

Evaluation of Associate Dean Thierry Léger, CHSS, for academic year 2008-09

The evaluations are based on anonymous responses on survey monkey to a set of 15 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 on a 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 15 items for Associate Dean Léger range from 1.36 to 1.73. The mean of all 15 means is 1.58. In sum, the evaluations by these 55 faculty are overwhelmingly positive (in the "very effective" and "effective" categories).

Respondents were also given the opportunity to add comments in an open-ended format. Just one third (eighteen out of fifty-five or 32.7%) 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 Respondents are guaranteed anonymity so although we publish on-line the results of the evaluation we do not publish the comments since faculty members have expressed fears of being identified personally by their comments.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, 10 or 55.6% are positive, 5, or 27.8% neutral or mixed, and 3, or 16.7% negative.

In sum, the evaluative responses are overwhelmingly positive. These results 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

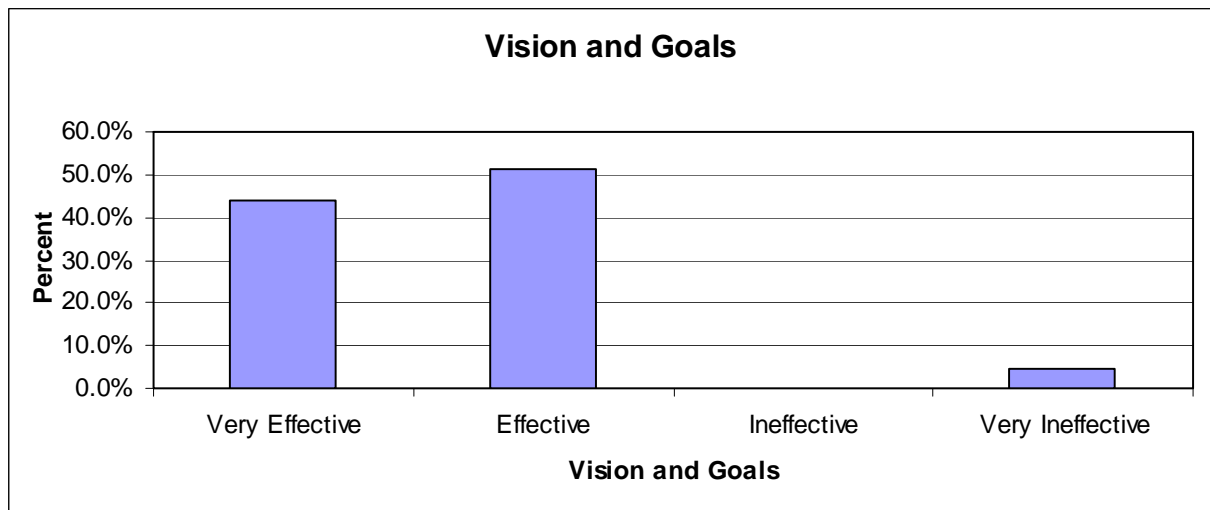
11. Demonstrates sensitivity to issues of diversity
12. Replies to faculty/staff requests in a timely manner
13. Keeps college apprised of institutional and professional concerns
14. Follows university tenure and promotion/post-tenure review guidelines when making personnel decisions
15. Makes effort to implement highly informed personnel decisions

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	Makes Personnel Decisions
N	Valid	43	46	44	51	50	39	52	46	49	48	44	47	40	29	35
	Missing	12	9	11	4	5	16	3	9	6	7	11	8	15	26	20
Mean		1.65	1.70	1.73	1.59	1.72	1.62	1.62	1.57	1.51	1.54	1.41	1.36	1.55	1.52	1.60
Median		2.00	2.00	1.50	1.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Mode		2	2	1	1	2	1	1	1	1	1	1	1	1	1	1
Std. Dev.		0.720	0.726	0.899	0.779	0.809	0.711	0.796	0.834	0.845	0.798	0.787	0.568	0.677	0.688	0.775
Min		1	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	3	3	4	4

