

Evaluation of Assistant Dean Hugh Hunt, CHSS, for academic year 2008-09

The evaluations are based on anonymous responses on SurveyMonkey to a set of 14 closed ended (Likert type item) questions that are shown below. The data were independently compiled by Erik Bowe, Director, Enterprise Data Management and Information Architect in the Department of Enterprise Information Management. His work was checked by Dr. Rugg before being sent back to the Dean's office. Faculty and staff are asked to rate each item as very effective to very ineffective 4 point scale.

The data show the number and percentage of respondents who chose each response. The responses were coded 1) very effective, 2) effective, 3) ineffective, 4) very ineffective. If an individual did not respond to a question those non-responses were considered missing values and not included in the calculations. There is also a table that presents mean and median scores for each item overall. The lower the mean (the closer to 1) the better (more positive response/evaluation). The mean scores on the 14 items for Assistant Dean Hunt range from 1.36 to 2.06, with only three items exceeding 2.0. The mean of all 14 means is 1.78. In sum, the evaluations by forty-two (42) faculty are positive (in the "very effective" and "effective" categories).

Respondents were also given the opportunity to add comments in an open-ended format. Sixteen (38%) chose to do so. As is well-established in the literature and from our experience over the last three years, the negative and dissatisfied individuals in the sample are overrepresented among those who provide comments. Respondents are guaranteed anonymity so although we publish on-line the results of the evaluation we do not publish comments since faculty members have expressed fears of being identified personally by their comments. We do, however, code these comments as positive, negative, and mixed or neutral. Of the total comments received, 9 or 56% are positive, 1 or 6% mixed or neutral, and 6 or 38% negative.

In sum, the evaluative responses are positive. They are consistent with those collected for the past two academic years.

The questions:

1. Develops and implements long-range vision and goals consistent with college mission
2. Solicits ideas to improve the college
3. Demonstrates appropriate skill to resolve conflict
4. Demonstrates good people skills
5. Demonstrates sound problem-solving skills
6. Delegates proper authority when possible and appropriate
7. Develops a professional and positive atmosphere in college
8. Takes principled and informed stance on matters of concern to the department, college, and/or university
9. Demonstrates a high degree of integrity in dealing with others
10. Demonstrates fairness in relations with faculty and staff

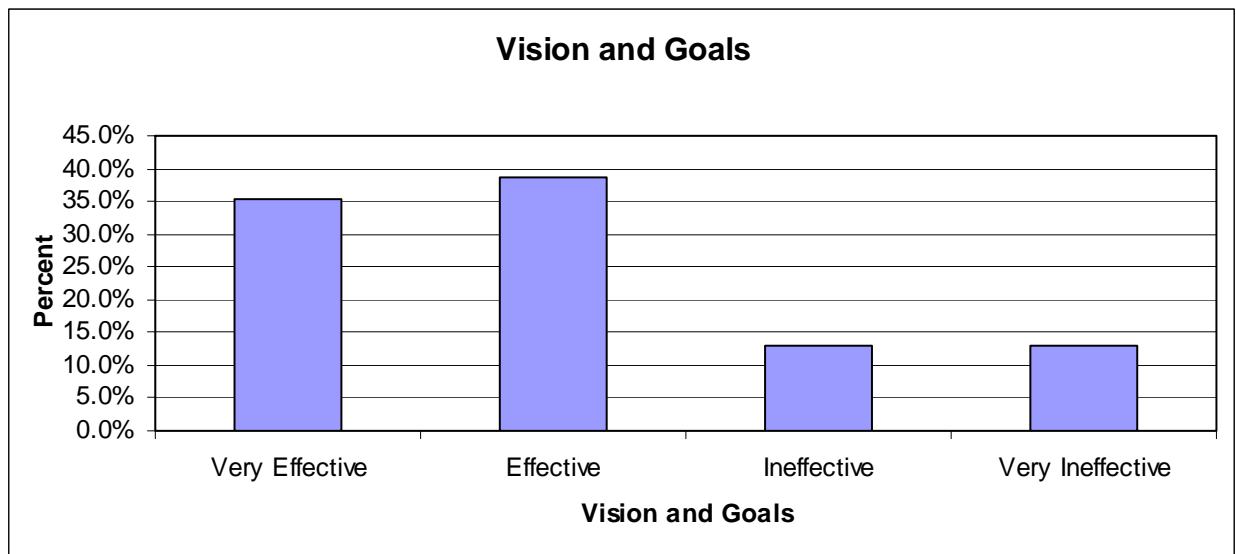
11. Demonstrates sensitivity to issues of diversity
12. Replies to faculty/staff requests in a timely manner
13. Keeps college apprised of institutional and professional concerns
14. Follows appropriate protocol in addressing student complaints

