Faculty - Chair Evaluation Survey

Five Year Review of Professor [Name]
Chair, Department of [Name of Department]

This survey utilizes (primarily) a seven-point scale. A rating of 4 serves as an anchor point, indicating that Professor [name] has performed his/her duties on the characteristic being rated in an acceptable fashion. Other ratings indicate:

        7 – outstanding performance
        6 – very good performance
        5 – good performance (better than acceptable)
        4 – acceptable performance
        3 –some minor deficiencies
        2 – more than a few minor deficiencies
        1 – poor performance (serious deficiencies)

        N/R – not rated – for use in those instances when you are unable to make a judgment (for example, due to lack of information on that topic)

Please circle your rating for each of the following questions

Leadership

1. How effective is Professor [name] in providing for faculty development (including: providing matching funds for grant proposals on an equitable basis; facilitating inter-departmental or multi-investigator proposals; appropriate handling of sabbatical applications)?

        Comments:

                N/R   1   2   3   4   5   6   7

2. How effective is Professor [name] in guiding faculty hiring (including: establishing searches to meet departmental goals; bringing top candidates to the faculty; establishing adequate start-up packages for new faculty)?

        Comments:

                N/R   1   2   3   4   5   6   7

3. How effective is Professor [name] in leading the Department in establishing priorities for the allocation of resources and in fairly administering them?

Comments:

N/R   1   2   3   4   5   6   7

4. How effective is Professor [name] in ensuring that new faculty are suitably mentored?

Comments:

N/R   1   2   3   4   5   6   7

5. How effective is Professor [name] in creating and maintaining an appropriate intellectual environment in the Department?

Comments:

N/R   1   2   3   4   5   6   7

6. How effective is Professor [name] in identifying external funding sources and encouraging faculty, individually or collectively, to seek external research funding?

Comments:

N/R   1   2   3   4   5   6   7

7. How effective is Professor [name] in directing facilities (e.g., hardware and peripherals) acquisition and maintenance?

Comments:

N/R   1   2   3   4   5   6   7

8. How effective is Professor [name] in generating support among faculty for departmental goals?

Comments:

N/R   1   2   3   4   5   6   7

9. How effective is Professor [name] in encouraging and establishing interactions with other departments in the University?

Comments:

N/R   1   2   3   4   5   6   7

10. To what extent have the goals identified by the Department been defined, planned for, or achieved by Professor [name]'s activities?

Comments:

N/R   1   2   3   4   5   6   7

Decision Making

11. How effective is Professor [name] in providing faculty (and, where appropriate, students) adequate opportunity for participation in decision making, without avoiding the Chair's responsibility?

Comments:

N/R   1   2   3   4   5   6   7

12. How effective is Professor [name] in making unpleasant but necessary decisions?

Comments:

N/R   1   2   3   4   5   6   7

13. Are Professor [name]'s decisions generally seen as fair and proper ones?

Comments:

N/R   1   2   3   4   5   6   7

Departmental Affairs

14. How effective is Professor [name] in maximizing program effectiveness with the resources available?

Comments:

N/R   1   2   3   4   5   6   7

15. How effective is Professor [name] in improving the quality of teaching in the Department?

Comments:

N/R   1   2   3   4   5   6   7

16. How effective is Professor [name] in the use of departmental discretionary funds?

    Comments:

N/R   1   2   3   4   5   6   7

17. How effective is Professor [name] in ensuring the success of the undergraduate and graduate programs?

    Comments:

N/R   1   2   3   4   5   6   7

18. How effective is Professor [name] in allocating research/office space?

    Comments:

N/R   1   2   3   4   5   6   7

19. How effective is Professor [name] in leading the salaried and professional staff (including guiding staff members to new roles as appropriate; decision making about filling positions; ensuring that sufficient resources are available for staff to do their jobs effectively)?

    Comments:

N/R   1   2   3   4   5   6   7

20. How effective is Professor [name] in establishing an equitable and effective distribution of the workload among the faculty?

       Comments:

              N/R   1   2   3   4   5   6   7

21. What is your rating of the state of faculty morale?

       Comments:

              Poor   Fair   Good   Very Good   Excellent

Communication

22. How effective is Professor [name] in communicating with others in the Department?

       Comments:

              N/R   1   2   3   4   5   6   7

23. How effective is Professor [name] as the Department representative to the University administration?

       Comments:

              N/R   1   2   3   4   5   6   7

24. How effective is Professor [name] as the Department representative to outside professional organizations, groups, institutions, alumni, etc.

       Comments:

                    N/R   1   2   3   4   5   6   7

Overall Evaluation

25. How would you rate Professor [name]'s overall effectiveness as Chair over the past 4+ years?

       Comments:

                    N/R   1   2   3   4   5   6   7

26. What are the major issues over the next five years that are likely to face the Department in general and the Chair in particular?

27. How would you rate Professor [name]'s ability to face these challenges?

       Comments:

                    N/R   1   2   3   4   5   6   7

28. Would you recommend that Professor [name] by reappointed as Chair?

Comments:

Yes   No

Information about You

Please indicate (write in) your primary role in the [name of Department] Department (e.g., Assistant Professor, Associate Professor, Full Professor or Research Professor)

Your Role_____

Please indicate (circle) your overall level of familiarity with Professor [name]'s performance as Chair.

Unfamiliar		Familiar	Highly Familiar	
1	2	3	4	5

You are encouraged to provide the Review Committee with additional comments that may not fit in the spaces provided on this form!