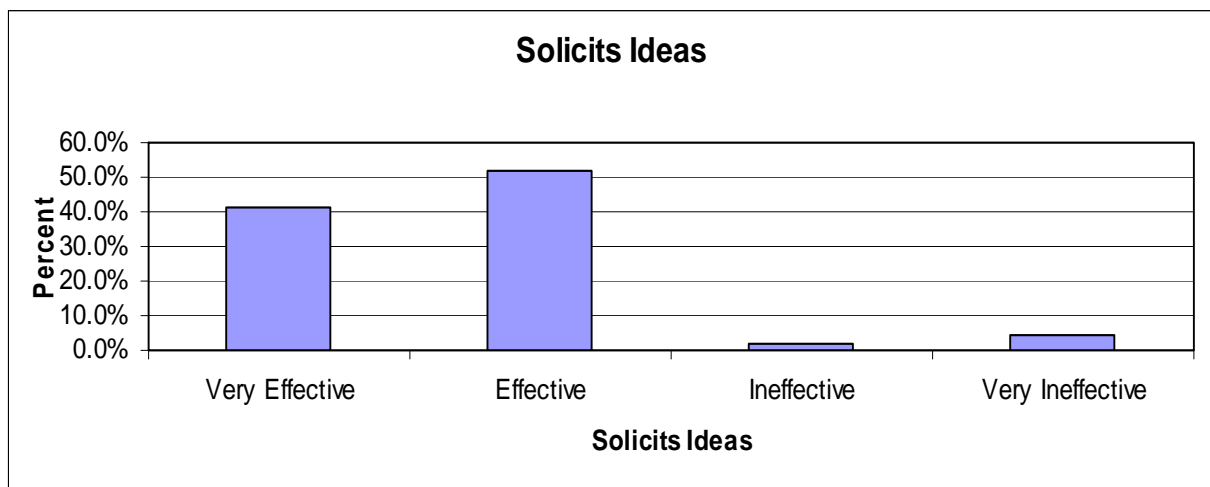
Frequency Table

Vision and Goals					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	19	34.5%	44.2%	44.2%
	Effective	22	40.0%	51.2%	95.3%
	Ineffective	0	0.0%	0.0%	95.3%
	Very Ineffective	2	3.6%	4.7%	100.0%
	Total	43	78.2%	100.0%	
Missing	System	12	21.8%		
	Total	55	100.0%		



Frequency Table

Solicits Ideas					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	19	34.5%	41.3%	41.3%
	Effective	24	43.6%	52.2%	93.5%
	Ineffective	1	1.8%	2.2%	95.7%
	Very Ineffective	2	3.6%	4.3%	100.0%
	Total	46	83.6%	100.0%	
Missing	System	9	16.4%		
	Total	55	100.0%		



Frequency Table

Skill to Resolve Conflict					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	22	40.0%	50.0%	50.0%
	Effective	15	27.3%	34.1%	84.1%
	Ineffective	4	7.3%	9.1%	93.2%
	Very Ineffective	3	5.5%	6.8%	100.0%
	Total	44	80.0%	100.0%	
Missing	System	11	20.0%		
	Total	55	100.0%		