Statistics

		Vision and Goals	Solicits Ideas	Skill to Resolve Conflict	Good People Skills	Problem-Solving Skills	Delegates Authority	Develops Prof. Atmosphere	Takes Principled Stance	Demonstrates Integrity	Demonstrates Fairness	Sensitive to Diversity	Replies in Timely Manner	Keeps College Apprised	Follows Appropriate Protocol
N	Valid	31	40	38	39	36	29	40	36	40	42	32	39	31	28
	Missing	14	5	7	6	9	16	5	9	5	3	13	6	14	17
Mean		2.03	2.03	2.00	1.77	2.06	1.66	1.73	1.89	1.65	1.69	1.66	1.69	1.71	1.36
Median		2.00	2.00	2.00	1.00	2.00	1.00	1.00	1.50	1.00	1.00	1.50	1.00	2.00	1.00
Mode		2	2	1	1	1	1	1	1	1	1	1	1	1	1
Std. Dev.		1.016	1.025	1.090	0.986	1.094	0.897	1.062	1.116	1.075	1.047	0.787	0.893	0.864	0.731
Min		1	1	1	1	1	1	1	1	1	1	1	1	1	1
Max		4	4	4	4	4	4	4	4	4	4	4	4	4	4

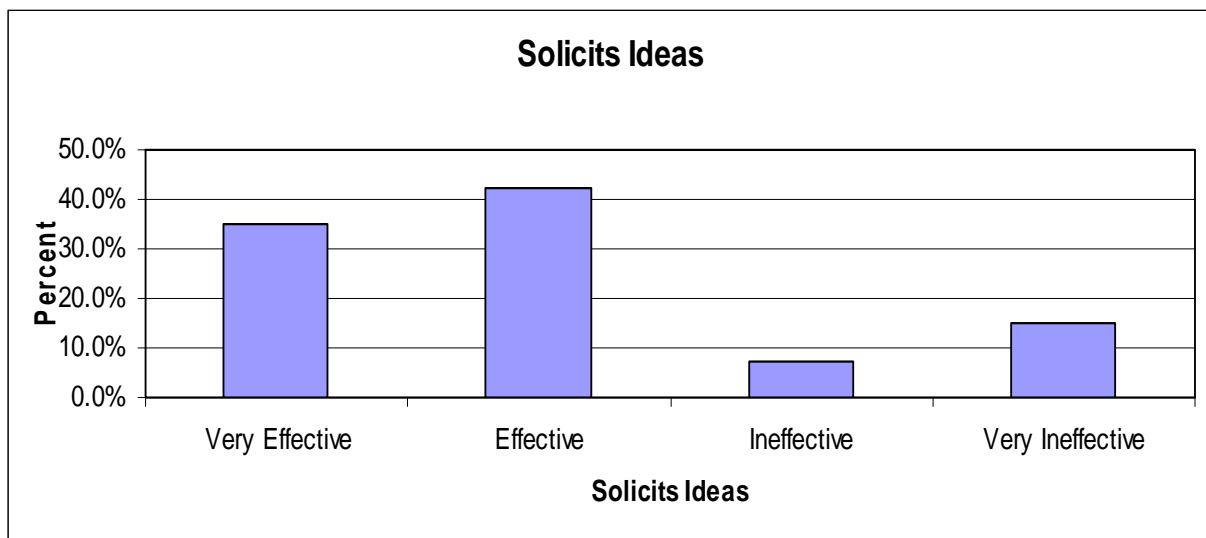
Frequency Table

Vision and Goals					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	11	24.4%	35.5%	35.5%
	Effective	12	26.7%	38.7%	74.2%
	Ineffective	4	8.9%	12.9%	87.1%
	Very Ineffective	4	8.9%	12.9%	100.0%
	Total	31	68.9%	100.0%	
Missing	System	14	31.1%		
	Total	45	100.0%		



