

Evaluation of Dean Richard Vengroff, CHSS, for academic year 2008-09

The evaluations are based on anonymous responses on survey monkey 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 strongly agree to strongly disagree on a 5 point scale.

The data show the number and percentage of respondents who chose each response. The responses were coded 1 strongly agree, 2) agree, 3) neutral, 4) disagree, 5) strongly disagree. 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 Dean Vengroff range from 1.5 to 2.25, with only two items exceeding 2.0. The mean of all 14 means is 1.9. In sum, the evaluations by these 86 faculty are overwhelmingly positive. (in the "strongly agree" and "agree" categories).

Respondents were also given the opportunity to add comments in an open-ended format. Just under half (forty two of the eighty six or 49%) 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 Respondents are guaranteed anonymity so although we publish on-line the results of the evaluation we do not publish the comments since faculty members have expressed fears of being identified personally by their comments.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, 26, or 61.9% are positive, 5, or 11.9% neutral or mixed, and 11, 26.2% negative.

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

Dean Vengroff Evaluation 2008

The questions:

1. Actively promotes an environment for scholarly excellence
2. Actively promotes an environment for teaching excellence
3. Actively promotes an environment for excellence in professional service
4. Consults the faculty adequately before making important decisions
5. Makes excellent administrative appointments
6. Fosters a fair and rigorous promotion and tenure process
7. Effectively represents the interests of the college to senior administrators
8. Is attentive to long-term, strategic issues that affect the college
9. Manages the college's resources well

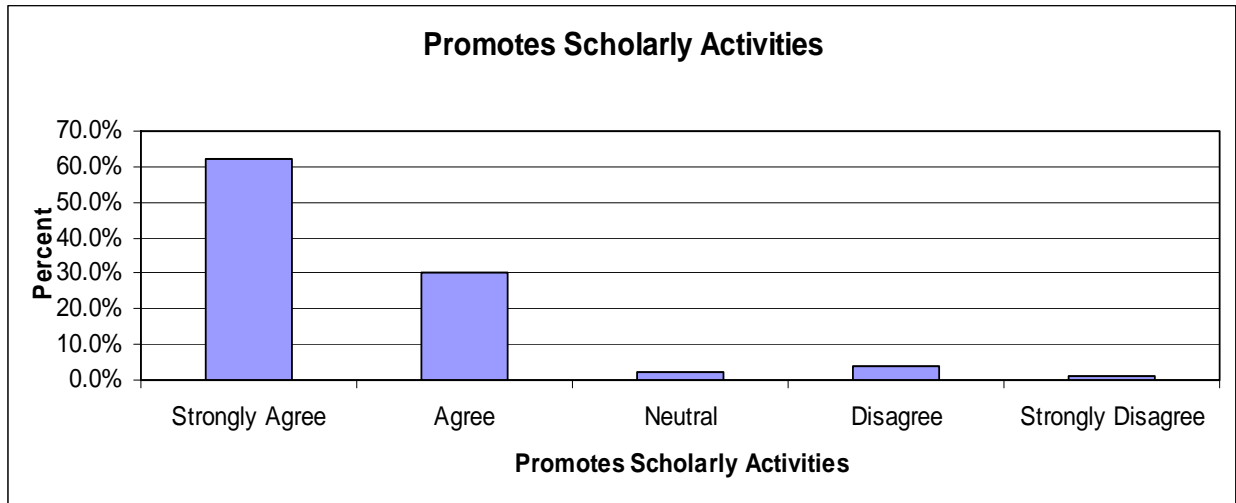
10. Successfully raises funds to support the mission of the college
11. Inspires confidence in leadership overall
12. Develops a professional and positive atmosphere in college
13. Takes a principled and informed stance on matters of concern to departments, the college, and the university
14. Demonstrates sensitivity to issues related to various forms of diversity