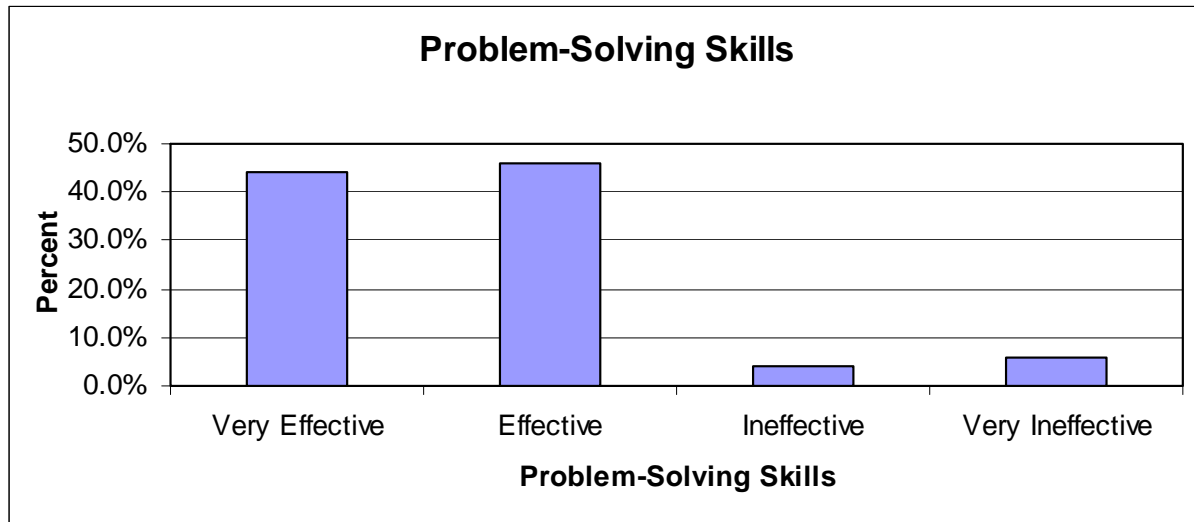
Frequency Table

Good People Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	28	50.9%	54.9%	54.9%
	Effective	18	32.7%	35.3%	90.2%
	Ineffective	3	5.5%	5.9%	96.1%
	Very Ineffective	2	3.6%	3.9%	100.0%
	Total	51	92.7%	100.0%	
Missing	System	4	7.3%		
	Total	55	100.0%		



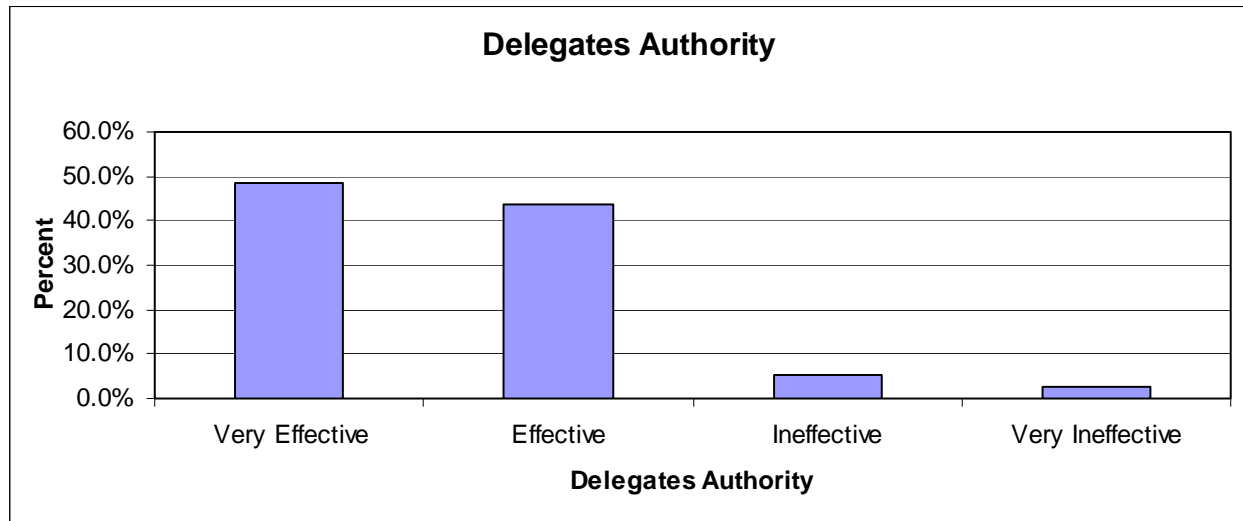
Frequency Table

Problem-Solving Skills					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	22	40.0%	44.0%	44.0%
	Effective	23	41.8%	46.0%	90.0%
	Ineffective	2	3.6%	4.0%	94.0%
	Very Ineffective	3	5.5%	6.0%	100.0%
	Total	50	90.9%	100.0%	
Missing	System	5	9.1%		
	Total	55	100.0%		



