

Dr. Bruce Smith - Dept. of Mass Communication (n= 10)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	70.00%	30.00%			
Effectively implements the strategic plans for meeting department goals and objectives.	80.00%	20.00%			
Provides effective, candid organizational communication to the faculty.	60.00%	10.00%	30.00%		
Maintains an ethical administrative decision making environment.	40.00%	50.00%	10.00%		
Supports faculty scholarship and creative activity objectives.	60.00%	40.00%			
Selects competent, effective and ethical clerical/administrative support personnel.	60.00%	30.00%		10.00%	
Completes management tasks/reports in a timely and efficient manner.	70.00%	30.00%			
Supports and promotes the role of faculty in academic governance.	60.00%	30.00%			10.00%
Acts fairly in tenure/promotion and post tenure review considerations.	60.00%	30.00%			10.00%
Supports faculty in the student instructional mission.	70.00%	30.00%			
Has an appropriate faculty compensation, merit, bonus model.	40.00%	60.00%			
Effectively maintains faculty trust.	40.00%	50.00%	10.00%		
Maintains faculty morale.	30.00%	40.00%	20.00%	10.00%	
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	60.00%		30.00%	10.00%	
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				42.90%	57.10%
Dr. Bruce Smith - Dept. of Mass Communication (n= 6) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	66.67%				33.33%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				40.00%	60.00%

Dr. Erik Nielsen - Dept. of Arts & Design (n= 4)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	50.00%	50.00%			
Effectively implements the strategic plans for meeting department goals and objectives.	25.00%	75.00%			
Provides effective, candid organizational communication to the faculty.	25.00%	75.00%			
Maintains an ethical administrative decision making environment.	50.00%	50.00%			
Supports faculty scholarship and creative activity objectives.	25.00%	75.00%			
Selects competent, effective and ethical clerical/administrative support personnel.	50.00%	50.00%			
Completes management tasks/reports in a timely and efficient manner.	25.00%	75.00%			
Supports and promotes the role of faculty in academic governance.	75.00%	25.00%			
Acts fairly in tenure/promotion and post tenure review considerations.	50.00%	50.00%			
Supports faculty in the student instructional mission.	75.00%	25.00%			
Has an appropriate faculty compensation, merit, bonus model.	33.30%		66.70%		
Effectively maintains faculty trust.	25.00%	75.00%			
Maintains faculty morale.		100.00%			
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	25.00%	75.00%			
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			25.00%	25.00%	50.00%
Dr. Erik Nielsen - Dept. of Arts & Design (n= 6) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	33.33%	50.00%	16.67%		
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			33.33%	33.33%	33.33%

Dr. C. Joseph Stuessy - School of Music (n= 22)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	40.90%	31.80%	18.20%	9.10%	
Effectively implements the strategic plans for meeting department goals and objectives.	40.90%	22.70%	13.60%	22.70%	
Provides effective, candid organizational communication to the faculty.	36.40%	13.60%	13.60%	36.40%	
Maintains an ethical administrative decision making environment.	40.90%	13.60%	9.10%	36.40%	
Supports faculty scholarship and creative activity objectives.	42.90%	38.10%	4.80%	14.30%	
Selects competent, effective and ethical clerical/administrative support personnel.	52.40%	19.00%	4.80%	14.30%	9.50%
Completes management tasks/reports in a timely and efficient manner.	45.50%	27.30%	9.10%	9.10%	9.10%
Supports and promotes the role of faculty in academic governance.	40.90%	9.10%		40.90%	9.10%
Acts fairly in tenure/promotion and post tenure review considerations.	40.90%	18.20%	22.70%	13.60%	4.50%
Supports faculty in the student instructional mission.	40.90%	27.30%	22.70%	9.10%	
Has an appropriate faculty compensation, merit, bonus model.	40.90%	31.80%	4.50%	13.60%	9.10%
Effectively maintains faculty trust.	40.90%	9.10%	9.10%	40.90%	
Maintains faculty morale.	40.90%	9.10%	9.10%	40.90%	
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	36.40%	4.50%	9.10%	13.60%	36.40%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			33.30%	33.30%	33.30%
Dr. C. Joseph Stuessy - School of Music (n= 8) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	12.50%		37.50%	37.50%	12.50%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			25.00%	50.00%	25.00%

Dr. Steven A. Beebe - Dept. of Communication Studies (n= 6)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	50.00%	50.00%			
Effectively implements the strategic plans for meeting department goals and objectives.	66.70%	33.30%			
Provides effective, candid organizational communication to the faculty.	50.00%	33.30%	16.70%		
Maintains an ethical administrative decision making environment.	50.00%	33.30%	16.70%		
Supports faculty scholarship and creative activity objectives.	66.70%	33.30%			
Selects competent, effective and ethical clerical/administrative support personnel.	83.30%	16.70%			
Completes management tasks/reports in a timely and efficient manner.	50.00%	50.00%			
Supports and promotes the role of faculty in academic governance.	50.00%	50.00%			
Acts fairly in tenure/promotion and post tenure review considerations.	16.70%	33.30%	16.70%		33.30%
Supports faculty in the student instructional mission.	33.30%	66.70%			
Has an appropriate faculty compensation, merit, bonus model.	16.70%	50.00%	33.30%		
Effectively maintains faculty trust.	33.30%	33.30%	33.30%		
Maintains faculty morale.	16.70%	50.00%	33.30%		
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	33.30%	33.30%	16.70%	16.70%	
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			20.00%	40.00%	40.00%
Dr. Steven A. Beebe - Dept. of Communication Studies (n= 6) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	50.00%			25.00%	25.00%
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?			50.00%	25.00%	25.00%

Dr. Richard P. Sodders - Dept. of Theater & Dance (n= 5)	Strongly Agree	Agree	Disagree	Strongly Disagree	Insufficient Knowledge
Efficiently and fairly allocates available resources within the department.	60.00%	40.00%			
Effectively implements the strategic plans for meeting department goals and objectives.	40.00%	60.00%			
Provides effective, candid organizational communication to the faculty.	40.00%	40.00%	20.00%		
Maintains an ethical administrative decision making environment.	20.00%	60.00%	20.00%		
Supports faculty scholarship and creative activity objectives.	60.00%	40.00%			
Selects competent, effective and ethical clerical/administrative support personnel.	60.00%	20.00%			20.00%
Completes management tasks/reports in a timely and efficient manner.	40.00%	40.00%	20.00%		
Supports and promotes the role of faculty in academic governance.	40.00%	60.00%			
Acts fairly in tenure/promotion and post tenure review considerations.	60.00%	20.00%			20.00%
Supports faculty in the student instructional mission.	60.00%	40.00%			
Has an appropriate faculty compensation, merit, bonus model.	40.00%		60.00%		
Effectively maintains faculty trust.	40.00%	60.00%			
Maintains faculty morale.	20.00%	80.00%			
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	20.00%	60.00%	20.00%		
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?					100.00%
Dr. Richard P. Sodders - Dept. of Theater & Dance (n= 3) -- 2004					
	Excellent	Commendable	Meets Expectations	Needs Improvement	Unsatisfactory
overall, how would you rate your Chair's performance?	50.00%			50.00%	
	Fairly Vague	Sparse	Knowledgeable	Well-informed	Extensive
How informed would you judge your PERCEPTIONS to be?				50.00%	50.00%