Statistics

		Promotes Scholarly Activities	Promotes Teaching Excellence	Promotes Professional Services	Consults Faculty	Makes Excellent Appointments	Promotes Fairness in T&P	Represents College Interests	Attentive to College Issues	Manages Resources	Fundraising	Inspires Confidence	Promotes Prof. Atmosphere	Takes Principled Stance	Sensitive to Diversity
N	Valid	82	82	81	73	69	69	59	77	75	55	81	80	80	75
	Missing	2	2	3	11	15	15	25	7	9	29	3	4	4	9
Mean		1.51	1.80	1.98	2.25	2.03	1.97	1.88	1.71	1.68	2.25	2.00	1.94	1.96	1.77
Median		1.00	1.50	2.00	2.00	2.00	2.00	2.00	1.00	1.00	2.00	2.00	2.00	2.00	1.00
Mode		1	1	1	2	1	2	1	1	1	1	1	1	1	1
Std. Dev.		0.820	0.999	1.162	1.245	1.043	1.014	1.176	1.074	0.989	1.265	1.204	1.173	1.185	1.073
Min		1	1	1	1	1	1	1	1	1	1	1	1	1	1
Max		5	5	5	5	5	5	5	5	5	5	5	5	5	5

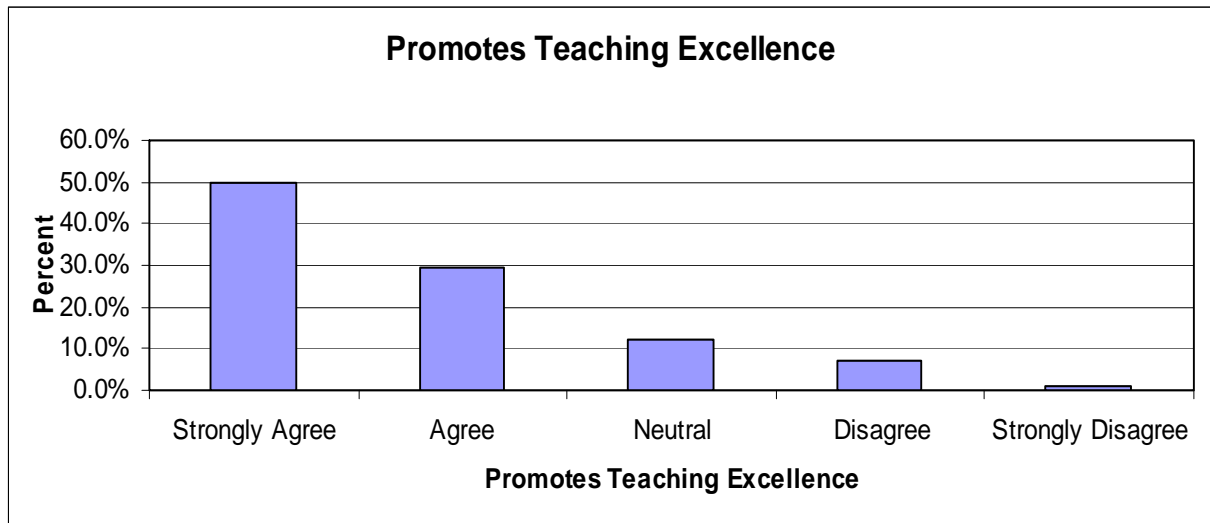
Frequency Table

Promotes Scholarly Activities					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	51	60.7%	62.2%	62.2%
	Agree	25	29.8%	30.5%	92.7%
	Neutral	2	2.4%	2.4%	95.1%
	Disagree	3	3.6%	3.7%	98.8%
	Strongly Disagree	1	1.2%	1.2%	100.0%
	Total	82	97.6%	100.0%	
Missing	System	2	2.4%		
	Total	84	100.0%		



