Chair Evaluation Form - Faculty Name (Dept.)

This questionnaire is part of a project designed to obtain information about the performance of your Department Chair. Your responses to all of the items can provide valuable feedback to your Chair and other faculty members. All responses will be anonymous; there will be a record kept of who has and has not completed the questionnaire, but the responses will not be linked to the questionnaire responses. The anonymous responses will be sent directly to your Faculty Council Representative, who will summarize findings and comments to protect individual faculty anonymity. A summary of the results will also be provided to Dean Tisher and he may use the information as one part of an evaluation process of the Chair. This step insures that the information will be "personnel information," which is considered to be confidential and not part of a "public record." It also means that faculty members will not have direct access to the results, but the issues covered by the survey can be discussed at a subsequent faculty meeting and the Chair can share information with the faculty. Some areas will not pertain to particular departments or Chairs (e.g., Clinical for Basic Science Departments); simply check Not Applicable for these categories. Please complete at least the "overall rating" in each area (e.g., Research) for which you have sufficient information to accurately evaluate your Chair.

Leave any items that you believe you cannot rate accurately blank.

ADMINISTRATION

1. I have sufficient	familiarity and I	knowledge to r	ate my Chai	r in this area.	
C Strongly Disagree	C Disagree	C Neutral	C Agree	Strongly Ag	gree Not Applicable
2. Effectively direct	s private or pub	lic fund raising			
E	C	C			C
Strongly Disagree	Disagree	Neuti	al	Agree	Strongly Agree
3. Effectively mana	ges department	al finances			
C					C
Strongly Disagree	Disagree	Neuti	al	Agree	Strongly Agree
4. Identifies admini	istrative talents	of others and	lelegates to	them	
E	E				C
Strongly Disagree	Disagree	Neuti	al	Agree	Strongly Agree
5. Has a well-organ	ized, efficient ac	dministration			
C	C				С
Strongly Disagree	Disagree	Neuti	al	Agree	Strongly Agree
6. Effectively manages department resources					
	C				0
Strongly Disagree	Disagree	Neuti	-al	Agree	Strongly Agree
7. Fairly allocates resources to faculty					
C	C			C	C
Strongly Disagree	Disagree	Neuti	al	Agree	Strongly Agree