Frequency Table

Solicits Ideas					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	14	31.1%	35.0%	35.0%
	Effective	17	37.8%	42.5%	77.5%
	Ineffective	3	6.7%	7.5%	85.0%
	Very Ineffective	6	13.3%	15.0%	100.0%
	Total	40	88.9%	100.0%	
Missing	System	5	11.1%		
	Total	45	100.0%		



Frequency Table

Skill to Resolve Conflict					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	16	35.6%	42.1%	42.1%
	Effective	12	26.7%	31.6%	73.7%
	Ineffective	4	8.9%	10.5%	84.2%
	Very Ineffective	6	13.3%	15.8%	100.0%
	Total	38	84.4%	100.0%	
Missing	System	7	15.6%		
	Total	45	100.0%		



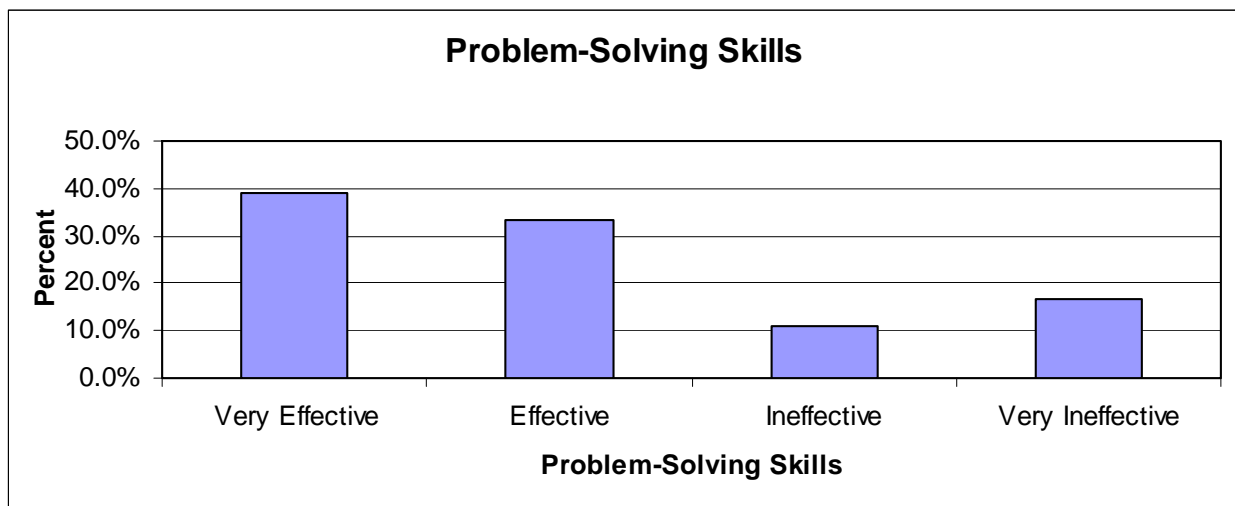
Frequency Table

Good People Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	20	44.4%	51.3%	51.3%
	Effective	12	26.7%	30.8%	82.1%
	Ineffective	3	6.7%	7.7%	89.7%
	Very Ineffective	4	8.9%	10.3%	100.0%
	Total	39	86.7%	100.0%	
Missing	System	6	13.3%		
	Total	45	100.0%		