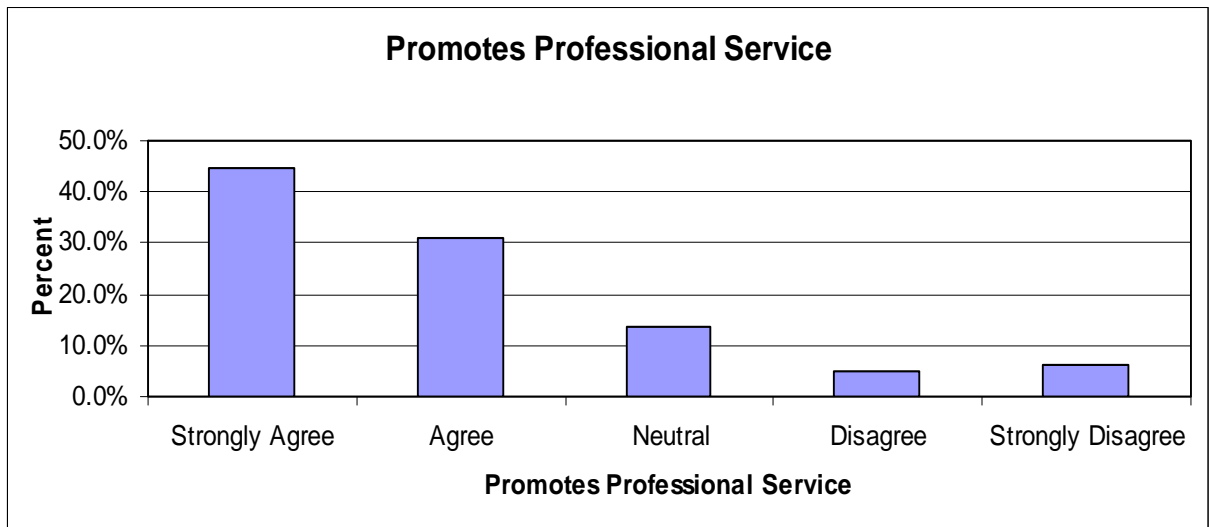
Frequency Table

Promotes Teaching Excellence					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	41	48.8%	50.0%	50.0%
	Agree	24	28.6%	29.3%	79.3%
	Neutral	10	11.9%	12.2%	91.5%
	Disagree	6	7.1%	7.3%	98.8%
	Strongly Disagree	1	1.2%	1.2%	100.0%
	Total	82	97.6%	100.0%	
Missing	System	2	2.4%		
	Total	84	100.0%		



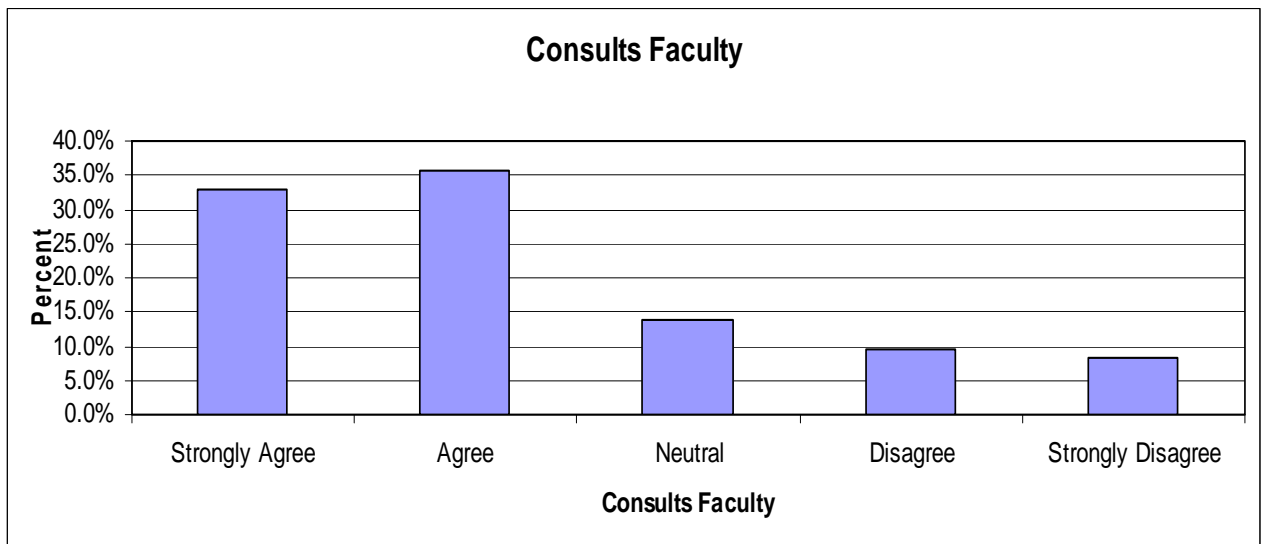
Frequency Table

Promotes Professional Service					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	36	42.9%	44.4%	44.4%
	Agree	25	29.8%	30.9%	75.3%
	Neutral	11	13.1%	13.6%	88.9%
	Disagree	4	4.8%	4.9%	93.8%
	Strongly Disagree	5	6.0%	6.2%	100.0%
	Total	81	96.4%	100.0%	
Missing	System	3	3.6%		
	Total	84	100.0%		



