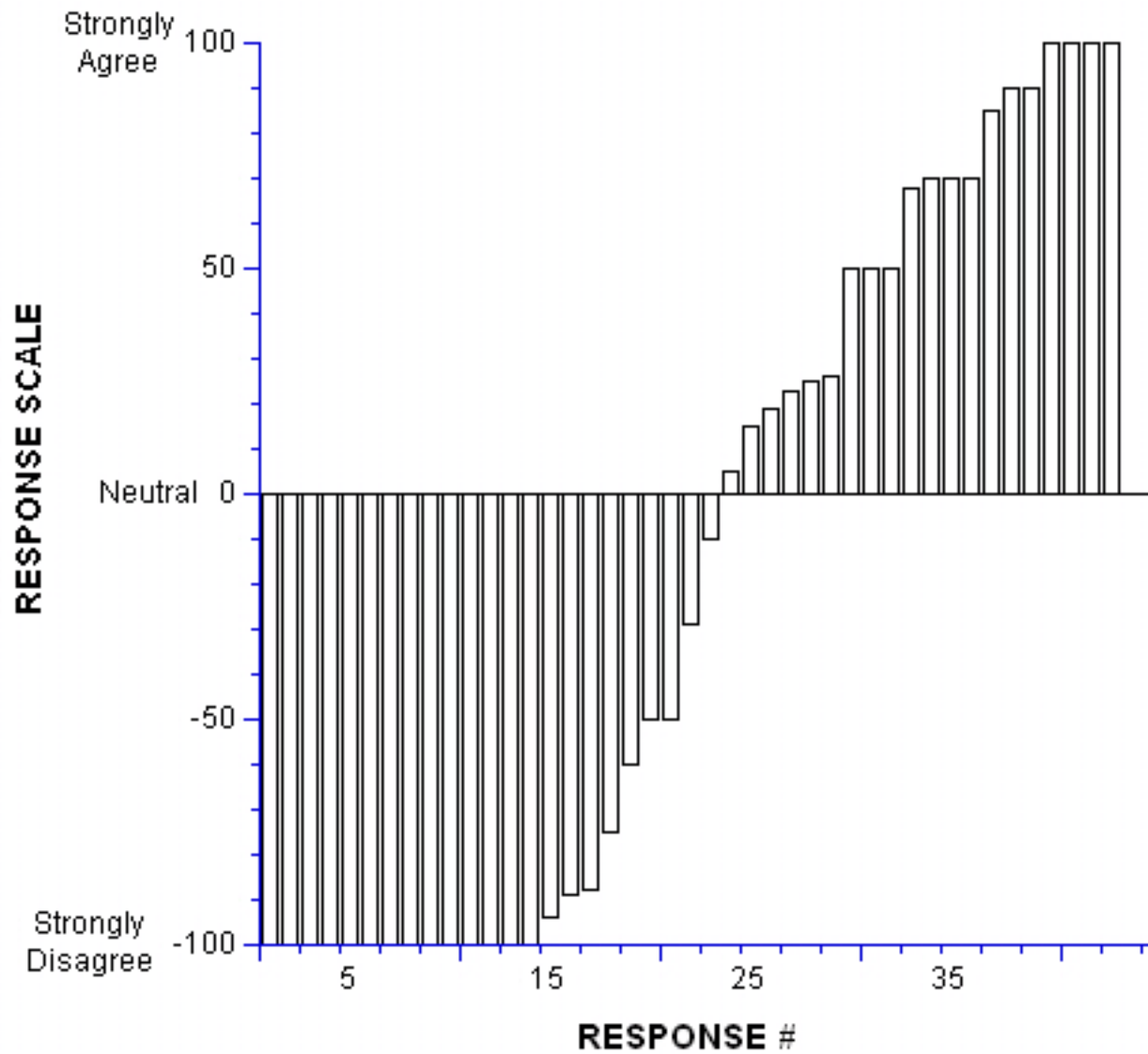
CLIMATE

Sets the standard for ethical and professional behavior



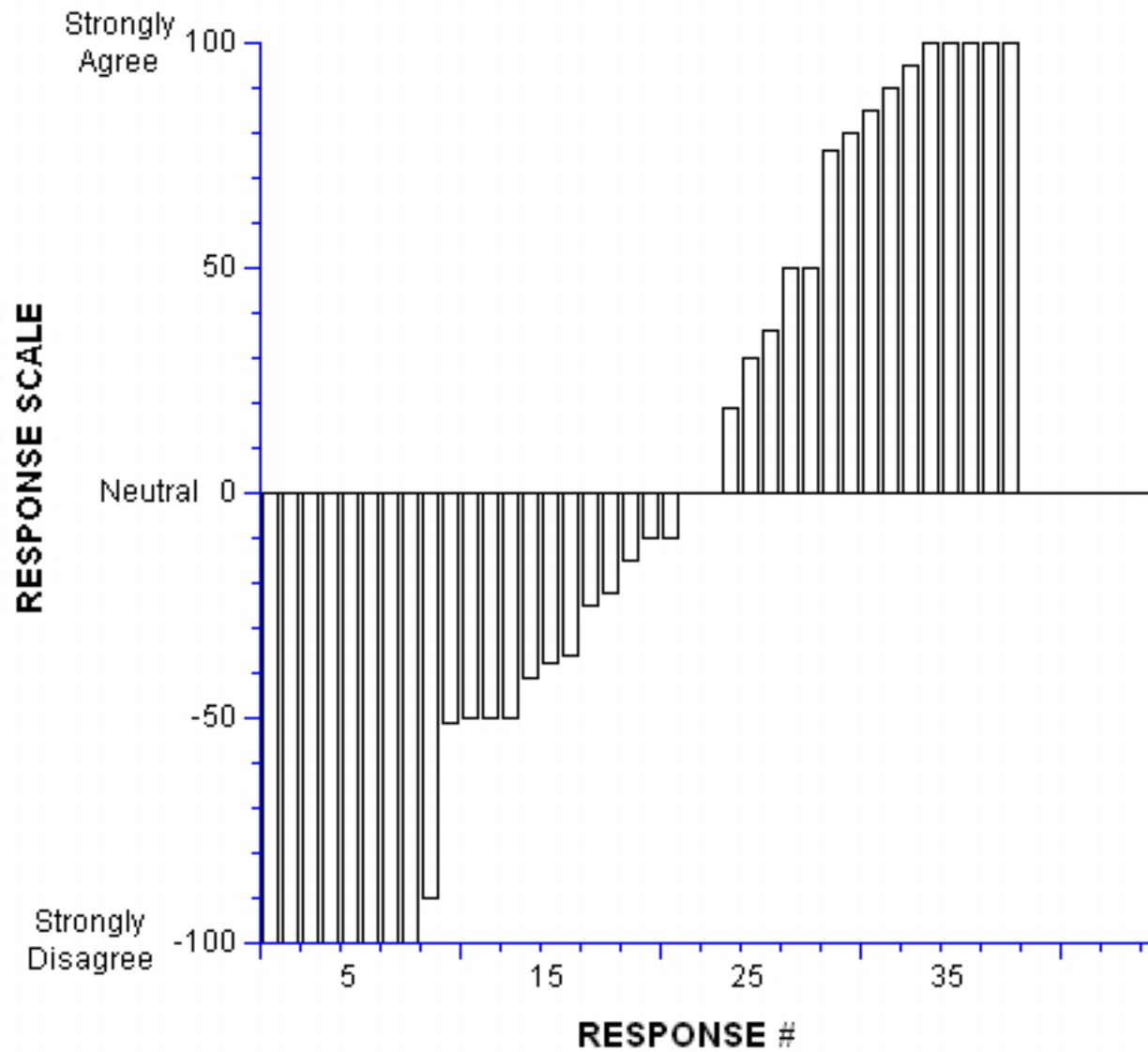
CLIMATE

Inspires trust among the faculty