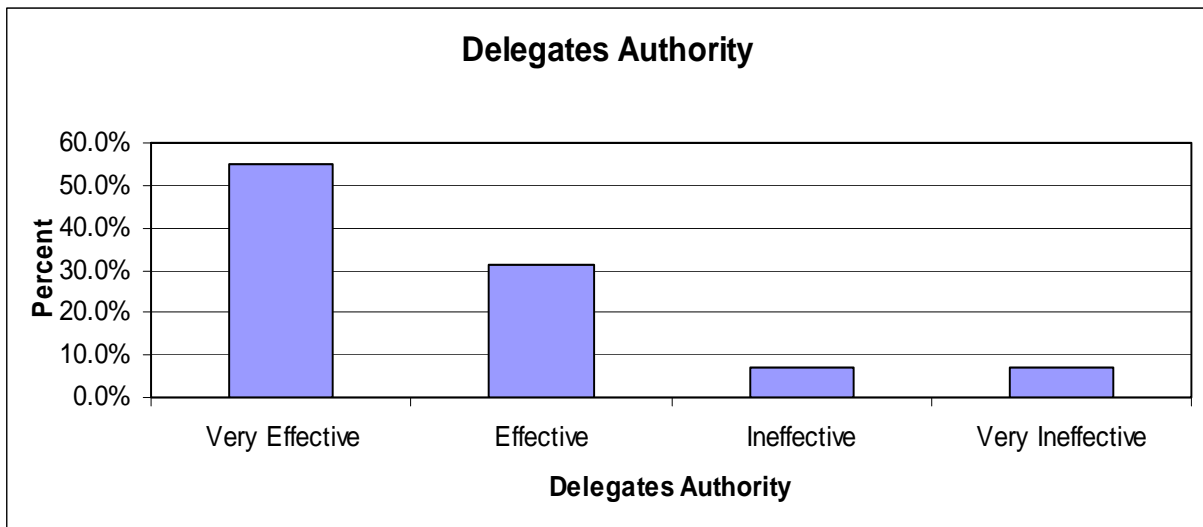
Frequency Table

Problem-Solving Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	14	31.1%	38.9%	38.9%
	Effective	12	26.7%	33.3%	72.2%
	Ineffective	4	8.9%	11.1%	83.3%
	Very Ineffective	6	13.3%	16.7%	100.0%
	Total	36	80.0%	100.0%	
Missing	System	9	20.0%		
	Total	45	100.0%		



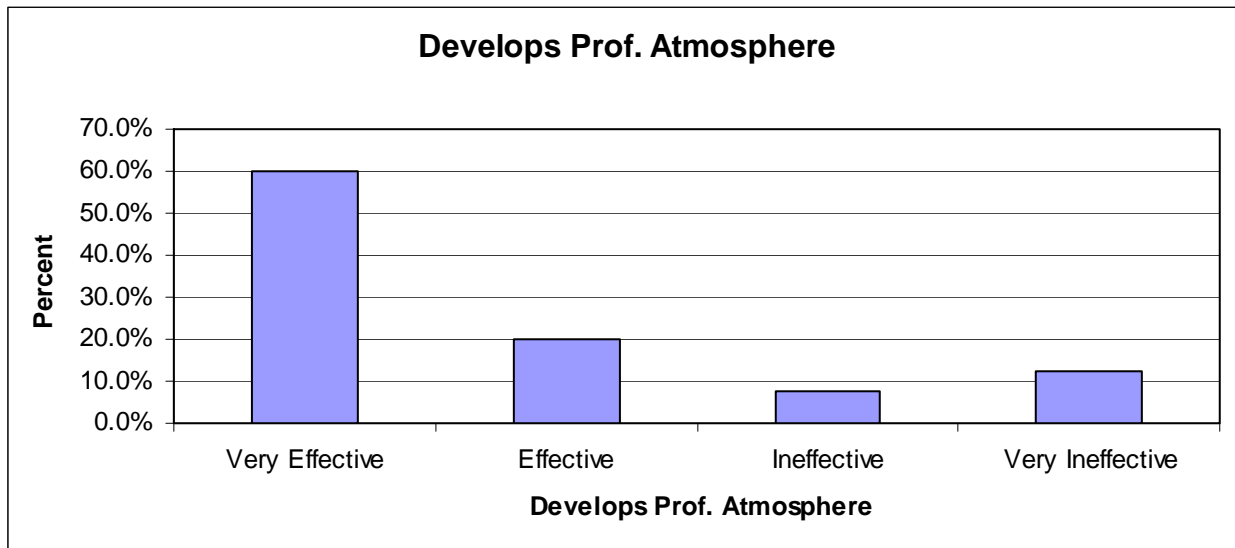
Frequency Table

Delegates Authority					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	16	35.6%	55.2%	55.2%
	Effective	9	20.0%	31.0%	86.2%
	Ineffective	2	4.4%	6.9%	93.1%
	Very Ineffective	2	4.4%	6.9%	100.0%
	Total	29	64.4%	100.0%	
Missing	System	16	35.6%		
	Total	45	100.0%		