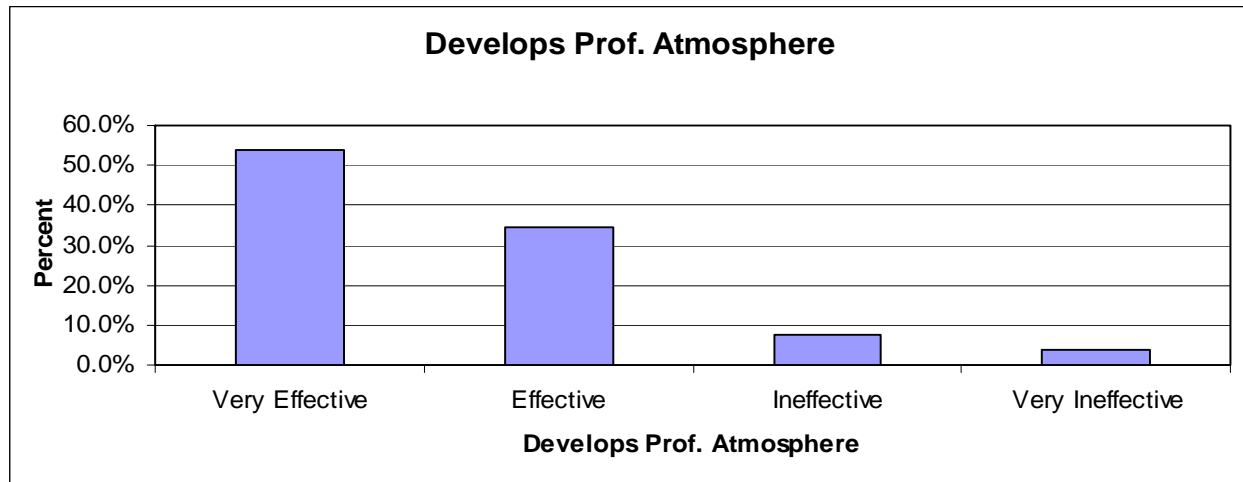
Frequency Table

Delegates Authority					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	19	34.5%	48.7%	48.7%
	Effective	17	30.9%	43.6%	92.3%
	Ineffective	2	3.6%	5.1%	97.4%
	Very Ineffective	1	1.8%	2.6%	100.0%
	Total	39	70.9%	100.0%	
Missing	System	16	29.1%		
	Total	55	100.0%		