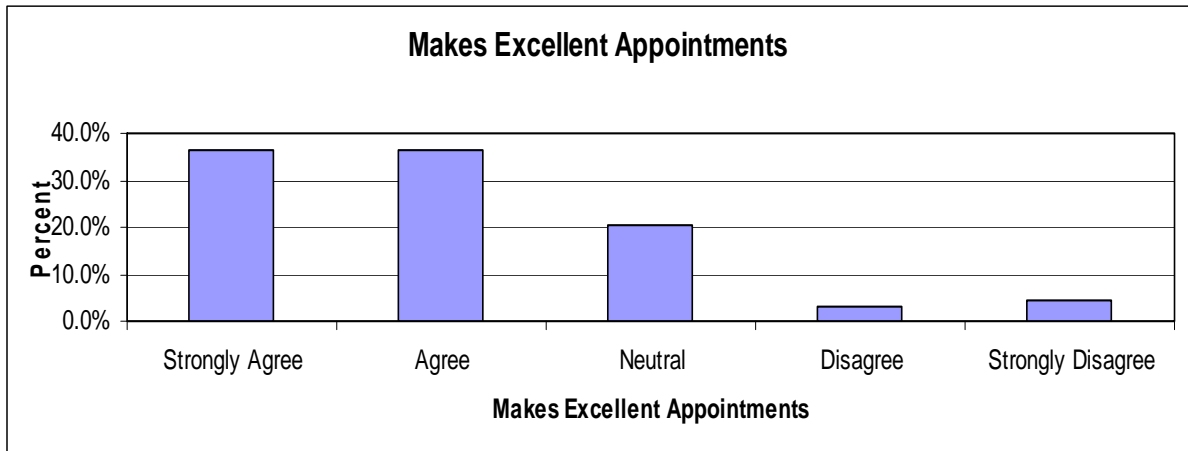
Frequency Table

Consults Faculty					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	28.6%	32.9%	32.9%
	Agree	26	31.0%	35.6%	68.5%
	Neutral	10	11.9%	13.7%	82.2%
	Disagree	7	8.3%	9.6%	91.8%
	Strongly Disagree	6	7.1%	8.2%	100.0%
	Total	73	86.9%	100.0%	
Missing	System	11	13.1%		
	Total	84	100.0%		



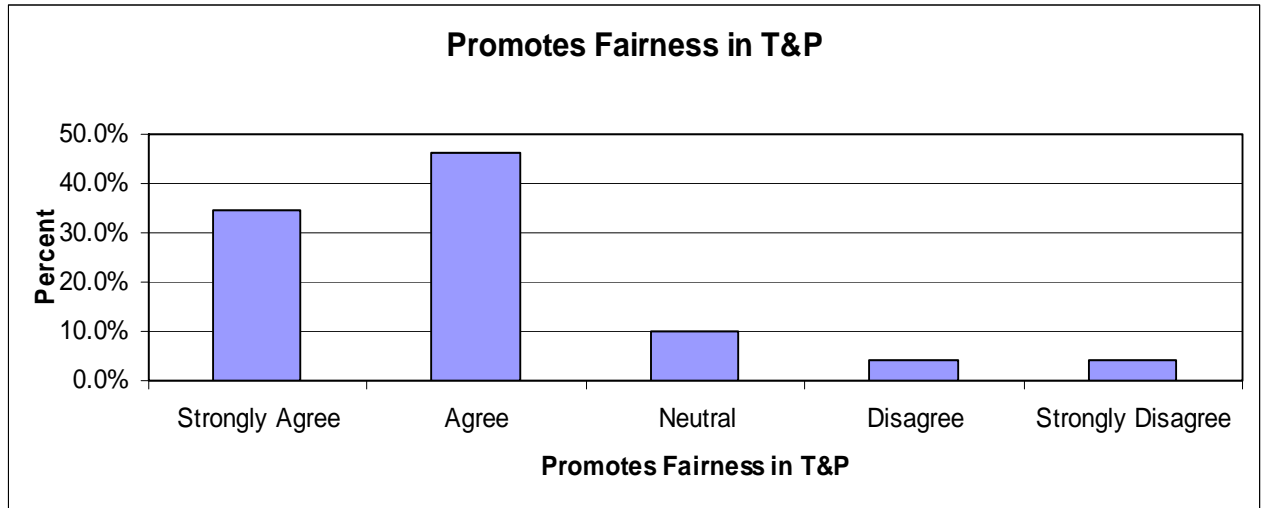
Frequency Table

Makes Excellent Appointments					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	25	29.8%	36.2%	36.2%
	Agree	25	29.8%	36.2%	72.5%
	Neutral	14	16.7%	20.3%	92.8%
	Disagree	2	2.4%	2.9%	95.7%
	Strongly Disagree	3	3.6%	4.3%	100.0%
	Total	69	82.1%	100.0%	
Missing	System	15	17.9%		
	Total	84	100.0%		