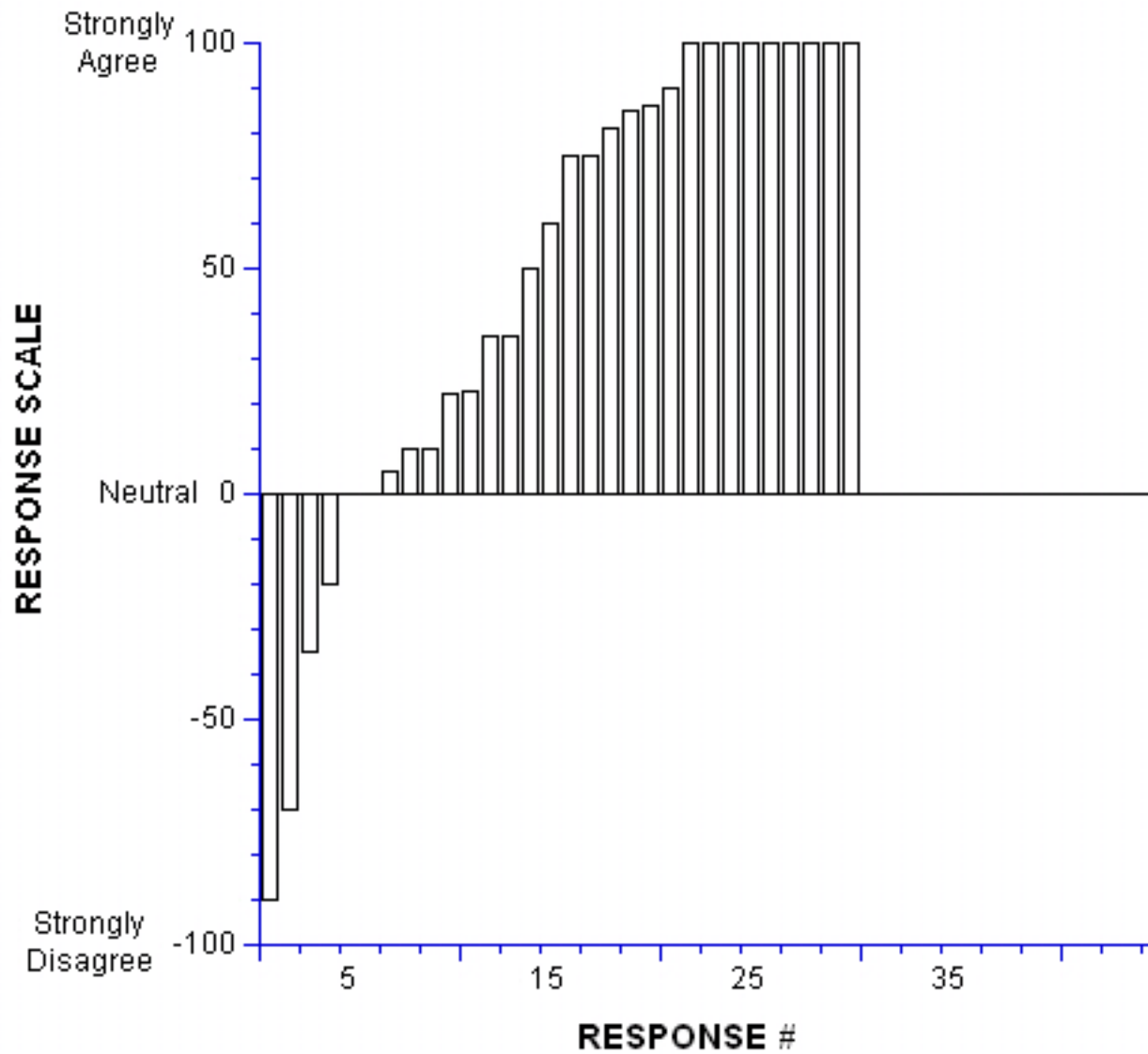
CLIMATE

Effectively resolves conflicts among the faculty



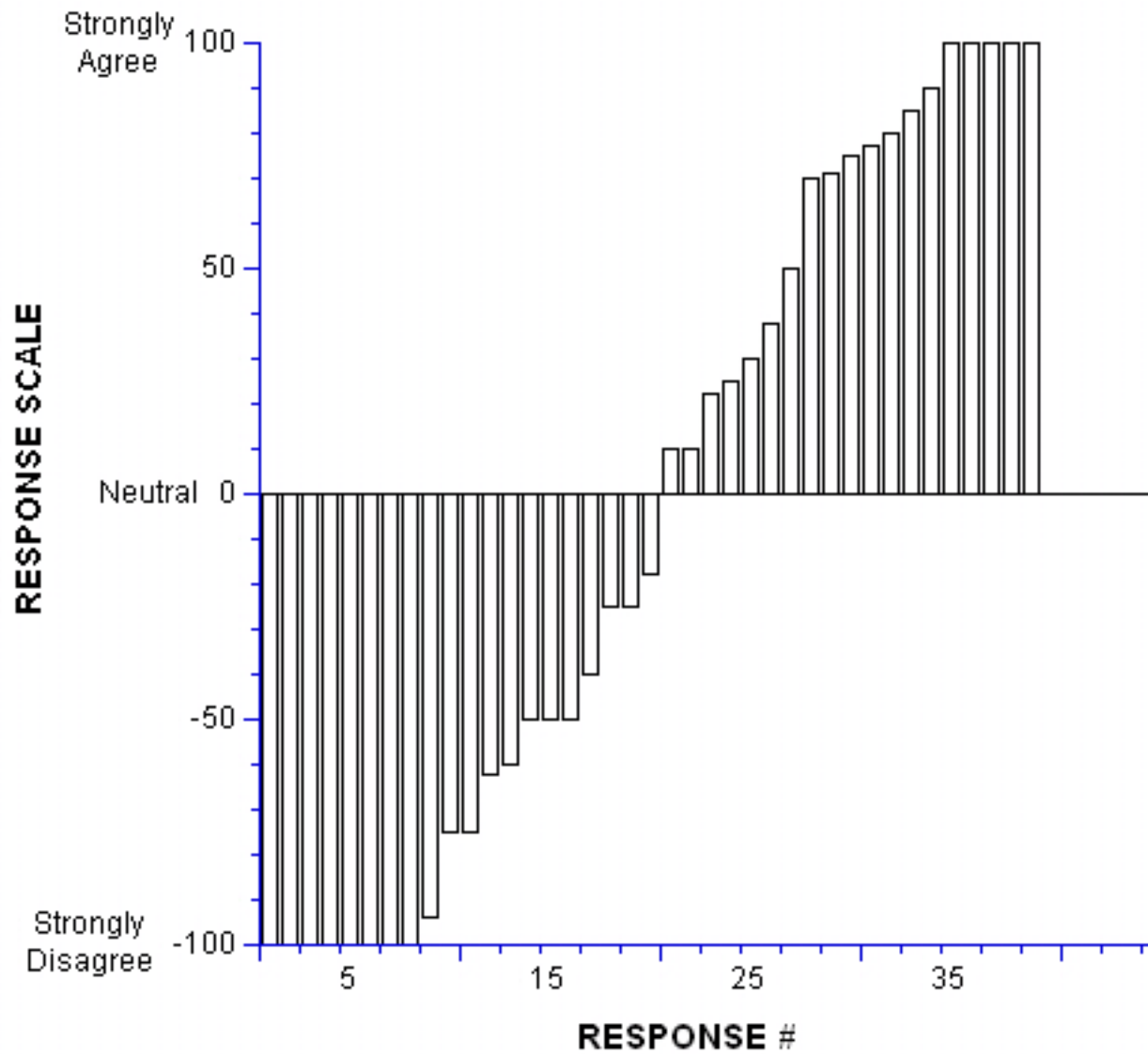
CLIMATE

Fosters respect for cultural diversity



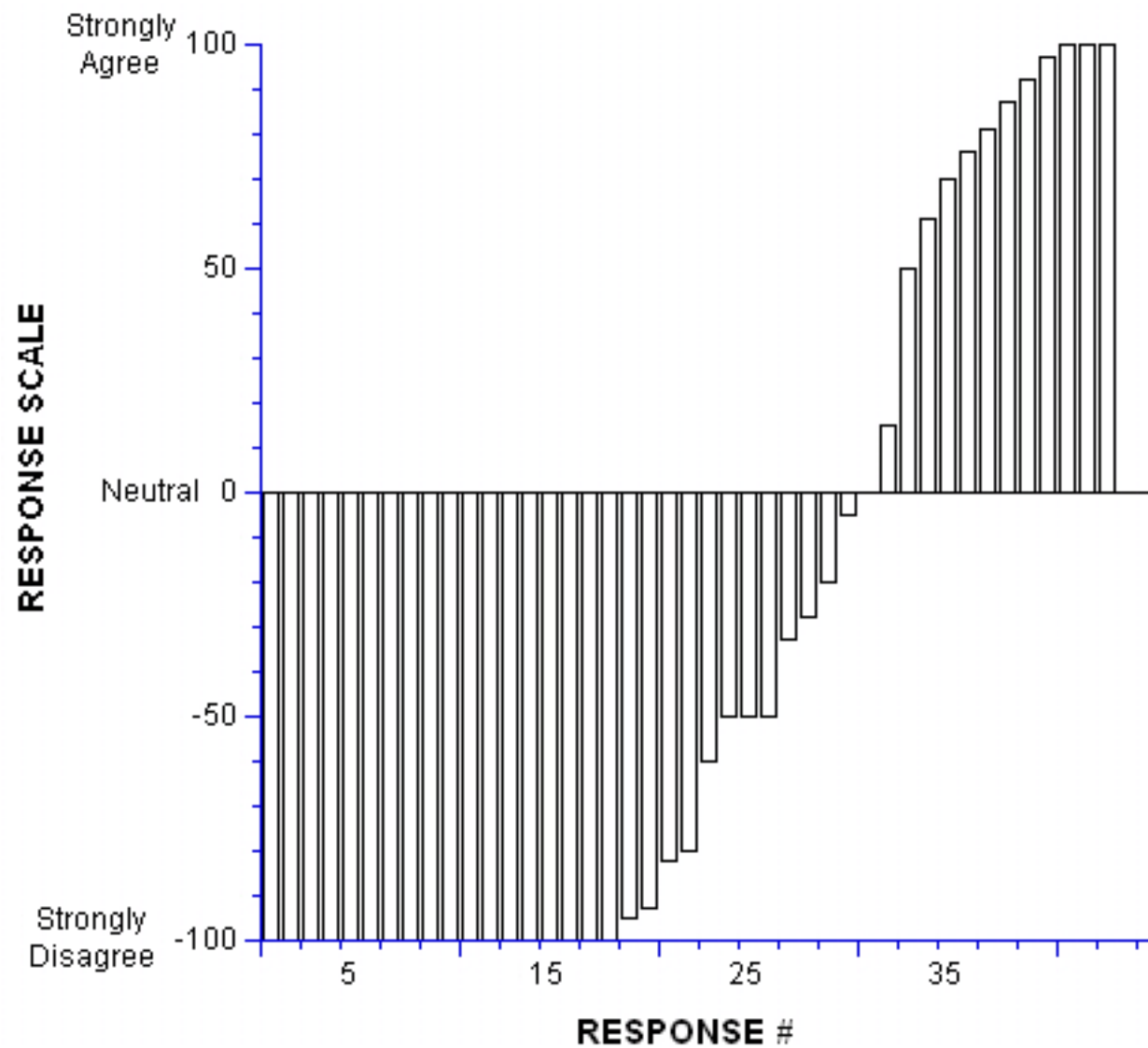