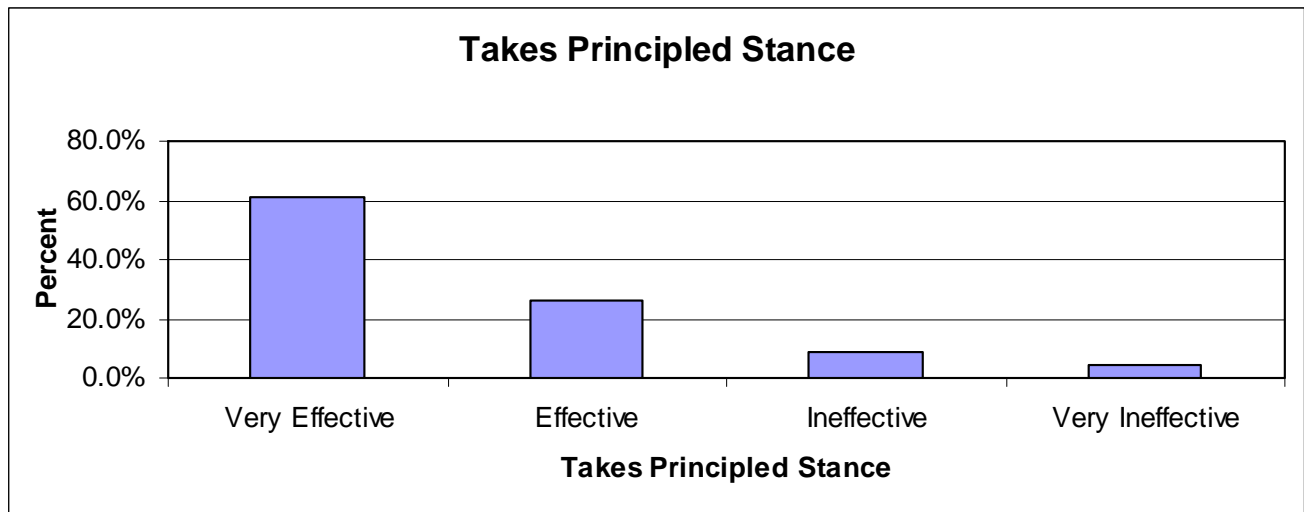
Frequency Table

Develops Prof. Atmosphere					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	28	50.9%	53.8%	53.8%
	Effective	18	32.7%	34.6%	88.5%
	Ineffective	4	7.3%	7.7%	96.2%
	Very Ineffective	2	3.6%	3.8%	100.0%
	Total	52	94.5%	100.0%	
Missing	System	3	5.5%		
	Total	55	100.0%		



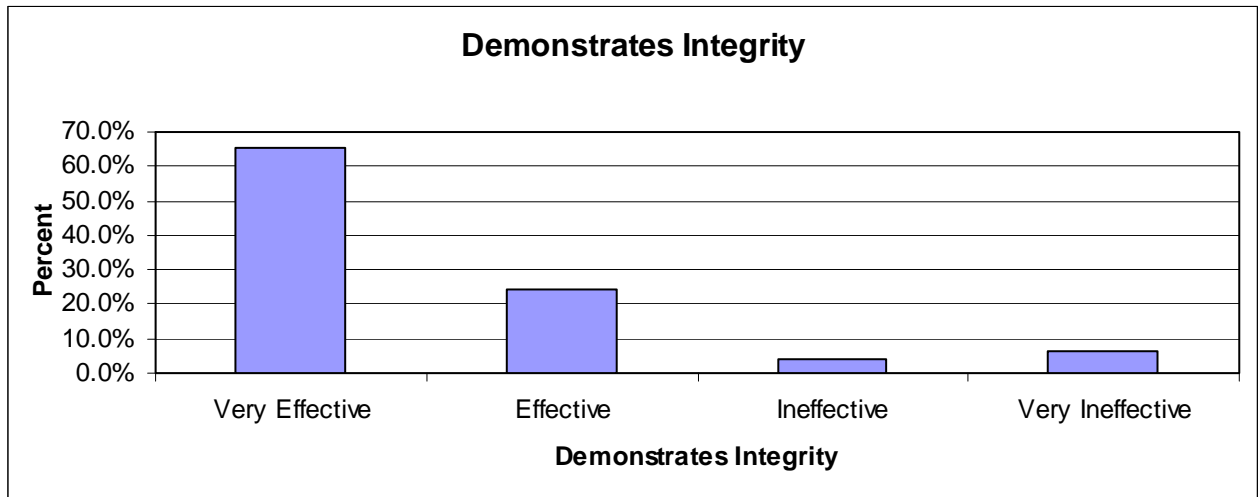
Frequency Table

Takes Principled Stance					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	28	50.9%	60.9%	60.9%
	Effective	12	21.8%	26.1%	87.0%
	Ineffective	4	7.3%	8.7%	95.7%
	Very Ineffective	2	3.6%	4.3%	100.0%
	Total	46	83.6%	100.0%	
Missing	System	9	16.4%		
	Total	55	100.0%		