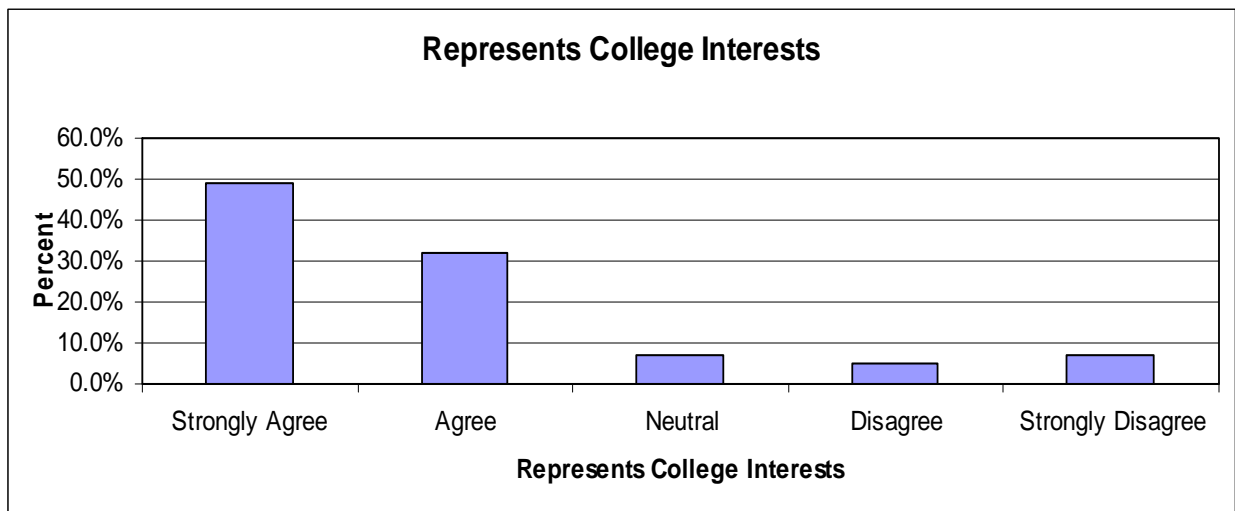
Frequency Table

Promotes Fairness in T&P					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	28.6%	34.8%	34.8%
	Agree	32	38.1%	46.4%	81.2%
	Neutral	7	8.3%	10.1%	91.3%
	Disagree	3	3.6%	4.3%	95.7%
	Strongly Disagree	3	3.6%	4.3%	100.0%
	Total	69	82.1%	100.0%	
Missing	System	15	17.9%		
	Total	84	100.0%		