CLIMATE

Inspires a sense of community within the college



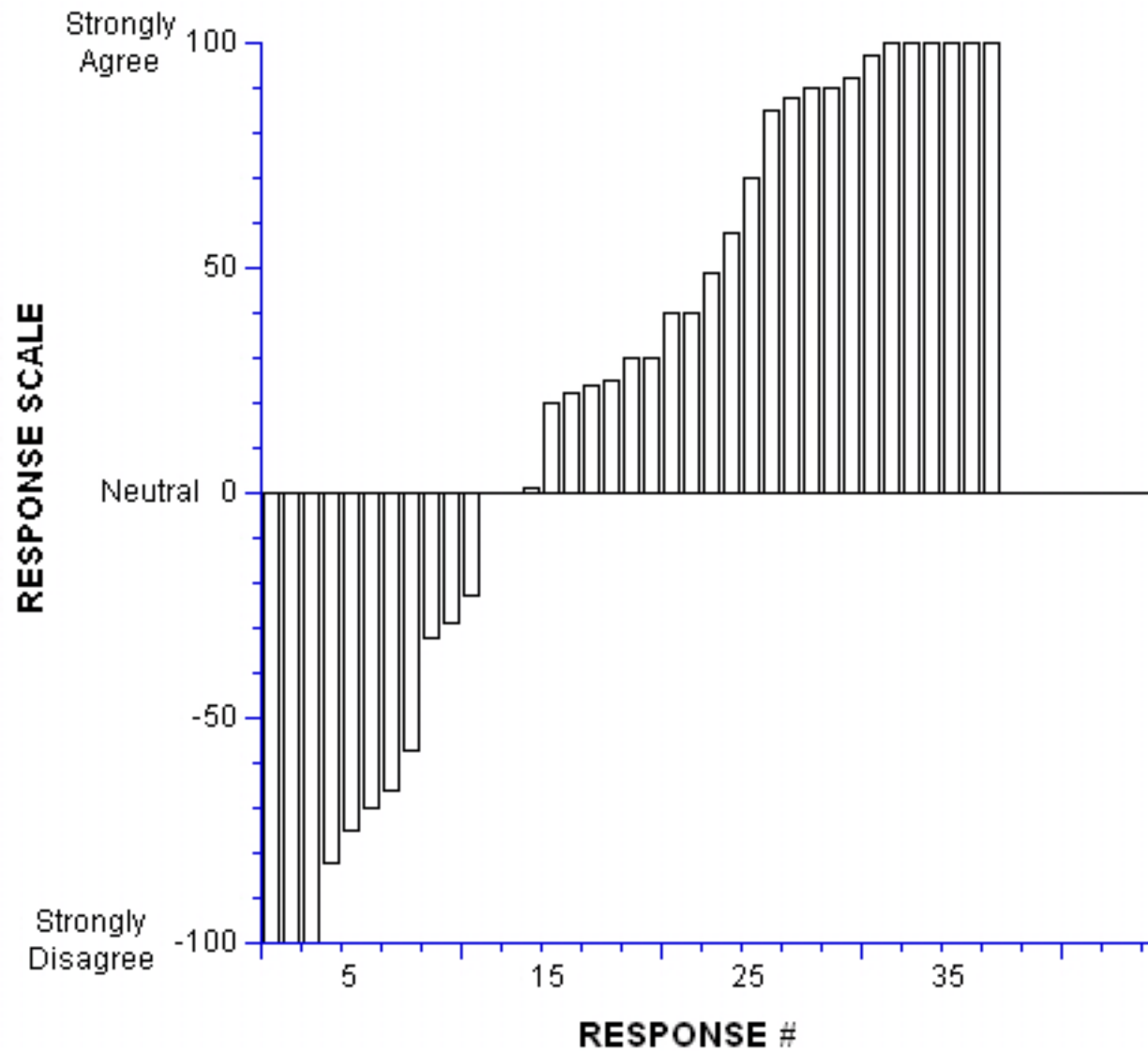
LEADERSHIP
TEAM

Appoints effective associate and assistant deans



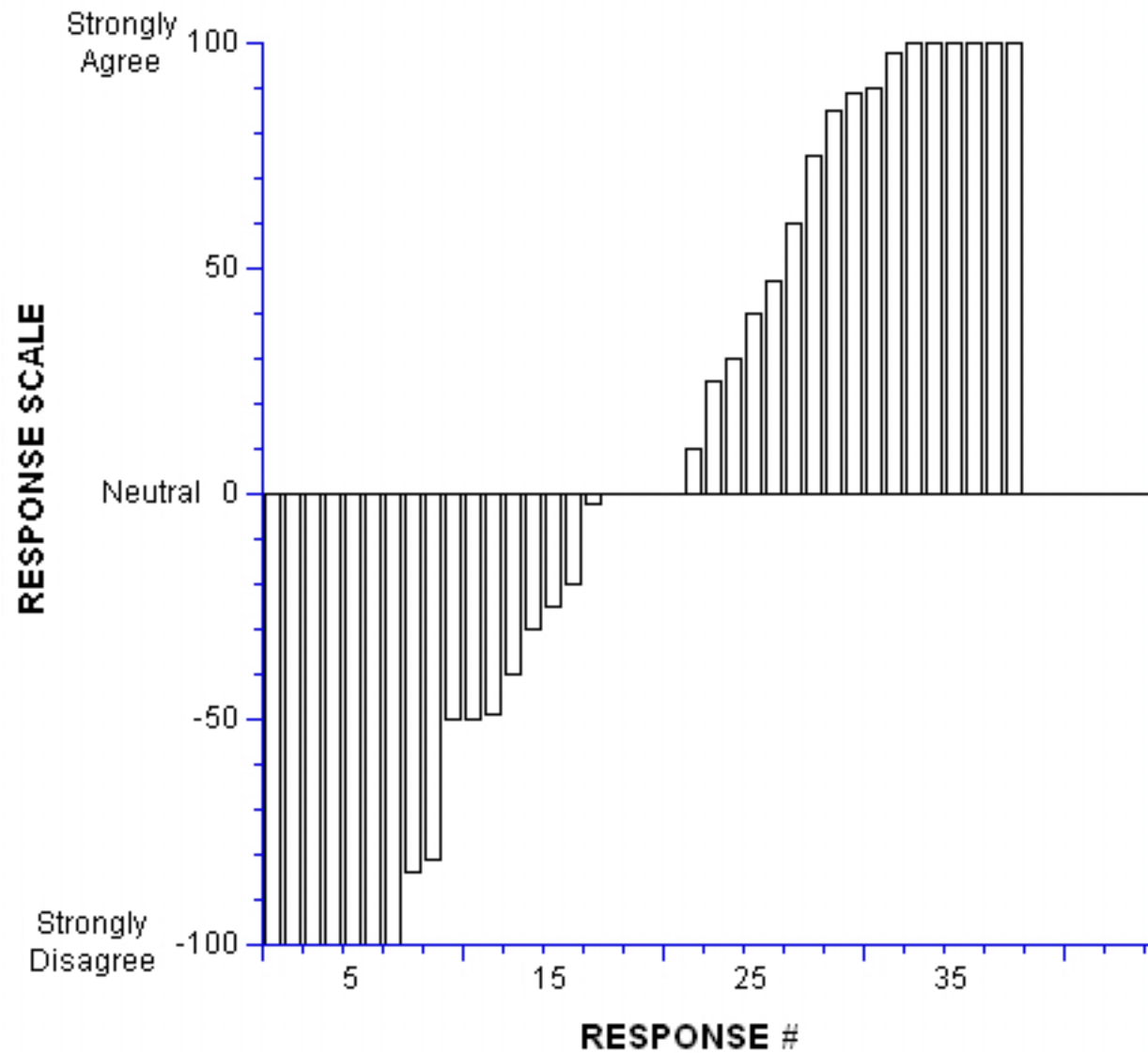
