

Dr. Randall Osborne - Dept. of Psychology (n= 6)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	83.30%	16.70%			
Effectively implements the strategic plans for meeting department goals and objectives.	100.00%				
Provides effective, candid organizational communication to the faculty.	66.70%	33.30%			
Maintains an ethical administrative decision making environment.	66.70%	33.30%			
Supports faculty scholarship and creative activity objectives.	100.00%				
Selects competent, effective and ethical clerical/administrative support personnel.	50.00%	50.00%			
Completes management tasks/reports in a timely and efficient manner.	100.00%				
Supports and promotes the role of faculty in academic governance.	66.70%	33.30%			
Acts fairly in tenure/promotion and post tenure review considerations.	83.30%	16.70%			
Supports faculty in the student instructional mission.	100.00%				
Has an appropriate faculty compensation, merit, bonus model.	50.00%	33.30%		16.70%	
Effectively maintains faculty trust.	50.00%	50.00%			
Maintains faculty morale.	50.00%	50.00%			
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	66.67%	16.67%		16.67%	
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			20.00%		80.00%
Dr. Randall Osborne - Dept. of Psychology (n= 7) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	42.86%	28.57%	14.29%	14.29%	
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				42.86%	57.14%

Dr. Lydia Blanchard - Dept. of English (n= 8)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	87.50%		12.50%		
Effectively implements the strategic plans for meeting department goals and objectives.	87.50%	12.50%			
Provides effective, candid organizational communication to the faculty.	87.50%		12.50%		
Maintains an ethical administrative decision making environment.	75.00%	12.50%	12.50%		
Supports faculty scholarship and creative activity objectives.	87.50%		12.50%		
Selects competent, effective and ethical clerical/administrative support personnel.	87.50%	12.50%			
Completes management tasks/reports in a timely and efficient manner.	87.50%	12.50%			
Supports and promotes the role of faculty in academic governance.	87.50%			12.50%	
Acts fairly in tenure/promotion and post tenure review considerations.	75.00%		12.50%		12.50%
Supports faculty in the student instructional mission.	87.50%		12.50%		
Has an appropriate faculty compensation, merit, bonus model.	75.00%		12.50%		12.50%
Effectively maintains faculty trust.	87.50%			12.50%	
Maintains faculty morale.	50.00%	12.50%	12.50%	12.50%	12.50%
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	75.00%	12.50%			12.50%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			16.67%	16.67%	66.67%
Dr. Lydia Blanchard - Dept. of English (n= 8) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	42.86%			28.57%	28.57%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				40.00%	60.00%

Dr. Cynthia Opheim- Dept. of Geography (n= 5)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	80.00%			20.00%	
Effectively implements the strategic plans for meeting department goals and objectives.	60.00%	20.00%		20.00%	
Provides effective, candid organizational communication to the faculty.	80.00%			20.00%	
Maintains an ethical administrative decision making environment.	80.00%			20.00%	
Supports faculty scholarship and creative activity objectives.	80.00%			20.00%	
Selects competent, effective and ethical clerical/administrative support personnel.	80.00%			20.00%	
Completes management tasks/reports in a timely and efficient manner.	80.00%			20.00%	
Supports and promotes the role of faculty in academic governance.	80.00%			20.00%	
Acts fairly in tenure/promotion and post tenure review considerations.	80.00%		20.00%		
Supports faculty in the student instructional mission.	80.00%			20.00%	
Has an appropriate faculty compensation, merit, bonus model.	80.00%			20.00%	
Effectively maintains faculty trust.	80.00%			20.00%	
Maintains faculty morale.	60.00%	20.00%		20.00%	
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	80.00%				20.00%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				20.00%	80.00%
Dr. Lawrence Estaville- Dept. of Geography (n= 6) --- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	33.33%	16.67%			50.00%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				33.33%	66.67%

Dr. Jesus F. de La Teja - Dept. of History (n= 5)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	100.00%				
Effectively implements the strategic plans for meeting department goals and objectives.	80.00%	20.00%			
Provides effective, candid organizational communication to the faculty.	100.00%				
Maintains an ethical administrative decision making environment.	100.00%				
Supports faculty scholarship and creative activity objectives.	100.00%				
Selects competent, effective and ethical clerical/administrative support personnel.	100.00%				
Completes management tasks/reports in a timely and efficient manner.	80.00%				20.00%
Supports and promotes the role of faculty in academic governance.	80.00%	20.00%			
Acts fairly in tenure/promotion and post tenure review considerations.	100.00%				
Supports faculty in the student instructional mission.	100.00%				
Has an appropriate faculty compensation, merit, bonus model.	80.00%	20.00%			
Effectively maintains faculty trust.	100.00%				
Maintains faculty morale.	100.00%				
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	100.00%				
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				20.00%	80.00%
Dr. Gene Bourgeois - Dept. of History (n= 6) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	83.33%				15.57%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				40.00%	60.00%

