Faculty

Please indicate your level of agreement or disagreement to each of the statements below. Your ratings should be based on direct knowledge and experience. If you feel you cannot clearly rate an item, click the circle in the N/A (Not Applicable) column. **NOTE:** If you mark "Disagree" or "Strongly Disagree" to any of the statements, you must provide an explanation for your rating in the area at the bottom of this form.

PROGRAM DIRECTION/LEADERSHIP

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
1. Communicates a vision of long-term program development	◯	◯	◯	◯	◯	◯
2. Collaborates with faculty to formulate effective strategic plans to achieve goals	◯	◯	◯	◯	◯	◯
3. Displays logical decision-making skills	◯	◯	◯	◯	◯	◯
4. Shows initiative and takes independent action when needed; a self-starter	◯	◯	◯	◯	◯	◯
5. Promotes unit's resource needs to higher levels of administration	◯	◯	◯	◯	◯	◯
6. Champions the unit's welfare and goals	◯	◯	◯	◯	◯	◯

FACULTY AFFAIRS

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
7. Facilitates a productive communication climate in the department	◯	◯	◯	◯	◯	◯
8. Supports academic freedom	◯	◯	◯	◯	◯	◯
9. Encourages and respects all points of view	◯	◯	◯	◯	◯	◯
10. Is accessible to the faculty	◯	◯	◯	◯	◯	◯
11. Works well with a diverse faculty	◯	◯	◯	◯	◯	◯
12. Demonstrates effective listening skills	◯	◯	◯	◯	◯	◯
13. Communicates concisely and clearly	◯	◯	◯	◯	◯	◯
14. Responds effectively to individual or collective faculty concerns	◯	◯	◯	◯	◯	◯
15. Prepares and conducts effective faculty meetings	◯	◯	◯	◯	◯	◯
16. Keeps meetings focused on important issues	◯	◯	◯	◯	◯	◯
17. Works with faculty to establish and coordinate appropriate unit committees and non-committee activities	◯	◯	◯	◯	◯	◯
18. Works with faculty to provide needed resources	◯	◯	◯	◯	◯	◯
19. Supports faculty service to the campus community	◯	◯	◯	◯	◯	◯

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA

20. Evaluates all faculty fairly and equitably	◯	◯	◯	◯	◯	◯
21. Publicly recognizes faculty accomplishments	◯	◯	◯	◯	◯	◯
22. Encourages faculty research and scholarship	◯	◯	◯	◯	◯	◯
23. Supports faculty participation in professional organizations	◯	◯	◯	◯	◯	◯
24. Plans tenure-track faculty recruitment activities collegially and effectively	◯	◯	◯	◯	◯	◯
25. Actively seeks and recruits for a diverse faculty	◯	◯	◯	◯	◯	◯
26. Supplies orientation and guidance to new faculty	◯	◯	◯	◯	◯	◯
27. Strives to recruit effective lecturers	◯	◯	◯	◯	◯	◯
28. Shows respect and consideration for lecturers	◯	◯	◯	◯	◯	◯
29. Oversees lecturers' evaluations in a timely fashion	◯	◯	◯	◯	◯	◯

STUDENT AFFAIRS

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
30. Attends to educational needs and goals of diverse students	◯	◯	◯	◯	◯	◯
31. Engages actively in student recruitment and retention	◯	◯	◯	◯	◯	◯
32. Mediates objectively in conflicts between faculty and students	◯	◯	◯	◯	◯	◯
33. Is accessible and helpful to students	◯	◯	◯	◯	◯	◯
34. Distributes course assignments equitably	◯	◯	◯	◯	◯	◯
35. Assures course assignments are responsive to students' needs	◯	◯	◯	◯	◯	◯

CURRICULUM

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
36. Supports faculty efforts at effective instruction	◯	◯	◯	◯	◯	◯
37. Encourages curriculum improvements and currency	◯	◯	◯	◯	◯	◯
38. Promotes curriculum that reflects student diversity	◯	◯	◯	◯	◯	◯
39. Works with faculty to plan and manage an effective program plan review or credentialing process	◯	◯	◯	◯	◯	◯
40. Works with faculty to plan and oversee labs, clinics, studios, special sessions, or off-campus programs effectively and efficiently	◯	◯	◯	◯	◯	◯
41. Works with faculty to produce effective GE course certification and assessment	◯	◯	◯	◯	◯	◯

ADMINISTRATIVE

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
42. Demonstrates knowledge of university policies and procedures	◯	◯	◯	◯	◯	◯
43. Motivates support staff to show respect for students and student diversity	◯	◯	◯	◯	◯	◯
44. Encourages staff to meet reasonable faculty requests in a timely and efficient fashion	◯	◯	◯	◯	◯	◯
45. Manages faculty and support staff office space efficiently	◯	◯	◯	◯	◯	◯
46. Manages the unit's budget and resources equitably	◯	◯	◯	◯	◯	◯
47. Manages the unit's budget and resources efficiently	◯	◯	◯	◯	◯	◯
48. Manages the unit's budget and resources transparently	◯	◯	◯	◯	◯	◯
49. Keeps faculty and staff informed of the unit's financial status	◯	◯	◯	◯	◯	◯
50. Mediates objectively in staff/faculty conflicts	◯	◯	◯	◯	◯	◯
51. Works with faculty and staff to assure the orderly operation of the department's administrative offices	◯	◯	◯	◯	◯	◯
52. Refines or revises the department's organizational structure or procedures as appropriate	◯	◯	◯	◯	◯	◯

EXTERNAL RELATIONSHIPS

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
53. Develops or enhances relationships with alumni	◯	◯	◯	◯	◯	◯
54. Promotes unit to relevant local and regional entities	◯	◯	◯	◯	◯	◯
55. Fosters congenial relationships with community organizations	◯	◯	◯	◯	◯	◯
56. Participates in fundraising activities as appropriate	◯	◯	◯	◯	◯	◯

NOTE: If you rated any item as "Disagree" or "Strongly Disagree," please explain in the area below.

Use the space below to provide any comments you feel would be helpful in this evaluation.

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Thank you for your participation. If you have any questions concerning this evaluation, please contact Dr. James Lee at (408)924-5866.

Click below to submit your responses to the Office of Institutional Research. You will also be taken to the SJSU website.