LEADERSHIP TEAM

Interacts effectively with departmental chairs



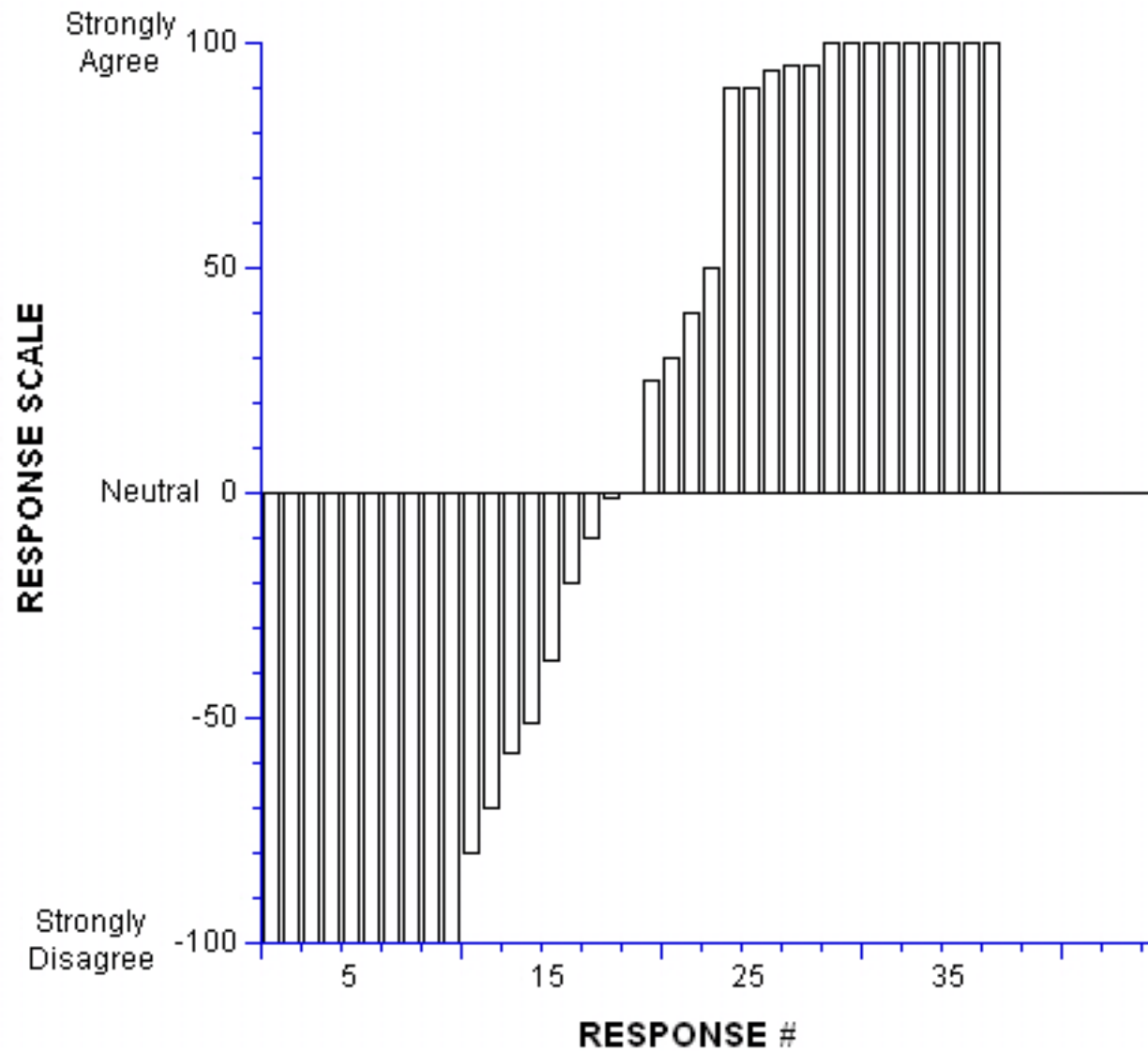
LEADERSHIP TEAM

Delegates responsibilities appropriately to his leadership team



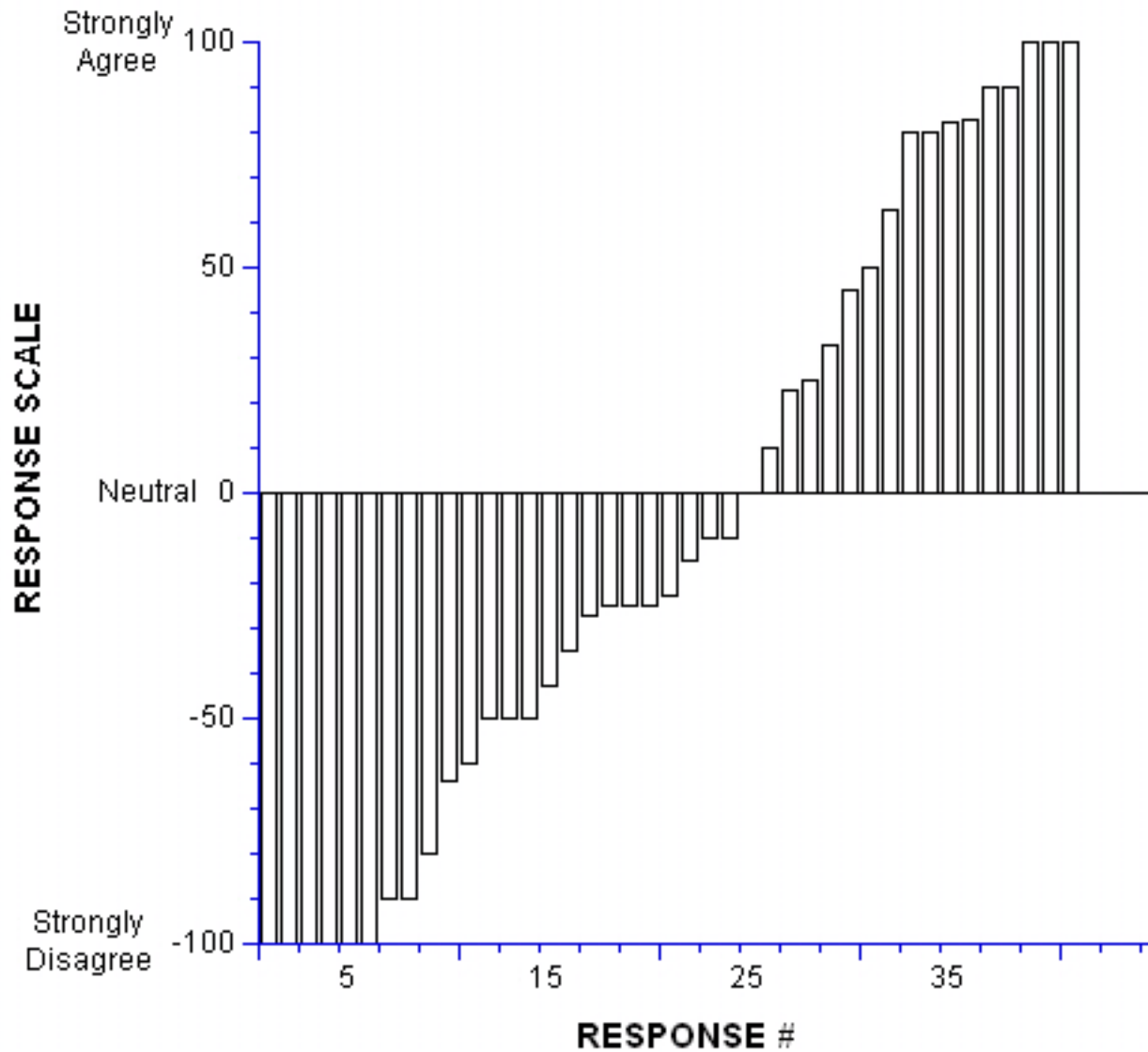
