

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 knowledge to rate my Chair in this area.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable

2. Effectively directs private or public fund raising

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

3. Effectively manages departmental finances

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

4. Identifies administrative talents of others and delegates to them

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

5. Has a well-organized, efficient administration

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

6. Effectively manages department resources

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

7. Fairly allocates resources to faculty

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

9. Follows the College of Medicine/Departmental faculty compensation plan in awarding bonuses.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

10. Employs good problem-solving skills

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

11. Maintains communication to faculty & divisions

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

12. Identifies sources of ineffectiveness and frustration

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

13. Overall rating as an administrator

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

14. Comments about Administrative Skills:

CLINICAL

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

16. Shows a commitment to excellence in patient care

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

17. Skillfully manages financial matters in the clinical enterprise

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

18. Is actively concerned about community health needs

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

19. Provides sufficient facilities and support staff

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

20. Values the clinical skills of faculty, residents, and fellows

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

21. Promotes innovative health policies and practice

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

22. Promotes quality of care with reasonable patient volume expected

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

23. Overall rating in clinical endeavors

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

24. Comments regarding Clinical endeavors:

RESEARCH

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

26. Distributes resources fairly, including research space

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

27. Distributes resources in accordance with strategic plan for research

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

28. Is committed to quality research

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

29. Supports innovation in research

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

30. Matches protected time to expected productivity

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

31. Provides resources to support research productivity

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

32. Encourages inter/intra departmental collaboration

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

33. Is an excellent researcher

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

34. Overall rating in research role

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

35. Comments regarding Research role:

LEADERSHIP

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

37. Delegates authority and empowers faculty and staff

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

38. Considers faculty opinions before making decisions

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

39. Does not allow favoritism to influence important decisions

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

40. Is accessible and responds to concerns of faculty

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

41. Is a good facilitator and manages conflict well

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

42. Weathers setbacks with calm and understanding

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

43. Responds positively to constructive criticism

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

44. Facilitates intra-departmental communication

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

45. Leads by example

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

46. Projects a clear vision of the department

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

47. Effectively represents department within the COM

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

48. Effectively represents department regionally and/or nationally

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

49. Appropriately oversees division/section chiefs in their responsibilities

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

50. Overall rating as a leader role

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

51. Comments on Leadership skills and style:

EDUCATION

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

53. Supports and encourages quality teaching

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

54. Rewards faculty and staff for teaching excellence

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

55. Is committed to education in the department, COM and nationally

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

56. Is persistent in efforts to improve teaching at all levels

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

57. Is committed to recruiting the best students, residents, fellows

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

58. Provides appropriate resources for superior teaching

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

59. Is an excellent teacher

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

60. Overall rating as an educator role

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

61. Comments about Educational role:

MENTORSHIP

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

63. Sets realistic goals for faculty, staff, residents, fellows

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

64. Provides useful advice on faculty development & offers regular feedback

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

65. Advocates for faculty and staff by publicly recognizing accomplishments

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

66. Is effective in assisting faculty through promotion and tenure

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

67. Involves faculty and section chiefs in program planning

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

68. Supports faculty development and leadership skill development in others

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

69. Fosters faculty involvement in state/national groups & assists in networking

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

70. Promotes mentoring by senior faculty & selects chiefs who mentor well

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

71. Provides appropriate resources for faculty success

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

72. Overall rating as a mentor

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

73. Comments on Mentoring role:

OTHER

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

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

75. Do you want issues raised by this survey discussed at a department faculty meeting?

<input type="radio"/>	<input type="radio"/>
Yes	No

76. Overall rating of Chair

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

77. Other comments:

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------

79. I believe that this type of evaluation is very valuable for providing feedback.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Submit Form

Please complete this form and click on the submit button.