## **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	<b>C</b> Disagree	C Neutral	<b>C</b> Agree	Strongly Ag	gree Not Applicable
2. Effectively direct	s private or pub	lic fund raising			
E		C			C
Strongly Disagree	Disagree	Neuti	al	Agree	Strongly Agree
3. Effectively mana	ges department	al finances			
<b>C</b>	C				C
Strongly Disagree	Disagree	Neuti	al	Agree	Strongly Agree
4. Identifies admini	istrative talents	of others and	lelegates to	them	
E	C				C
Strongly Disagree	Disagree	Neuti	al	Agree	Strongly Agree
5. Has a well-organ	ized, efficient a	dministration			
0	E			C	<b>D</b>
Strongly Disagree	Disagree	Neuti	al al	Agree	Strongly Agree
6. Effectively mana	ges department	resources			
	C				C
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	ge of Medicine/Dep	partmental faculty o	ompensation 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	<b>C</b> Fair	Good	Very Good	Excellent
FUUI	I all	Good	very Good	LXCelleric
14. Comments abou	t Administrative Sk	ills:		
14. Comments abou	t Administrative Sk	cills:	Ā	
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	<b>C</b> 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
CLINICAL  15. I have sufficient  Strongly Disagree  16. Shows a commit  Strongly Disagree  17. Skillfully manag  Strongly Disagree  18. Is actively conce	t familiarity and known in the control of the contr	owledge to rate my  Neutral in patient care  Neutral s in the clinical ente  Neutral	Agree  Agree  Agree  Agree  Agree  Agree	Strongly Agree  Strongly Agree  Strongly Agree
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
CLINICAL  15. I have sufficient  Strongly Disagree  16. Shows a commit  Strongly Disagree  17. Skillfully manag  Strongly Disagree  18. Is actively conce	t familiarity and known in the control of the contr	owledge to rate my  Neutral in patient care  Neutral s in the clinical ente  Neutral	Agree  Agree  Agree  Agree  Agree  Agree	Strongly Agree  Strongly Agree  Strongly Agree

C Strongly Disagree	<b>C</b> Disagree	<b>C</b> Neutral	<b>C</b> Agree	C Strongly Agree	
20. Values the clini	cal skills of faculty,	residents, and fello	ows		
Strongly Disagree	<b>C</b> Disagree	C Neutral	<b>C</b> Agree	C Strongly Agree	
21. Promotes innov	ative health policies	and practice			
C Strongly Disagree	<b>C</b> Disagree	C Neutral	<b>C</b> Agree	C Strongly Agree	
22. Promotes quali	ty of care with reaso	onable patient volu	me expected		
C Strongly Disagree	<b>C</b> Disagree	C Neutral	<b>C</b> Agree	C Strongly Agree	
23. Overall rating i	n clinical endeavors				
Poor	C Fair	<b>C</b> 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	<b>C</b> Disagree	C Neutral	<b>C</b> Agree	C Strongly Agree	
31. Provides resour	rces to support rese	arch productivity			
Strongly Disagree	<b>C</b> Disagree	C Neutral	<b>C</b> Agree	C Strongly Agree	
32. Encourages inte	er/intra department	al collaboration			
Strongly Disagree	<b>C</b> Disagree	C Neutral	<b>C</b> Agree	C Strongly Agree	
33. Is an excellent	researcher				
Strongly Disagree	<b>C</b> Disagree	<b>C</b> Neutral	<b>C</b> Agree	C Strongly Agree	
34. Overall rating in	n research role				
C Poor	<b>C</b> Fair	<b>C</b> Good	C Very Good	<b>C</b> 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.					
E-4					
Strongly Disagree	<b>C</b> Disagree	C Neutral	Agree	Strongly Agree	
Strongly Disagree	Disagree	Neutral			
Strongly Disagree  37. Delegates author	Disagree  ority and empowers	Neutral faculty and staff	Agree	Strongly Agree	
Strongly Disagree  37. Delegates author	Disagree  ority and empowers	Neutral	Agree	Strongly Agree	
Strongly Disagree  37. Delegates author  Strongly Disagree	Disagree  ority and empowers  Disagree	Neutral  faculty and staff  C  Neutral	Agree	Strongly Agree	
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 C Agree	Strongly Agree  Strongly Agree	
Strongly Disagree  37. Delegates author  Strongly Disagree	Disagree  ority and empowers  Disagree	Neutral  faculty and staff  C  Neutral	Agree	Strongly Agree	
Strongly Disagree  37. Delegates author Strongly Disagree  38. Considers facult Strongly Disagree	Disagree  Disagree  Disagree  Disagree  Disagree  Disagree  Disagree	Neutral  faculty and staff  Neutral  naking decisions  Neutral	Agree Agree C Agree	Strongly Agree  C Strongly Agree	
Strongly Disagree  37. Delegates author Strongly Disagree  38. Considers facult Strongly Disagree  39. Does not allow	Disagree  Disagree  Disagree  ty opinions before n  Disagree  Disagree	Neutral  faculty and staff  Neutral  naking decisions  Neutral  Neutral	Agree  Agree  Agree  Agree	Strongly Agree  Strongly Agree  Strongly Agree	
Strongly Disagree  37. Delegates author Strongly Disagree  38. Considers facult Strongly Disagree	Disagree  Disagree  Disagree  Disagree  Disagree  Disagree  Disagree	Neutral  faculty and staff  Neutral  naking decisions  Neutral	Agree Agree C Agree	Strongly Agree  C Strongly Agree	
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 influen  Disagree	Neutral  faculty and staff  Neutral  naking decisions  Neutral  nce important decis  Neutral	Agree  Agree  Agree  Agree	Strongly Agree  Strongly Agree  Strongly Agree	
Strongly Disagree  37. Delegates author Strongly Disagree  38. Considers facult Strongly Disagree  39. Does not allow Strongly Disagree  40. Is accessible and	Disagree  Disagree  Disagree  ty opinions before n  Disagree  favoritism to influen  Disagree  di responds to conce	Neutral  faculty and staff  Neutral  naking decisions  Neutral  nce important decis  Neutral  erns of faculty	Agree  C Agree  Agree  Agree  Agree  Agree	Strongly Agree  Strongly Agree  Strongly Agree  Strongly Agree	
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 influen  Disagree	Neutral  faculty and staff  Neutral  naking decisions  Neutral  nce important decis  Neutral	Agree  Agree  Agree  Agree	Strongly Agree  Strongly Agree  Strongly Agree	