LEADERSHIP TEAM

Holds leadership team accountable for execution of duties



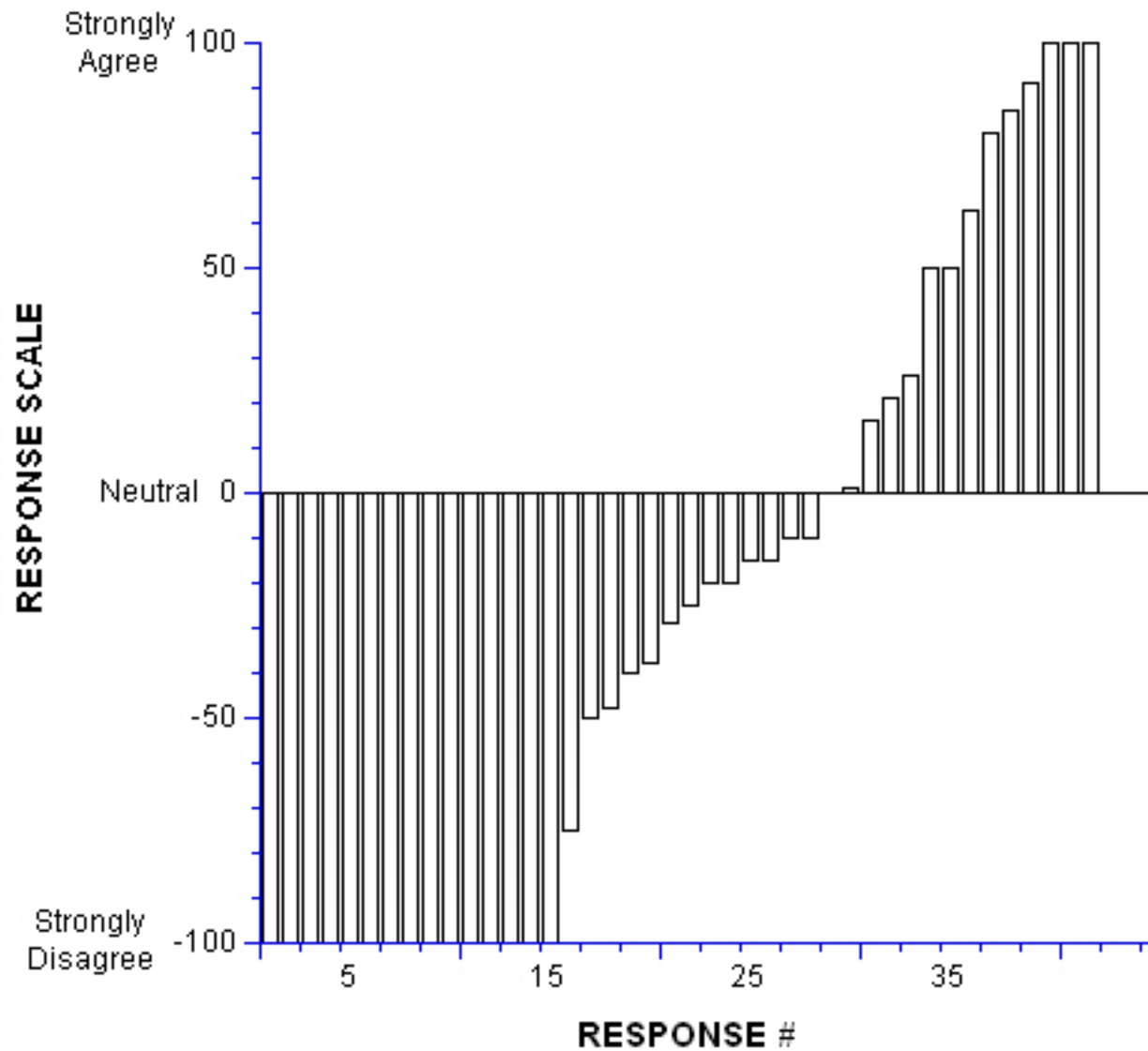
MANAGEMENT OF THE COLLEGE

Allocates adequate resources in support
of teaching and research



