

## **Evaluation of Associate Dean Lana Wachniak, 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 to the Dean's office. Faculty and staff were 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, and 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 associated with an item (the closer to 1), the more positive the response or evaluation of the performance. The mean scores on the 15 items for Dr. Wachniak range from 1.30 to 1.54. The mean of all 15 means is 1.42. The evaluations by these 44 respondents are overwhelmingly positive (in the "very effective" and "effective" categories).

Respondents were also given the opportunity to add comments in an open-ended format. Eleven respondents (25% of the overall respondents) chose to do so. Respondents are guaranteed anonymity so although we publish on-line the results of the evaluation we do not publish all of the comments since previous respondents have expressed fears of being identified personally by their comments.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, 8 are positive, 2 are neutral or mixed (not related to job performance), and 1 is negative.

In sum, the evaluative responses are overwhelmingly positive. These results are consistent with those collected for the past academic year (2007) and better than the results for the previous 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

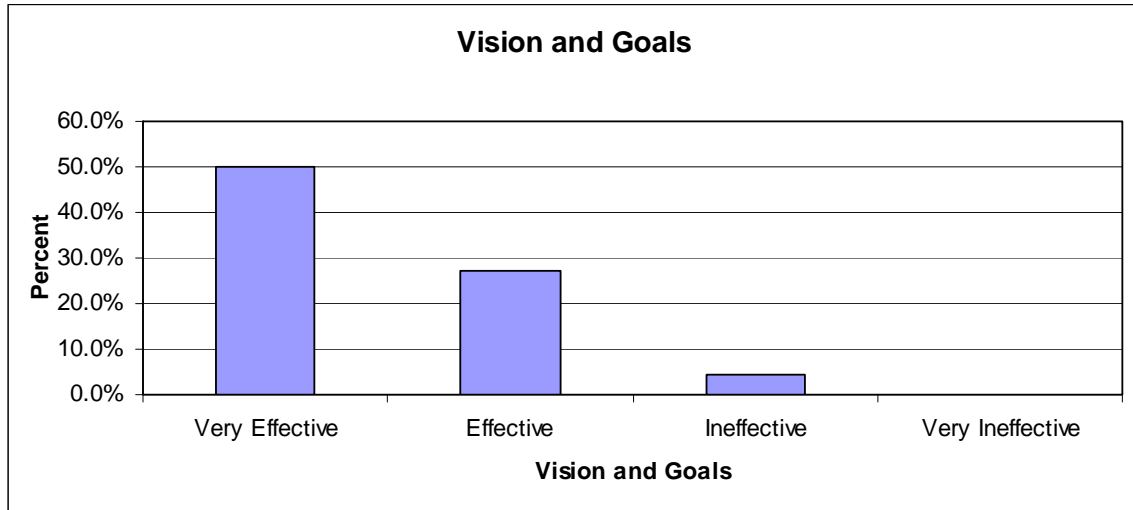
13. Keeps college apprised of institutional and professional concerns
14. Follows university tenure and promotion/post-tenure review guidelines when making personnel decisions
15. Makes effort to implement highly informed personnel decisions

## Statistics

		Visio n and Goals	Solicit s Ideas	Skill to Resolv e Confli ct	Good Peopl e Skills	Proble m- Solving Skills	Delegat e Authorit y	Develops Prof. Atmosphe re	Takes Principle d Stance	Demonstrat es Integrity	Demonstrat es Fairness	Sensitiv e to Diversit y	Replie s in Timel y Mann er	Keeps College Apprise d	Follows Appropria te Protocol	Makes Personnel Decision s
<b>N</b>	Valid	36	40	40	44	39	34	42	39	42	44	40	40	35	26	29
	Missin g	8	4	4	0	5	10	2	5	2	0	4	4	9	18	15
<b>Mean</b>		1.44	1.45	1.48	1.36	1.49	1.47	1.43	1.54	1.33	1.50	1.30	1.33	1.46	1.38	1.34
<b>Media n</b>		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
<b>Mode</b>		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Std. Dev.</b>		0.607	0.677	0.640	0.487	0.556	0.615	0.630	0.682	0.477	0.665	0.464	0.474	0.561	0.496	0.484
<b>Min</b>		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Max</b>		3	3	4	2	3	3	3	3	2	4	2	2	3	2	2