Dr. Robert Fischer - Dept. of Modern Languages (n= 5)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	100.00%				
Effectively implements the strategic plans for meeting department goals and objectives.	100.00%				
Provides effective, candid organizational communication to the faculty.	100.00%				
Maintains an ethical administrative decision making environment.	100.00%				
Supports faculty scholarship and creative activity objectives.	100.00%				
Selects competent, effective and ethical clerical/administrative support personnel.	80.00%		20.00%		
Completes management tasks/reports in a timely and efficient manner.	100.00%				
Supports and promotes the role of faculty in academic governance.	100.00%				
Acts fairly in tenure/promotion and post tenure review considerations.	100.00%				
Supports faculty in the student instructional mission.	100.00%				
Has an appropriate faculty compensation, merit, bonus model.	100.00%				
Effectively maintains faculty trust.	100.00%				
Maintains faculty morale.	100.00%				
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	80.00%				20.00%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				25.00%	75.00%
Dr. Robert Fischer - Dept. of Modern Languages (n= 8) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	62.50%	12.50%		12.50%	12.50%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			16.67%	33.33%	50.00%

Dr. Vincent Luizzi - Dept. of Philosophy (n= 1)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	100.00%				
Effectively implements the strategic plans for meeting department goals and objectives.	100.00%				
Provides effective, candid organizational communication to the faculty.		100.00%			
Maintains an ethical administrative decision making environment.	100.00%				
Supports faculty scholarship and creative activity objectives.	100.00%				
Selects competent, effective and ethical clerical/administrative support personnel.	100.00%				
Completes management tasks/reports in a timely and efficient manner.	100.00%				
Supports and promotes the role of faculty in academic governance.	100.00%				
Acts fairly in tenure/promotion and post tenure review considerations.	100.00%				
Supports faculty in the student instructional mission.	100.00%				
Has an appropriate faculty compensation, merit, bonus model.	100.00%				
Effectively maintains faculty trust.	100.00%				
Maintains faculty morale.	100.00%				
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?					100.00%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?					
Dr. Vincent Luizzi - Dept. of Philosophy (n= 1) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?		100.00%			
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?					100.00%

Dr. Vicki Brittain - Dept. of Political Science (n= 7)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	57.10%	42.90%			
Effectively implements the strategic plans for meeting department goals and objectives.	57.10%	42.90%			
Provides effective, candid organizational communication to the faculty.	66.70%	16.70%		16.70%	
Maintains an ethical administrative decision making environment.	57.10%	14.30%	14.30%	14.30%	
Supports faculty scholarship and creative activity objectives.	71.40%		14.30%	14.30%	
Selects competent, effective and ethical clerical/administrative support personnel.	86.70%	14.30%			
Completes management tasks/reports in a timely and efficient manner.	71.40%	28.60%			
Supports and promotes the role of faculty in academic governance.	57.10%	14.30%	14.30%	14.30%	
Acts fairly in tenure/promotion and post tenure review considerations.	57.10%	14.30%	14.30%	14.30%	
Supports faculty in the student instructional mission.	57.10%	28.60%		14.30%	
Has an appropriate faculty compensation, merit, bonus model.	57.10%	14.30%		14.30%	14.30%
Effectively maintains faculty trust.	57.10%	14.30%	14.30%	14.30%	
Maintains faculty morale.	57.10%		28.70%	14.30%	
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	57.10%	14.30%		14.30%	14.30%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				28.60%	71.40%
Dr. Vicki Brittain - Dept. of Political Science (n= 5) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	100.00%				
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			20.00%	20.00%	60.00%

Dr. Susan Day - Dept. of Sociology (n= 3)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	100.00%				
Effectively implements the strategic plans for meeting department goals and objectives.	100.00%				
Provides effective, candid organizational communication to the faculty.	100.00%				
Maintains an ethical administrative decision making environment.	100.00%				
Supports faculty scholarship and creative activity objectives.	100.00%				
Selects competent, effective and ethical clerical/administrative support personnel.	86.70%	33.30%			
Completes management tasks/reports in a timely and efficient manner.	66.70%	33.30%			
Supports and promotes the role of faculty in academic governance.	100.00%				
Acts fairly in tenure/promotion and post tenure review considerations.	100.00%				
Supports faculty in the student instructional mission.	100.00%				
Has an appropriate faculty compensation, merit, bonus model.	100.00%				
Effectively maintains faculty trust.	100.00%				
Maintains faculty morale.	100.00%				
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	100.00%				
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				33.30%	66.70%
Dr. Susan Day - Dept. of Sociology (n= 3) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	100.00%				
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?					100.00%

Dr. Jon McGee- Dept. of Anthropology (n= 1)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	100.00%				
Effectively implements the strategic plans for meeting department goals and objectives.	100.00%				
Provides effective, candid organizational communication to the faculty.	100.00%				
Maintains an ethical administrative decision making environment.	100.00%				
Supports faculty scholarship and creative activity objectives.	100.00%				
Selects competent, effective and ethical clerical/administrative support personnel.					100.00%
Completes management tasks/reports in a timely and efficient manner.	100.00%				
Supports and promotes the role of faculty in academic governance.	100.00%				
Acts fairly in tenure/promotion and post tenure review considerations.	100.00%				
Supports faculty in the student instructional mission.	100.00%				
Has an appropriate faculty compensation, merit, bonus model.	100.00%				
Effectively maintains faculty trust.	100.00%				
Maintains faculty morale.	100.00%				
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	100.00%				
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?					100.00%
Dr. David Glassman - Dept. of Anthropology (n= 2) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	100.00%				
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?					100.00%