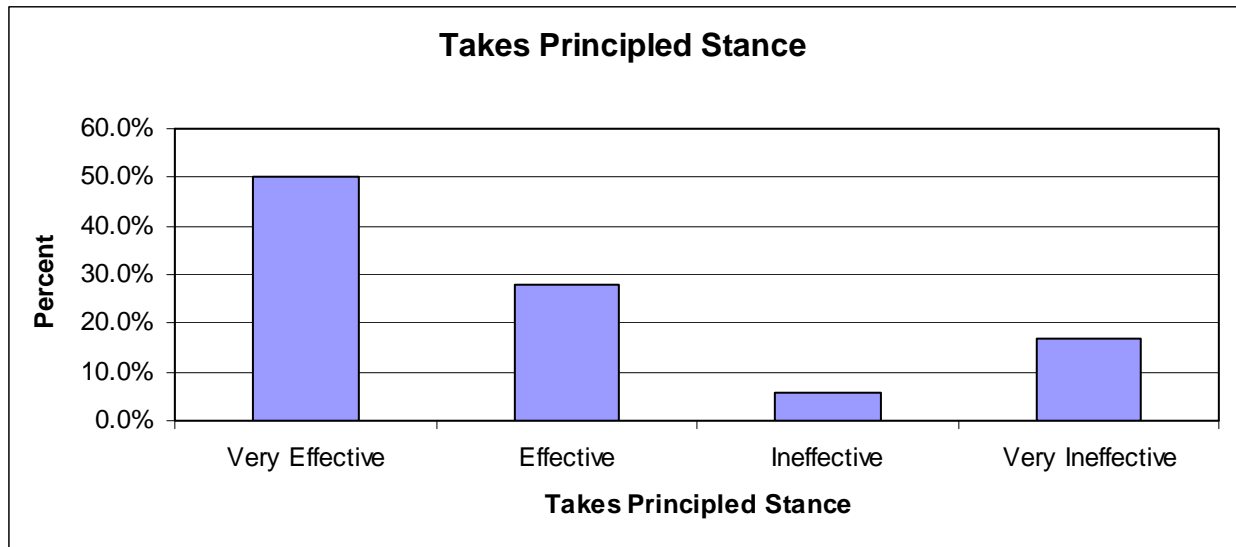
Frequency Table

Develops Prof. Atmosphere					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	24	53.3%	60.0%	60.0%
	Effective	8	17.8%	20.0%	80.0%
	Ineffective	3	6.7%	7.5%	87.5%
	Very Ineffective	5	11.1%	12.5%	100.0%
	Total	40	88.9%	100.0%	
Missing	System	5	11.1%		
	Total	45	100.0%		