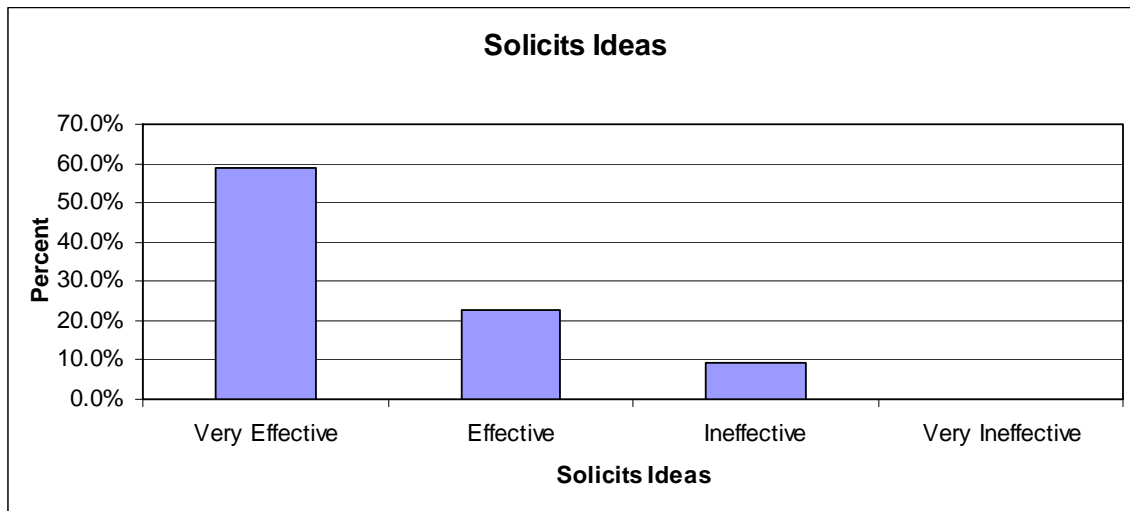
## Frequency Table

Vision and Goals						
			Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective		22	50.0%	61.1%	61.1%
	Effective		12	27.3%	33.3%	94.4%
	Ineffective		2	4.5%	5.6%	100.0%
	Very Ineffective		0	0.0%	0.0%	100.0%
	Total		36	81.8%	100.0%	
Missing	System		8	18.2%		
	Total		44	100.0%		



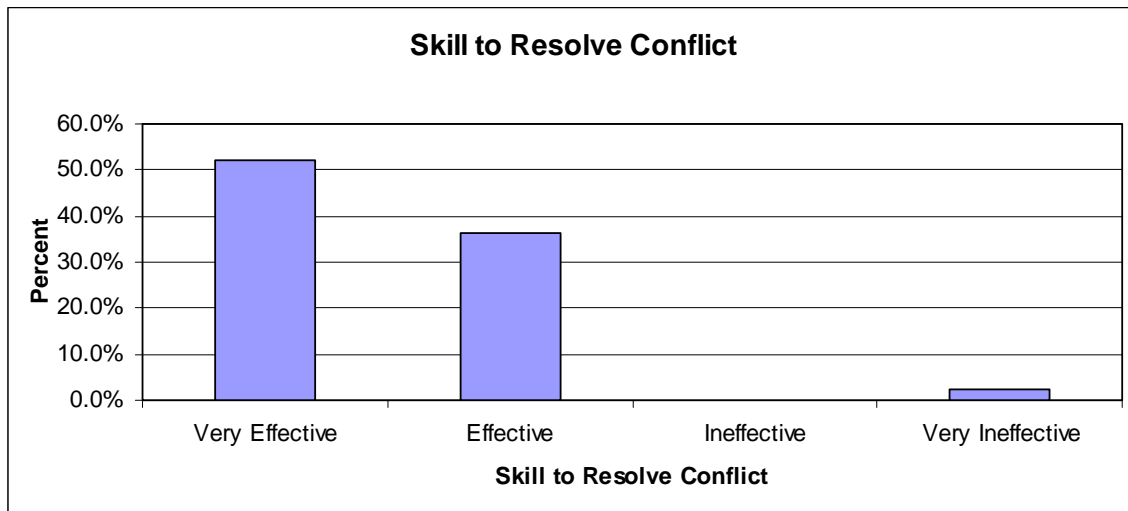
## Frequency Table

Solicits Ideas						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		26	59.1%	65.0%	65.0%
	<b>Effective</b>		10	22.7%	25.0%	90.0%
	<b>Ineffective</b>		4	9.1%	10.0%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		40	90.9%	100.0%	
<b>Missing</b>	<b>System</b>		4	9.1%		
	<b>Total</b>		44	100.0%		



