

## 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"/>
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**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.