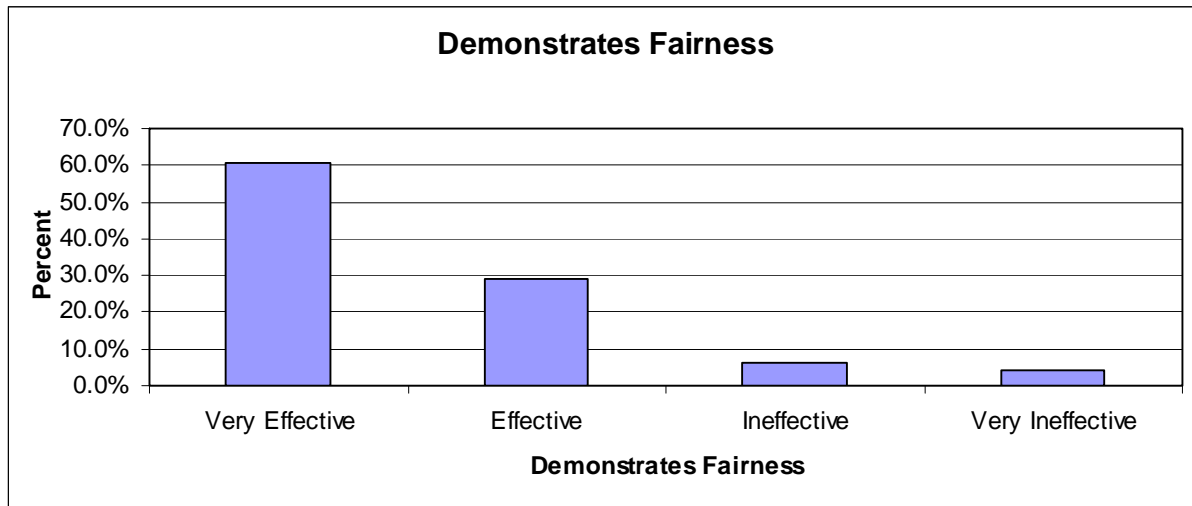
Frequency Table

Demonstrates Integrity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	32	58.2%	65.3%	65.3%
	Effective	12	21.8%	24.5%	89.8%
	Ineffective	2	3.6%	4.1%	93.9%
	Very Ineffective	3	5.5%	6.1%	100.0%
	Total	49	89.1%	100.0%	
Missing	System	6	10.9%		
	Total	55	100.0%		



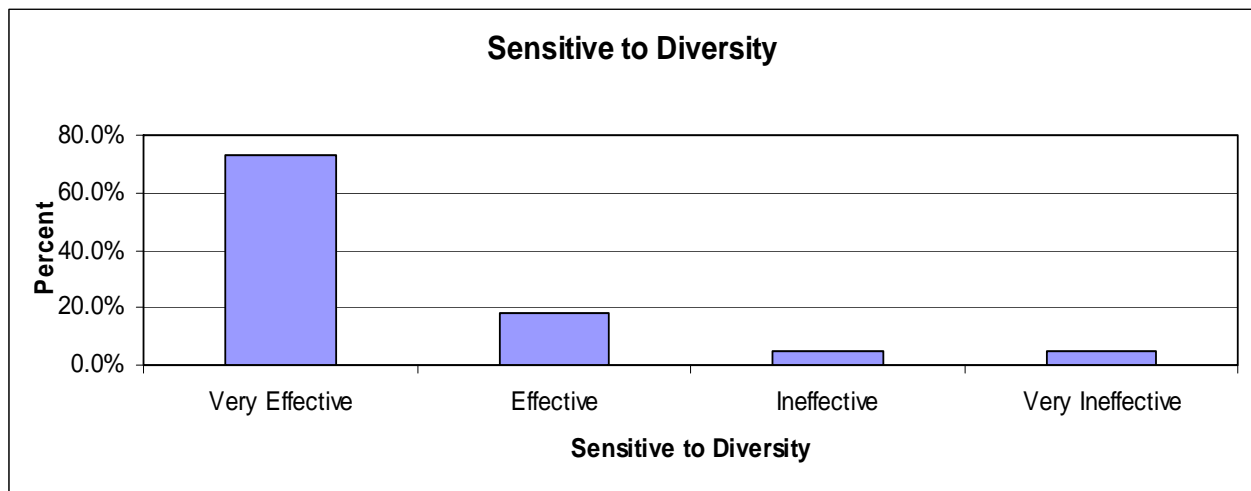
Frequency Table

Demonstrates Fairness					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	29	52.7%	60.4%	60.4%
	Effective	14	25.5%	29.2%	89.6%
	Ineffective	3	5.5%	6.3%	95.8%
	Very Ineffective	2	3.6%	4.2%	100.0%
	Total	48	87.3%	100.0%	
Missing	System	7	12.7%		
	Total	55	100.0%		