8. Follows the College of Medicine/Departmental faculty compensation plan in awarding annual raises.

C	0	C	0			
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
9. Follows the Colle	9. Follows the College of Medicine/Departmental faculty compensation plan in awarding					
bonuses.						
		0	C			
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
10. Employs good p	roblem-solving skill	ls				
C	C	C	C			
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
11. Maintains comm	unication to faculty	y & divisions				
C	D	0	C			
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
12. Identifies source	es of ineffectivenes	s and frustration				
C	C	G	C	C		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
13. Overall rating as	s an administrator					
F-1		p-1	p-1	p-a		
Poor	C Fair	Good	Very Good	Excellent		
Poor Fair Good Very Good Excellent						
14. Comments abou	t Administrative Sk	ills:				
14. Comments abou	t Administrative Sk	cills:				
14. Comments abou	t Administrative Sk	ills:	<u> </u>			
14. Comments abou	t Administrative Sk	xills:	A			
	t Administrative Sk	ills:	A			
CLINICAL			Chair in this area			
CLINICAL 15. I have sufficient	t familiarity and kno		Chair in this area.	C.		
CLINICAL			Chair in this area.	C		
CLINICAL 15. I have sufficient C Strongly Disagree	t familiarity and kno C Disagree	owledge to rate my C Neutral	С	C Strongly Agree		
CLINICAL 15. I have sufficient Strongly Disagree 16. Shows a commit	t familiarity and kno C Disagree tment to excellence	owledge to rate my C Neutral	C Agree	C Strongly Agree		
CLINICAL 15. I have sufficient C Strongly Disagree 16. Shows a commit	t familiarity and kno C Disagree tment to excellence	owledge to rate my C Neutral	C Agree	Strongly Agree		
CLINICAL 15. I have sufficient Strongly Disagree 16. Shows a commit	t familiarity and known in the control of the contr	Neutral Neutral Neutral	Agree Agree	C Strongly Agree		
CLINICAL 15. I have sufficient Strongly Disagree 16. Shows a commit Strongly Disagree 17. Skillfully manage	t familiarity and known in the control of the contr	Neutral Neutral Neutral Neutral Neutral	Agree Agree Agree	Strongly Agree C Strongly Agree		
CLINICAL 15. I have sufficient Strongly Disagree 16. Shows a commit Strongly Disagree 17. Skillfully manage	t familiarity and known in the control of the contr	Neutral in patient care Neutral Neutral	Agree Agree Agree erprise	Strongly Agree Strongly Agree		
CLINICAL 15. I have sufficient Strongly Disagree 16. Shows a commit Strongly Disagree 17. Skillfully manag Strongly Disagree	t familiarity and known in the control of the contr	Neutral Neutral Neutral Neutral Neutral Neutral Neutral	Agree Agree Agree	Strongly Agree C Strongly Agree		
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CLINICAL 15. I have sufficient C Strongly Disagree 16. Shows a commit C Strongly Disagree 17. Skillfully manage C Strongly Disagree 18. Is actively conce	t familiarity and known in the control of the contr	Neutral Neutral Neutral Neutral Neutral Neutral Neutral	Agree Agree Agree Agree Agree	Strongly Agree Strongly Agree Strongly Agree		
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C Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree	
20. Values the clini	cal skills of faculty,	residents, and fello	ows		
Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree	
21. Promotes innov	ative health policies	and practice			
C Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree	
22. Promotes quali	ty of care with reaso	onable patient volu	me expected		
C Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree	
23. Overall rating i	n clinical endeavors				
Poor	C Fair	C Good	C Very Good	Excellent	
24. Comments regarding Clinical endeavors:					
J			▼		
RESEARCH					
	it familiarity and kno	owledge to rate my	Chair in this area.		
	ot familiarity and kno C Disagree	owledge to rate my Neutral	Chair in this area. Agree	C Strongly Agree	
25. I have sufficient C Strongly Disagree	C	C Neutral	C		
25. I have sufficient C Strongly Disagree	Disagree	C Neutral	C		
25. I have sufficient Strongly Disagree 26. Distributes reserved. Strongly Disagree	Disagree Disagree Durces fairly, includi	Neutral ng research space Neutral	Agree Agree	Strongly Agree	
25. I have sufficient Strongly Disagree 26. Distributes reserved. Strongly Disagree	Disagree Durces fairly, includi Disagree	Neutral ng research space Neutral	Agree Agree	Strongly Agree	
25. I have sufficient Control of the Strongly Disagree Control of	Disagree Disagree Disagree Disagree Disagree Disagree	Neutral ng research space Neutral with strategic pla	Agree Agree Agree n for research	Strongly Agree Strongly Agree	
25. I have sufficient C Strongly Disagree 26. Distributes reserved Strongly Disagree 27. Distributes reserved C Strongly Disagree	Disagree Disagree Disagree Disagree Disagree Disagree	Neutral ng research space Neutral with strategic pla	Agree Agree Agree n for research	Strongly Agree Strongly Agree	
25. I have sufficient Company Disagree 26. Distributes results Strongly Disagree 27. Distributes results Strongly Disagree 28. Is committed to Company Disagree	Disagree Disagree Disagree Disagree Disagree Disagree Disagree Disagree Disagree	Neutral ng research space Neutral with strategic place Neutral	Agree Agree Agree n for research Agree	Strongly Agree Strongly Agree Strongly Agree	
25. I have sufficient C Strongly Disagree 26. Distributes rescaled Strongly Disagree 27. Distributes rescaled Strongly Disagree 28. Is committed to Strongly Disagree	Disagree Disagree Disagree Disagree Disagree Disagree Disagree Disagree Disagree	Neutral ng research space Neutral with strategic place Neutral	Agree Agree Agree n for research Agree	Strongly Agree Strongly Agree Strongly Agree	

Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree			
31. Provides resour	rces to support rese	arch productivity					
Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree			
32. Encourages into	32. Encourages inter/intra departmental collaboration						
Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree			
33. Is an excellent	researcher						
Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree			
34. Overall rating in	n research role						
C Poor	C Fair	C Good	C Very Good	C Excellent			
35 Comments rega	rding Research role						
35. Comments regarding Research role:							
LEADERSHIP			_				
36. I have sufficient familiarity and knowledge to rate my Chair in this area.							
Soi I nave samelen	t running und kin	orricage to rate my	Citati III Citis ai cai				
		С					
Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree			
Strongly Disagree	C Disagree	Neutral	C				
Strongly Disagree 37. Delegates authority	Disagree ority and empowers	Neutral faculty and staff	C Agree	Strongly Agree			
Strongly Disagree 37. Delegates author	Disagree ority and empowers	Neutral faculty and staff	C Agree	Strongly Agree			
Strongly Disagree 37. Delegates author Strongly Disagree	Disagree ority and empowers Disagree	Neutral faculty and staff Neutral	C Agree	Strongly Agree			
Strongly Disagree 37. Delegates authors Strongly Disagree 38. Considers facult	Disagree ority and empowers Disagree ty opinions before n	Neutral faculty and staff Neutral naking decisions	Agree Agree Agree	Strongly Agree Strongly Agree			
Strongly Disagree 37. Delegates author Strongly Disagree	Disagree ority and empowers Disagree	Neutral faculty and staff Neutral	C Agree	Strongly Agree			
Strongly Disagree 37. Delegates author Strongly Disagree 38. Considers facult Strongly Disagree	Disagree Disagree Disagree ty opinions before n Disagree	Neutral faculty and staff Neutral naking decisions Neutral	Agree Agree Agree Agree	Strongly Agree Strongly Agree			
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Strongly Disagree 37. Delegates author Strongly Disagree 38. Considers facult Strongly Disagree 39. Does not allow Strongly Disagree	Disagree Disagree Disagree ty opinions before n Disagree favoritism to influer Disagree diresponds to conce	Neutral faculty and staff Neutral naking decisions Neutral nce important decis Neutral erns of faculty	Agree Agree Agree Agree Agree Agree	Strongly Agree Strongly Agree Strongly Agree Strongly Agree			