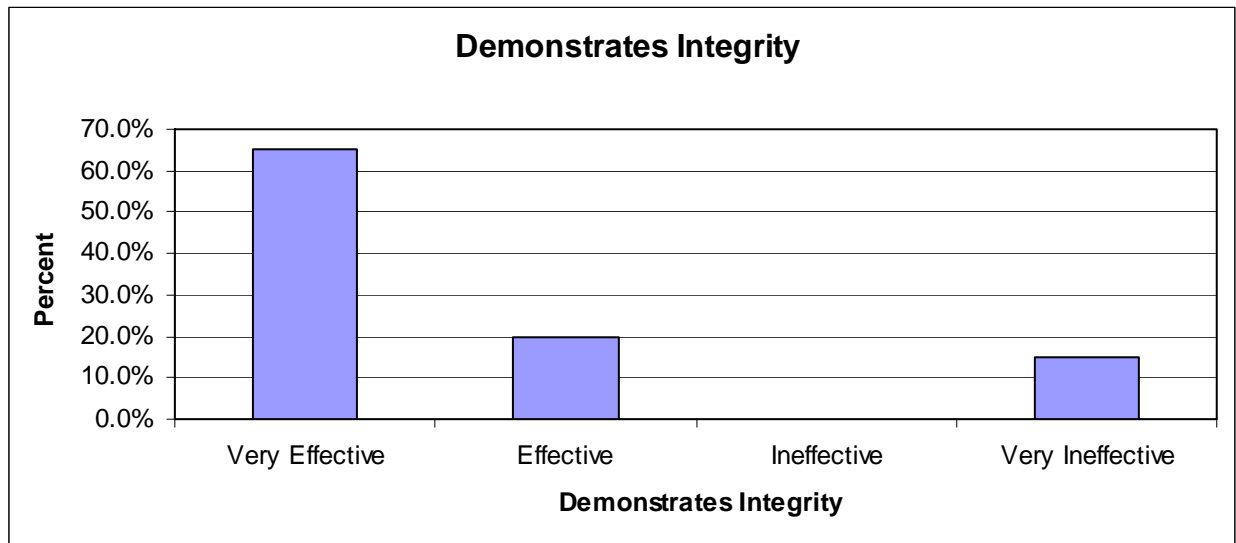
Frequency Table

Takes Principled Stance					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	18	40.0%	50.0%	50.0%
	Effective	10	22.2%	27.8%	77.8%
	Ineffective	2	4.4%	5.6%	83.3%
	Very Ineffective	6	13.3%	16.7%	100.0%
	Total	36	80.0%	100.0%	
Missing	System	9	20.0%		
	Total	45	100.0%		



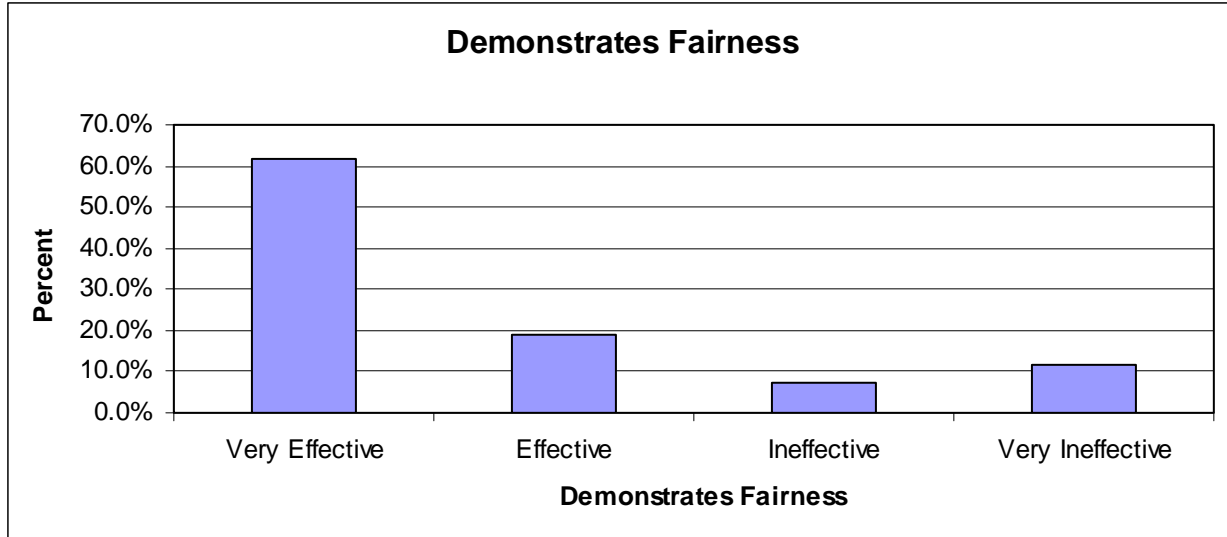
Frequency Table

Demonstrates Integrity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	26	57.8%	65.0%	65.0%
	Effective	8	17.8%	20.0%	85.0%
	Ineffective	0	0.0%	0.0%	85.0%
	Very Ineffective	6	13.3%	15.0%	100.0%
	Total	40	88.9%	100.0%	
Missing	System	5	11.1%		
	Total	45	100.0%		