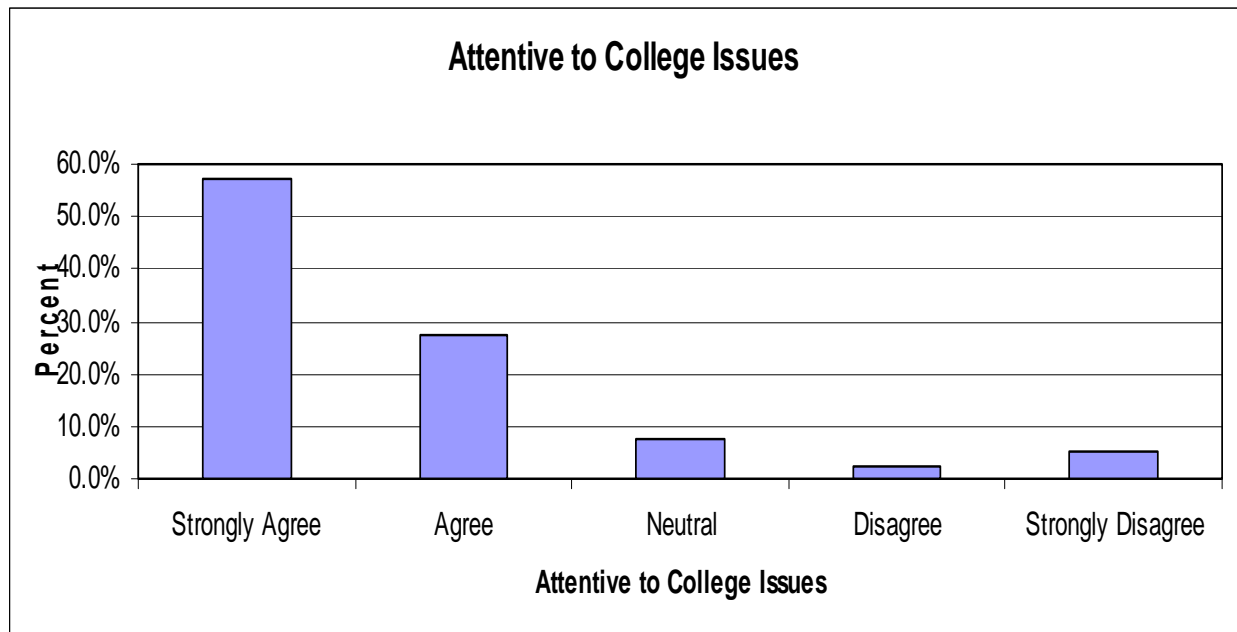
Frequency Table

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	29	34.5%	49.2%	49.2%
	Agree	19	22.6%	32.2%	81.4%
	Neutral	4	4.8%	6.8%	88.1%
	Disagree	3	3.6%	5.1%	93.2%
	Strongly Disagree	4	4.8%	6.8%	100.0%
	Total	59	70.2%	100.0%	
Missing	System	25	29.8%		
	Total	84	100.0%		



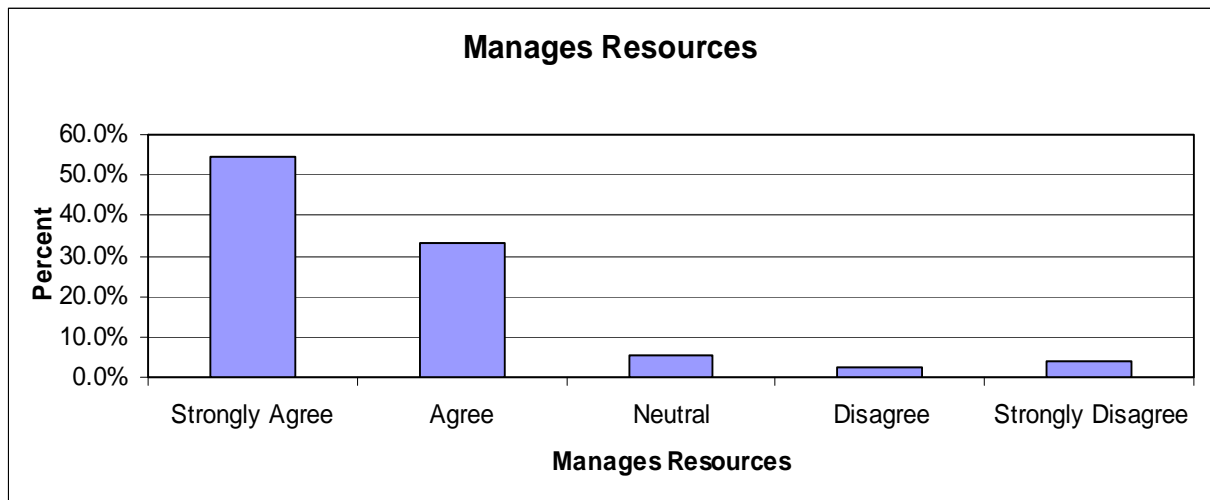
Frequency Table

Attentive to College Issues					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	44	52.4%	57.1%	57.1%
	Agree	21	25.0%	27.3%	84.4%
	Neutral	6	7.1%	7.8%	92.2%
	Disagree	2	2.4%	2.6%	94.8%
	Strongly Disagree	4	4.8%	5.2%	100.0%
	Total	77	91.7%	100.0%	
Missing	System	7	8.3%		
	Total	84	100.0%		