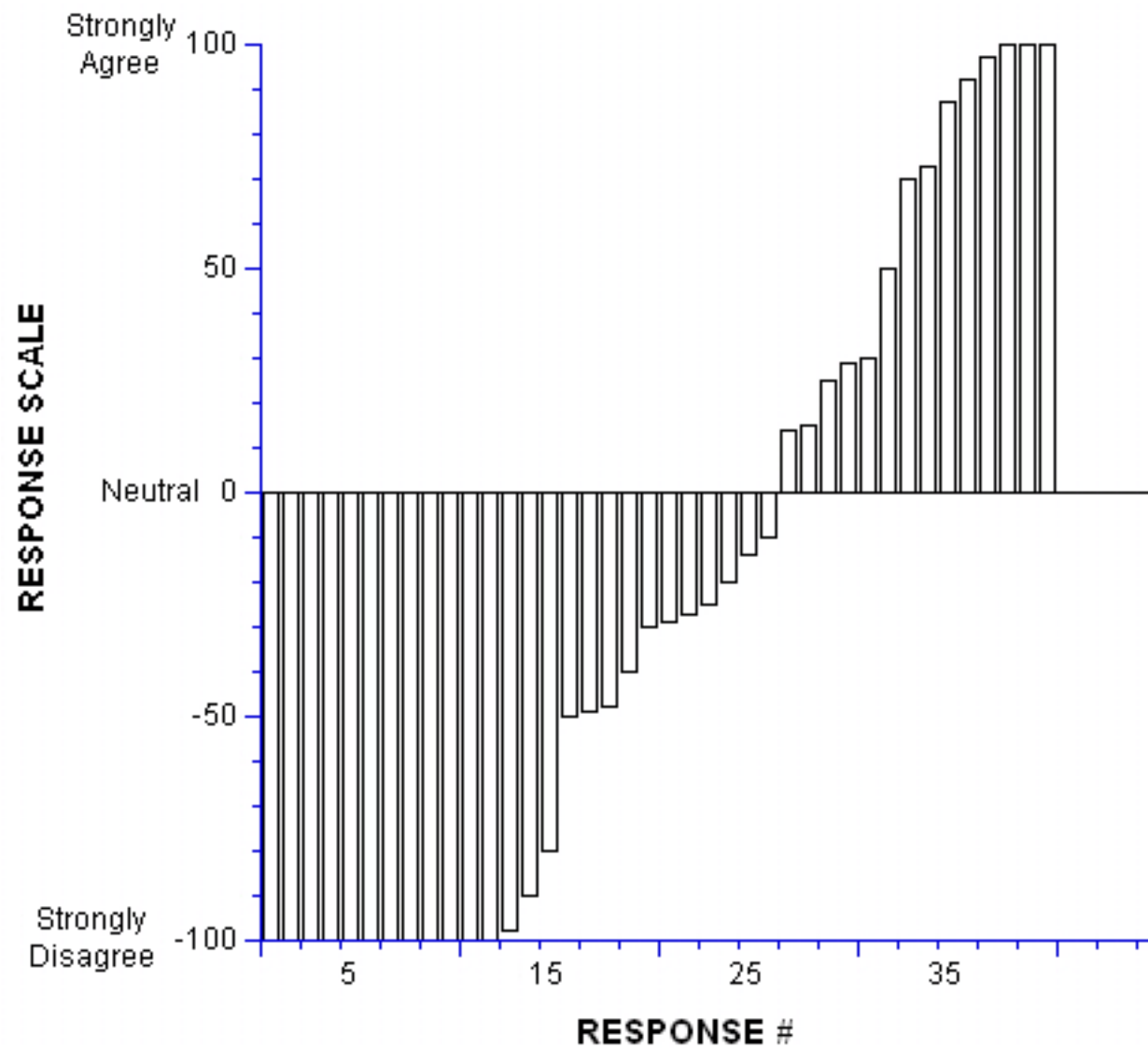
MANAGEMENT OF THE COLLEGE

Minimizes costs for administration and overhead for the College



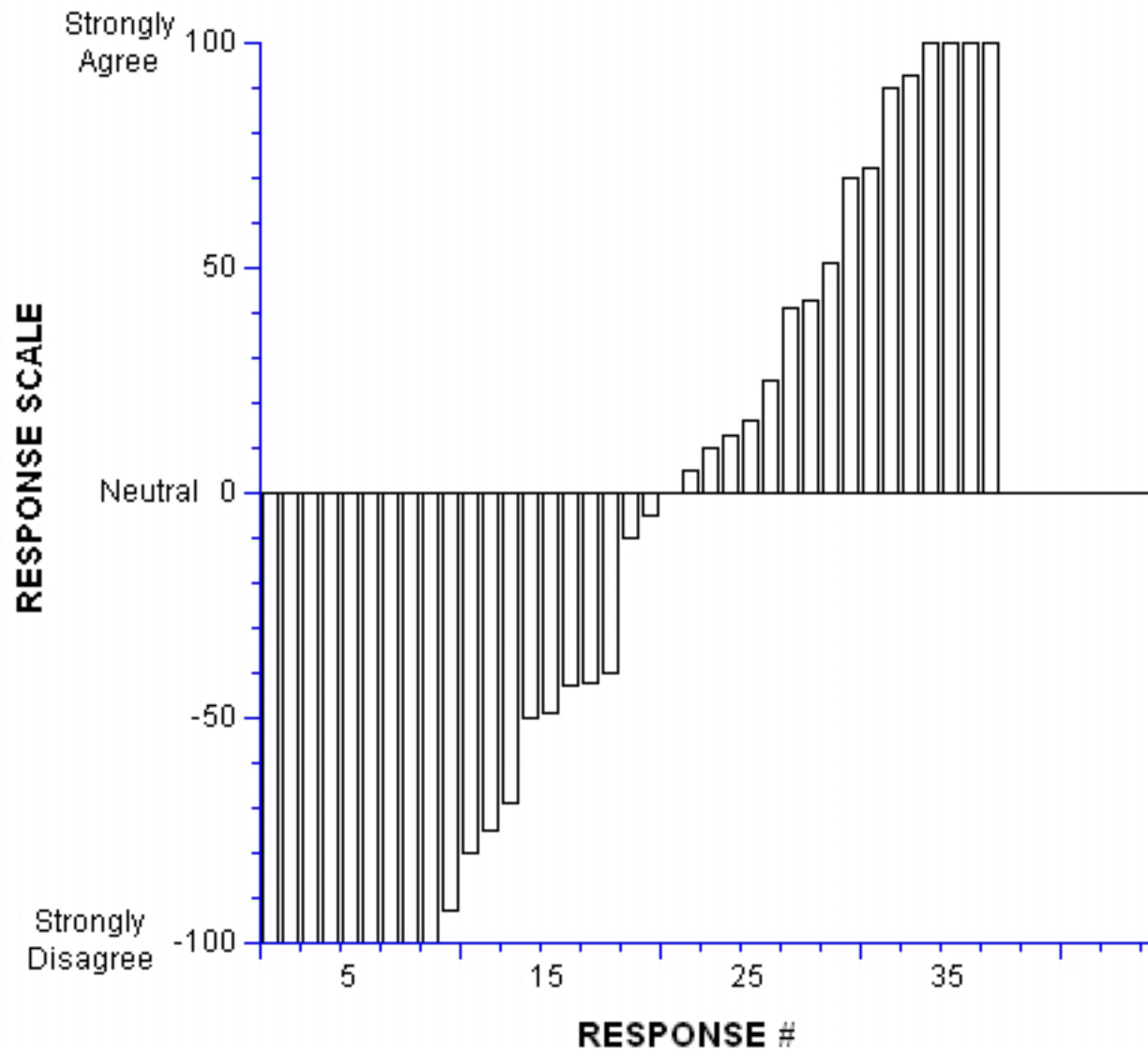
MANAGEMENT OF THE COLLEGE