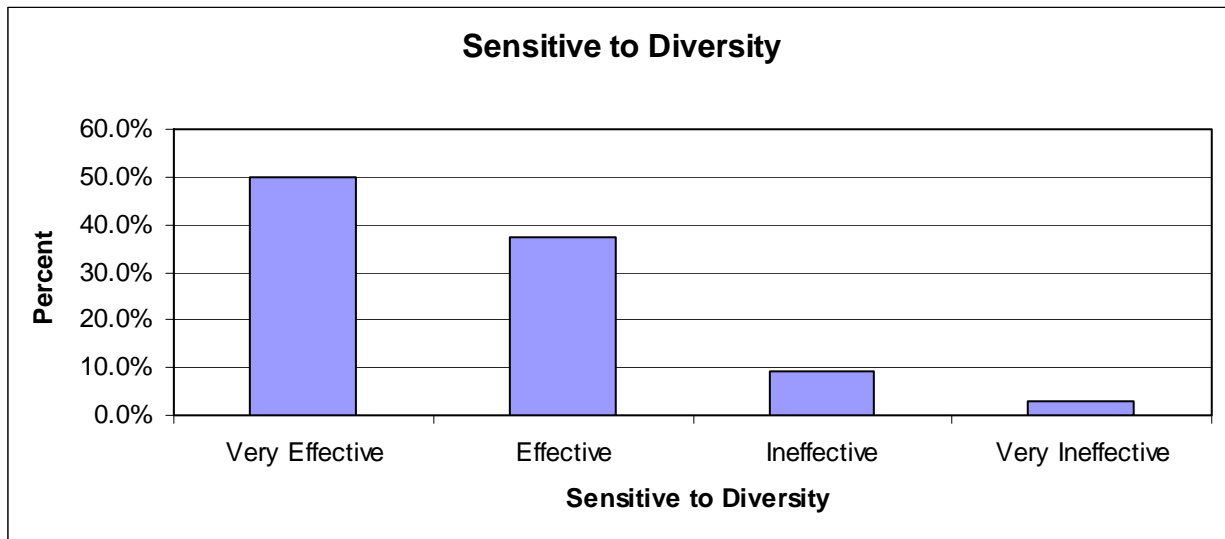
Frequency Table

Demonstrates Fairness					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	26	57.8%	61.9%	61.9%
	Effective	8	17.8%	19.0%	81.0%
	Ineffective	3	6.7%	7.1%	88.1%
	Very Ineffective	5	11.1%	11.9%	100.0%
	Total	42	93.3%	100.0%	
Missing	System	3	6.7%		
	Total	45	100.0%		