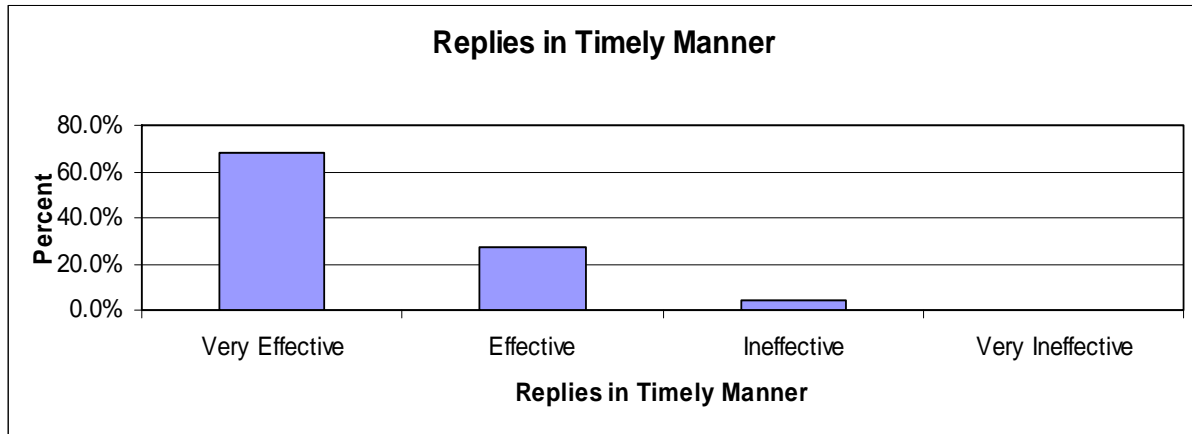
Frequency Table

Sensitive to Diversity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	32	58.2%	72.7%	72.7%
	Effective	8	14.5%	18.2%	90.9%
	Ineffective	2	3.6%	4.5%	95.5%
	Very Ineffective	2	3.6%	4.5%	100.0%
	Total	44	80.0%	100.0%	
Missing	System	11	20.0%		
	Total	55	100.0%		