	C	C				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
J , J	J		<b>J</b> • •	3, 3,		
42. Weathers setba	cks with calm and u	understanding				
	0	0				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
43. Responds positi			_			
<b>C</b>	<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				
		<b>C</b>				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
47. Effectively repre	santa danautusant	within the COM				
			p-3	p-a		
	C	C	C			
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
48. Effectively repre	esents department	regionally and/or n	ationally			
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	<b>C</b>				
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				
<b>C</b>		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			
<b>C</b>	C	C		C		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
56. Is persistent in	efforts to improve t	eaching at all level	ls			
<b>C</b>	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						

-				
G		Li .		
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
64. Provides useful	advice on faculty d	levelopment & offer	rs regular feedback	<
0				C
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
65. Advocates for fa				
C	C			<u>C</u>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
66. Is effective in a	ssisting faculty thr	ough promotion and	d tenure	
C	C	0		C
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
67. Involves faculty		F-3		P-1
Li	C	Li .	C	
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
68. Supports faculty	y development and	leadership skill dev	elopment in other	'S
0				C
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
CO. Frankrije Grandler		/	0!	
69. Fosters faculty			-	
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
70. Promotes ment	oring by senior fact	ulty & selects chiefs	who mentor well	
				0
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
71 Dravidas annus	uniata magazingas far	faculty success		
71. Provides approp	-	F-3	p-a	F
Church Discours	Diameter.	Neutrol		Chuan alia Anna a
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
72. Overall rating a	s a mentor			
C	C	С	<b>C</b>	
		_		
Poor	Fair	Good	Very Good	Excellent
Poor	Fair	Good	Very Good	Excellent
Poor  73. Comments on M		Good	Very Good	Excellent
		Good	Very Good	Excellent
		Good	Very Good	Excellent
		Good	Very Good	Excellent

## **OTHER**

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

C Strongly Disagree	<b>C</b> Disagree	C Neutral	<b>C</b> Agree	C Strongly Agree
75. Do you want issue	es raised by this s		a department fac	ulty meeting?
76. Overall rating of (	Chair C Fair	<b>C</b> Good	C Very Good	C Excellent
77. Other comments:			<u>^</u>	
С	C		С	С
79. I believe that this  C  Strongly Disagree	type of evaluation  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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