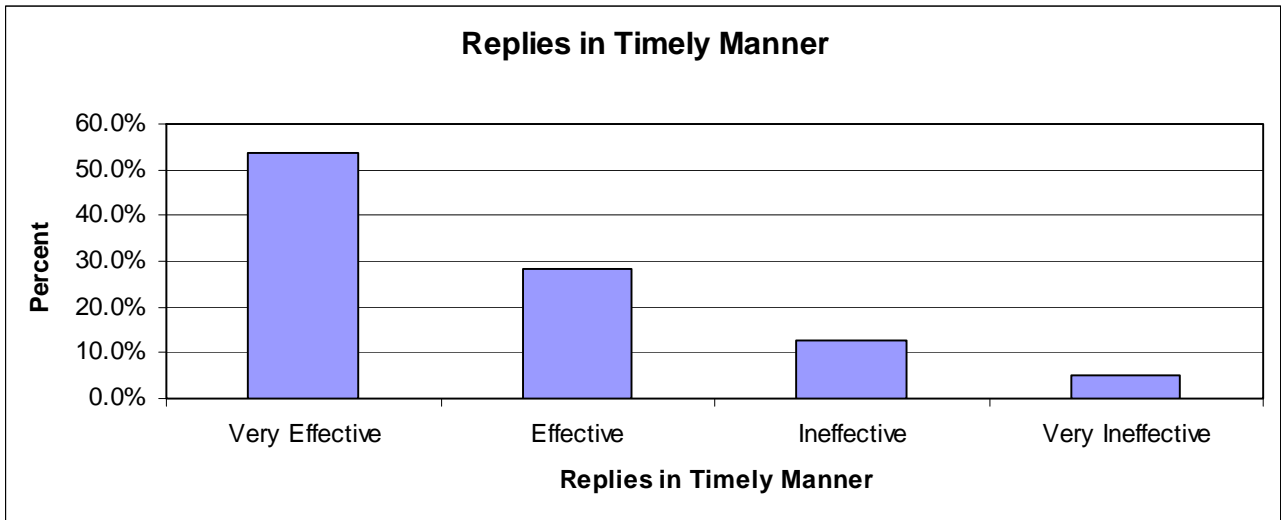
Frequency Table

Sensitive to Diversity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	16	35.6%	50.0%	50.0%
	Effective	12	26.7%	37.5%	87.5%
	Ineffective	3	6.7%	9.4%	96.9%
	Very Ineffective	1	2.2%	3.1%	100.0%
	Total	32	71.1%	100.0%	
Missing	System	13	28.9%		
	Total	45	100.0%		



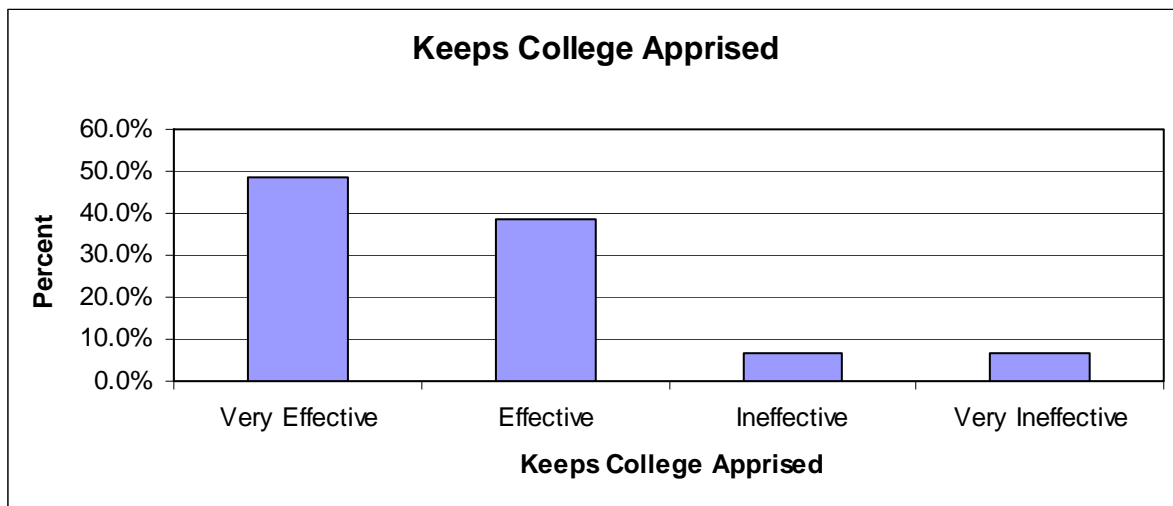
Frequency Table

Replies in Timely Manner					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	21	46.7%	53.8%	53.8%
	Effective	11	24.4%	28.2%	82.1%
	Ineffective	5	11.1%	12.8%	94.9%
	Very Ineffective	2	4.4%	5.1%	100.0%
	Total	39	86.7%	100.0%	
Missing	System	6	13.3%		
	Total	45	100.0%		



Frequency Table

Keeps College Apprised					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	15	33.3%	48.4%	48.4%
	Effective	12	26.7%	38.7%	87.1%
	Ineffective	2	4.4%	6.5%	93.5%
	Very Ineffective	2	4.4%	6.5%	100.0%
	Total	31	68.9%	100.0%	
Missing	System	14	31.1%		
	Total	45	100.0%		



Frequency Table

Follows Appropriate Protocol					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	21	46.7%	75.0%	75.0%
	Effective	5	11.1%	17.9%	92.9%
	Ineffective	1	2.2%	3.6%	96.4%
	Very Ineffective	1	2.2%	3.6%	100.0%
	Total	28	62.2%	100.0%	
Missing	System	17	37.8%		
	Total	45	100.0%		