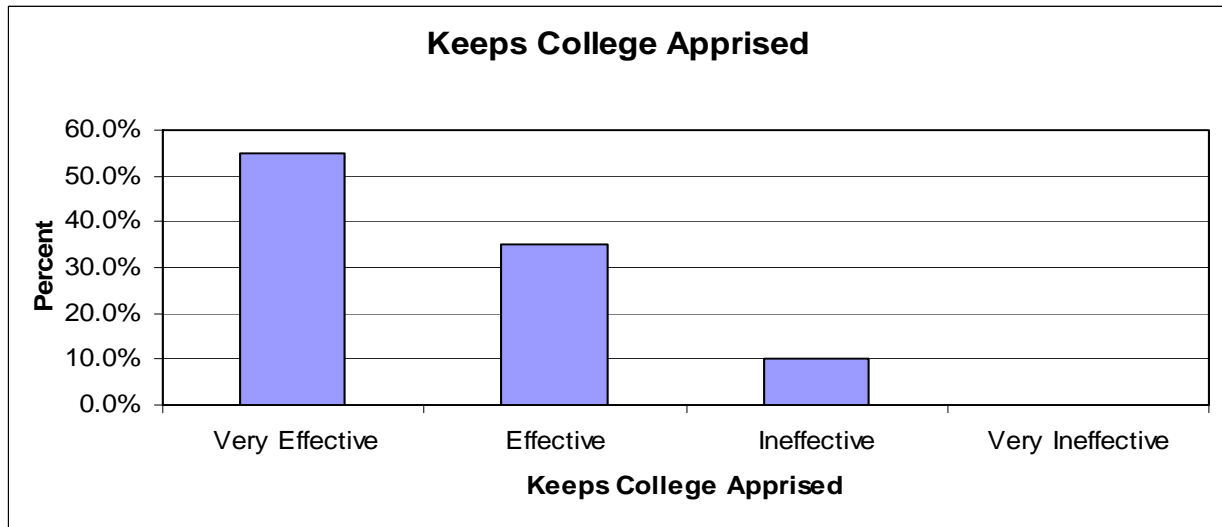
Frequency Table

Replies in Timely Manner					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	32	58.2%	68.1%	68.1%
	Effective	13	23.6%	27.7%	95.7%
	Ineffective	2	3.6%	4.3%	100.0%
	Very Ineffective	0	0.0%	0.0%	100.0%
	Total	47	85.5%	100.0%	
Missing	System	8	14.5%		
	Total	55	100.0%		



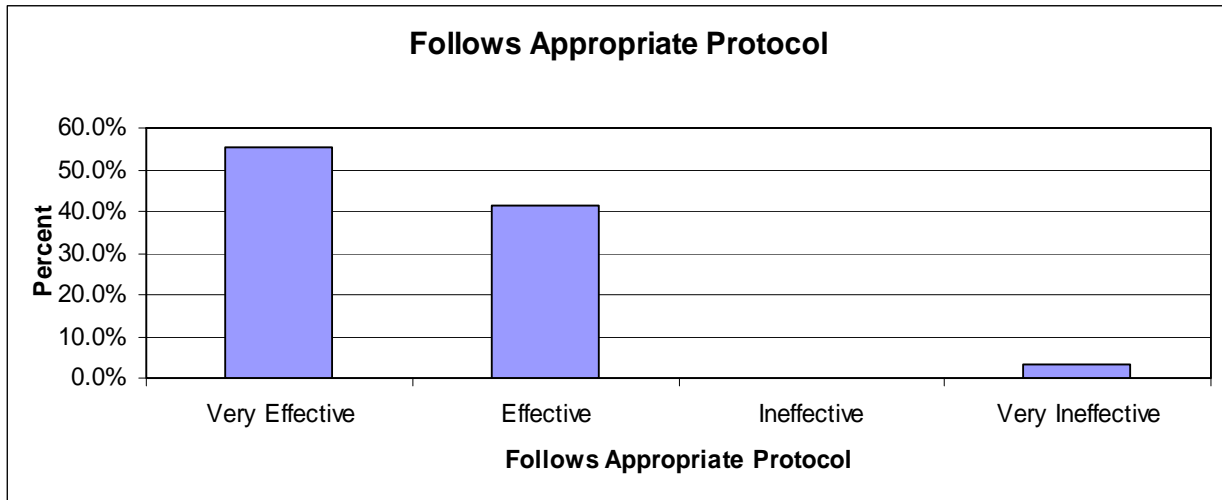
Frequency Table

Keeps College Apprised					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	22	40.0%	55.0%	55.0%
	Effective	14	25.5%	35.0%	90.0%
	Ineffective	4	7.3%	10.0%	100.0%
	Very Ineffective	0	0.0%	0.0%	100.0%
	Total	40	72.7%	100.0%	
Missing	System	15	27.3%		
	Total	55	100.0%		



Frequency Table

Follows Appropriate Protocol					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	16	29.1%	55.2%	55.2%
	Effective	12	21.8%	41.4%	96.6%
	Ineffective	0	0.0%	0.0%	96.6%
	Very Ineffective	1	1.8%	3.4%	100.0%
	Total	29	52.7%	100.0%	
Missing	System	26	47.3%		
	Total	55	100.0%		



Frequency Table

Makes Personnel Decisions					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective	18	32.7%	51.4%	51.4%
	Effective	15	27.3%	42.9%	94.3%
	Ineffective	0	0.0%	0.0%	94.3%
	Very Ineffective	2	3.6%	5.7%	100.0%
	Total	35	63.6%	100.0%	
Missing	System	20	36.4%		
	Total	55	100.0%		