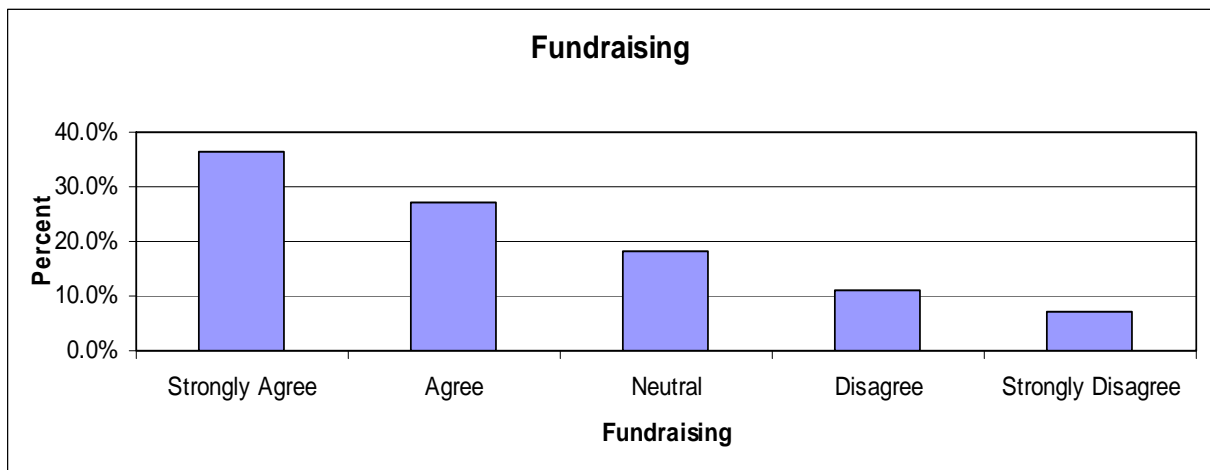
Frequency Table

Manages Resources					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	41	48.8%	54.7%	54.7%
	Agree	25	29.8%	33.3%	88.0%
	Neutral	4	4.8%	5.3%	93.3%
	Disagree	2	2.4%	2.7%	96.0%
	Strongly Disagree	3	3.6%	4.0%	100.0%
	Total	75	89.3%	100.0%	
Missing	System	9	10.7%		
	Total	84	100.0%		



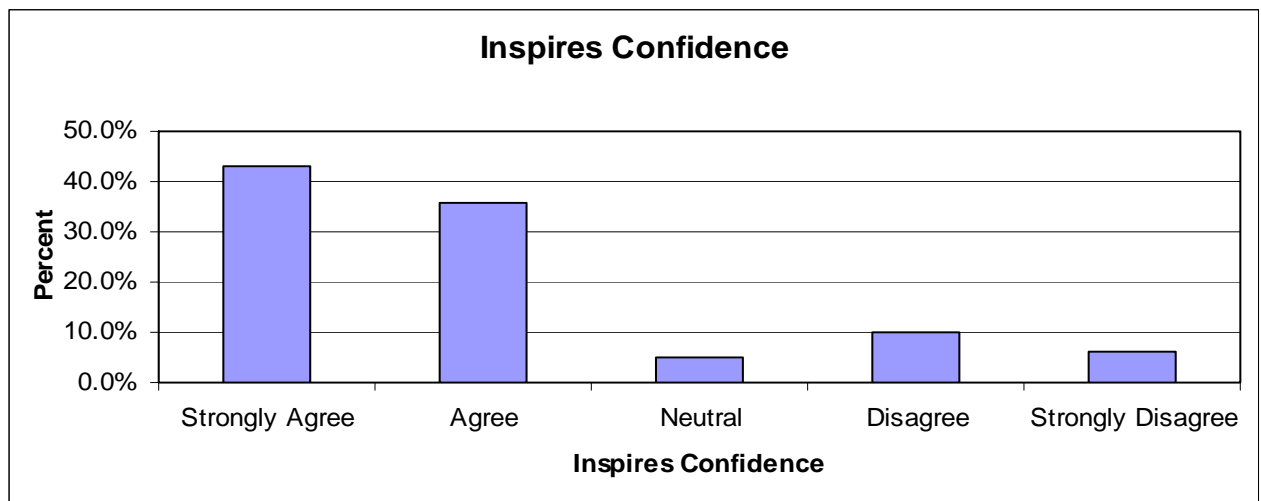
Frequency Table

Fundraising					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	23.8%	36.4%	36.4%
	Agree	15	17.9%	27.3%	63.6%
	Neutral	10	11.9%	18.2%	81.8%
	Disagree	6	7.1%	10.9%	92.7%
	Strongly Disagree	4	4.8%	7.3%	100.0%
	Total	55	65.5%	100.0%	
Missing	System	29	34.5%		
	Total	84	100.0%		