	C	C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
J , J	J		J • •	3, 3,		
42. Weathers setba	cks with calm and u	understanding				
	0	0				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
43. Responds positi			_			
C	<u> </u>	C		0		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
44. Facilitates intra	-denartmental com	munication				
С	С	C	C	P7		
_	_			Chuan also A assa a		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
45. Leads by examp	ole					
	C	C		C		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
	, , , , , , , , , , , , , , , , , , ,		5	- a. ag., ag a		
46. Projects a clear	vision of the depar	tment				
		C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
47. Effectively repre	santa danautusant	within the COM				
			P-3	p-a		
	C	C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
48. Effectively represents department regionally and/or nationally						
C	C		C	С		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
Strongly Bloagree	Dibagice	ricatiai	7.9.00	ou ongry rigide		
49. Appropriately of	versees division/se	ction chiefs in their	responsibilities			
	0	C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
FO Overall nations						
50. Overall rating a	s a leader role					
Poor	Fair	Good	Very Good	Excellent		
51. Comments on Lo	eadership skills and	l style:				
			_			

EDUCATION

52. I have sufficient familiarity and knowledge to rate my Chair in this area.

	C	C	E			
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
53. Supports and e	ncourages quality te	eaching				
C		C		0		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
54. Rewards faculty	and staff for teach	ing excellence				
E	C	C		0		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
55. Is committed to	education in the de	epartment, COM an	d nationally			
C	C	C		C		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
56. Is persistent in	efforts to improve t	eaching at all level	ls			
C	C	C		0		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
57. Is committed to	recruiting the best	students, resident	s, fellows			
	C	C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
58. Provides appropriate resources for superior teaching						
	C	C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
59. Is an excellent	teacher					
	C	C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
60. Overall rating a	s an educator role					
0	C	C	C	C		
Poor	Fair	Good	Very Good	Excellent		
61. Comments about Educational role:						
			-1			
MENTODOUTO						
MENTORSHIP 62. I have sufficient familiarity and knowledge to rate my Chair in this area.						
				С		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
63. Sets realistic goals for faculty, staff, residents, fellows						

-				-		
Li	C	Li				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
64. Provides useful	advice on faculty d	evelopment & offer	rs regular feedback	(
C		0		0		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
CE Advantage for fr						
65. Advocates for fa						
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
66. Is effective in a	ssisting faculty thr	ough promotion and	d tenure			
		0				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
67. Involves faculty	, and section chiefs	in program planni	20			
F-3		F-3	 C	C		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
Strongly Disagree	Disagree	Neuciai	Agree	Strollgly Agree		
68. Supports faculty	y development and	leadership skill dev	elopment in other	s		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
69. Fosters faculty	involvement in stat	e/national groups	& assists in netwo	rkina		
C	C	C	C	C		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
70. Promotes mentoring by senior faculty & selects chiefs who mentor well						
	oring by senior fact	ulty & selects chiefs				
C		C		C		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
71. Provides approp	71. Provides appropriate resources for faculty success					
C		C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
72. Overall rating a	s a mentor					
6		C	C			
Poor	Fair	Good	Very Good	Excellent		
72. Comments on M	lantarina valar					
73. Comments on M	ientoring role:					
			7			
			-1			
1						

OTHER

74. I am confident that current Chair can skillfully lead department for next 5 years.

C Strongly Disagree	C Disagree	C Neutral	C Agree	C Strongly Agree
75. Do you want issue	es raised by this so		a department fac	ulty meeting?
76. Overall rating of (Poor	Chair C Fair	C Good	C Very Good	Excellent
77. Other comments:			<u>^</u>	
C	С		С	С
79. I believe that this Strongly Disagree	type of evaluation C Disagree	n is very valuable f C Neutral	or providing feed C Agree	back. C Strongly Agree
				<u>S</u> ubmit Form

Please complete this form and click on the submit button.

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