Provides evidence to faculty to support
budget decisions



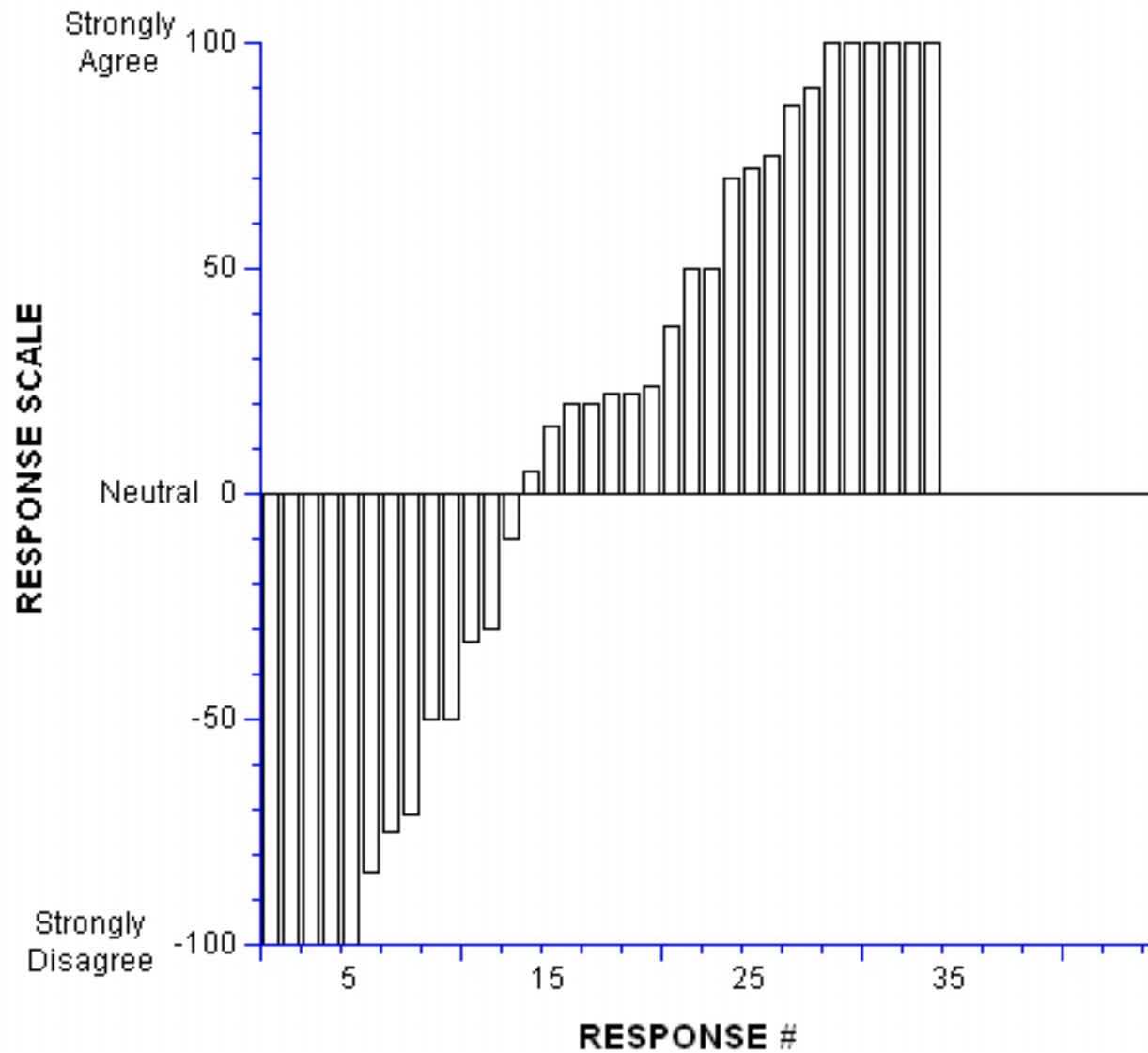
MANAGEMENT OF THE COLLEGE

Maintains effective team of business personnel



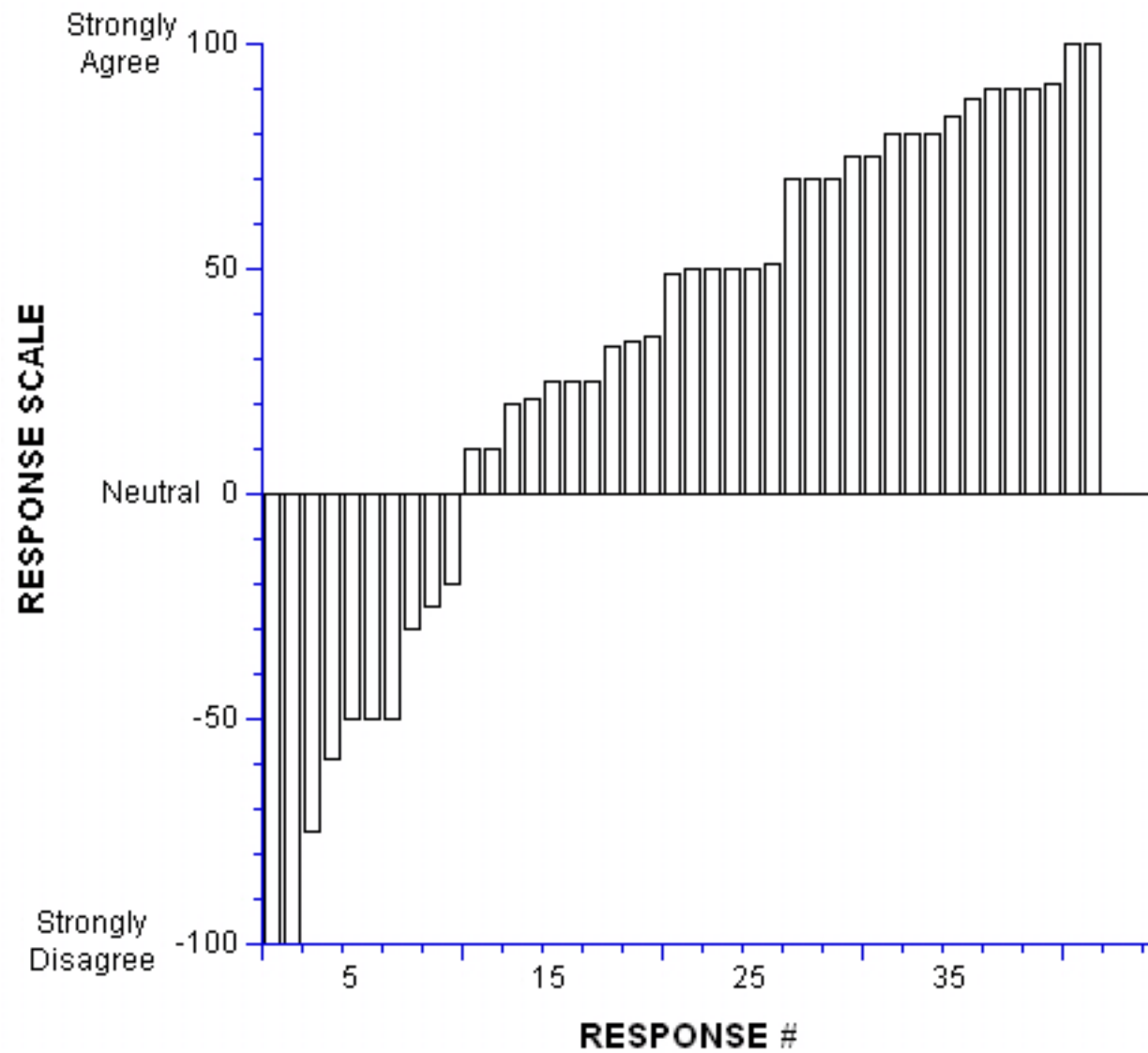
MANAGEMENT OF THE COLLEGE

Maintains effective team of development personnel



OVERALL

How do you rate the overall performance of the college?



OVERALL

How do you rate the overall performance of the dean?