Frequency Table

Inspires Confidence					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	35	41.7%	43.2%	43.2%
	Agree	29	34.5%	35.8%	79.0%
	Neutral	4	4.8%	4.9%	84.0%
	Disagree	8	9.5%	9.9%	93.8%
	Strongly Disagree	5	6.0%	6.2%	100.0%
	Total	81	96.4%	100.0%	
Missing	System	3	3.6%		
	Total	84	100.0%		



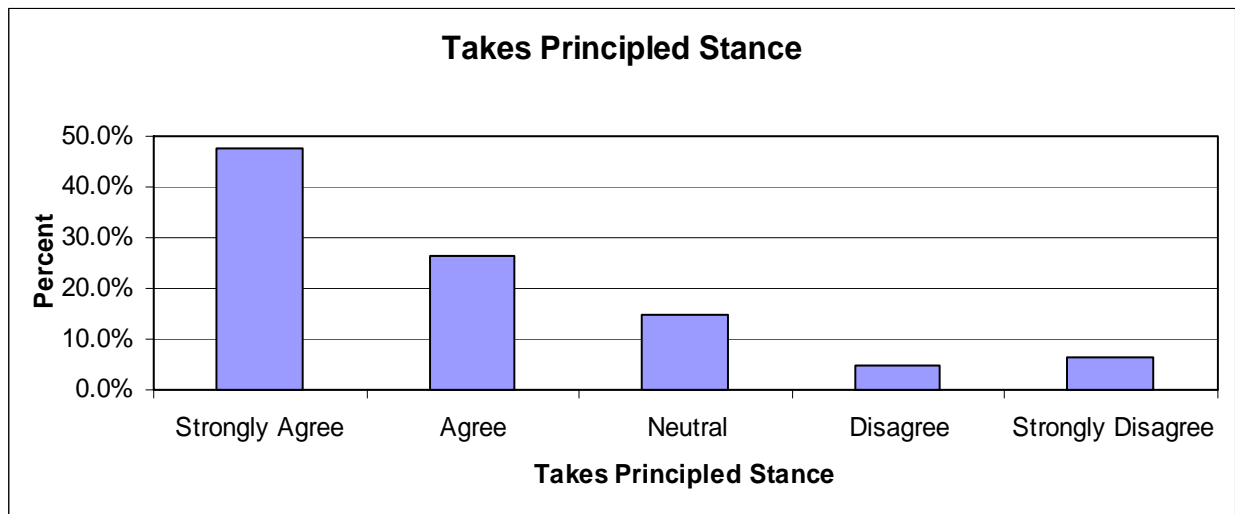
Frequency Table

Promotes Prof. Atmosphere					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	37	44.0%	46.3%	46.3%
	Agree	26	31.0%	32.5%	78.8%
	Neutral	7	8.3%	8.8%	87.5%
	Disagree	5	6.0%	6.3%	93.8%
	Strongly Disagree	5	6.0%	6.3%	100.0%
	Total	80	95.2%	100.0%	
Missing	System	4	4.8%		
	Total	84	100.0%		



Frequency Table

Takes Principled Stance					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	38	45.2%	47.5%	47.5%
	Agree	21	25.0%	26.3%	73.8%
	Neutral	12	14.3%	15.0%	88.8%
	Disagree	4	4.8%	5.0%	93.8%
	Strongly Disagree	5	6.0%	6.3%	100.0%
	Total	80	95.2%	100.0%	
Missing	System	4	4.8%		
	Total	84	100.0%		



Frequency Table

Sensitive to Diversity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	39	46.4%	52.0%	52.0%
	Agree	24	28.6%	32.0%	84.0%
	Neutral	6	7.1%	8.0%	92.0%
	Disagree	2	2.4%	2.7%	94.7%
	Strongly Disagree	4	4.8%	5.3%	100.0%
	Total	75	89.3%	100.0%	
Missing	System	9	10.7%		
	Total	84	100.0%		