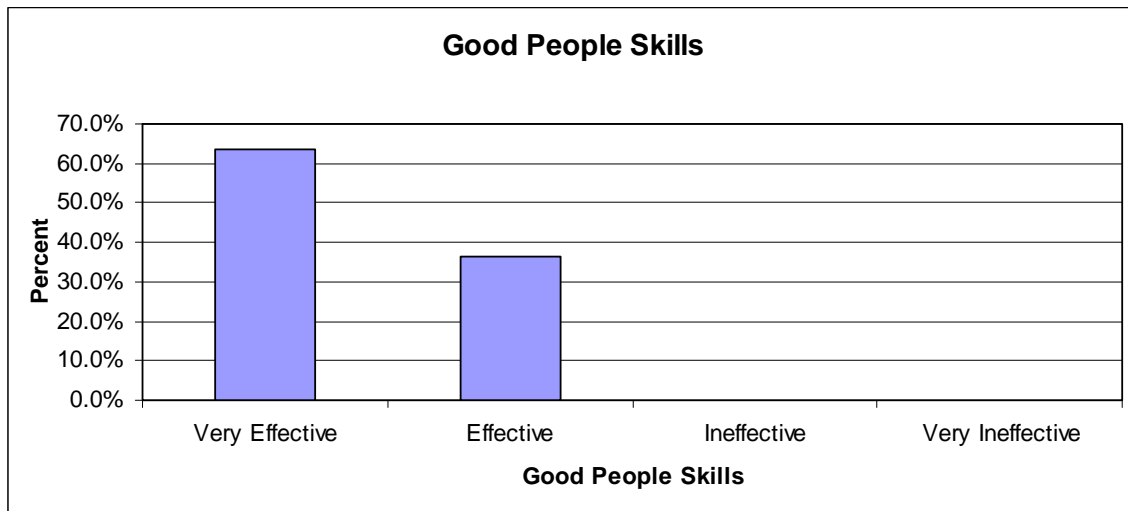
## Frequency Table

Skill to Resolve Conflict						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		23	52.3%	57.5%	57.5%
	<b>Effective</b>		16	36.4%	40.0%	97.5%
	<b>Ineffective</b>		0	0.0%	0.0%	97.5%
	<b>Very Ineffective</b>		1	2.3%	2.5%	100.0%
	<b>Total</b>		40	90.9%	100.0%	
<b>Missing</b>	<b>System</b>		4	9.1%		
	<b>Total</b>		44	100.0%		



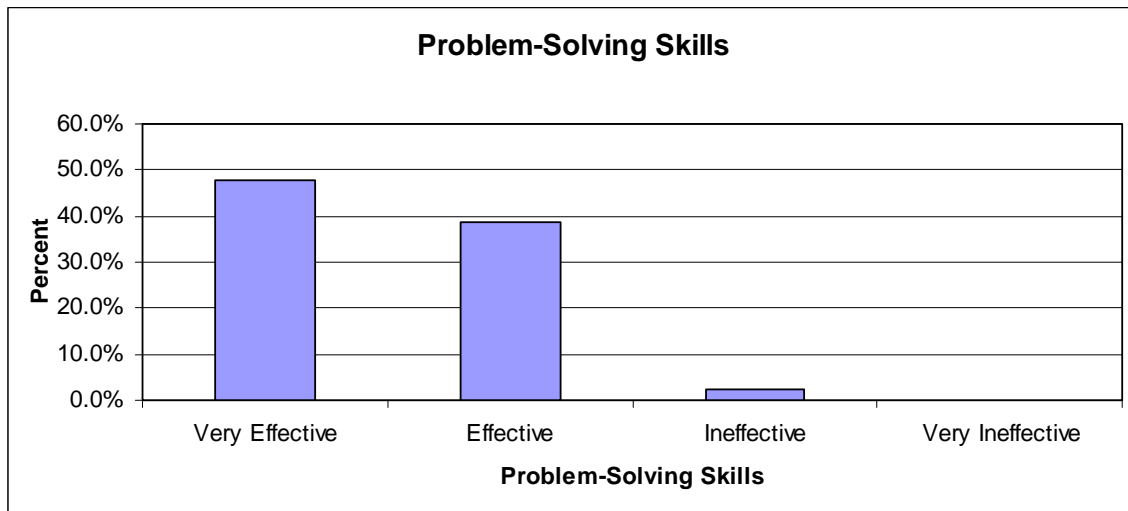
## Frequency Table

Good People Skills						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		28	63.6%	63.6%	63.6%
	<b>Effective</b>		16	36.4%	36.4%	100.0%
	<b>Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		44	100.0%	100.0%	
<b>Missing</b>	<b>System</b>		0	0.0%		
	<b>Total</b>		44	100.0%		



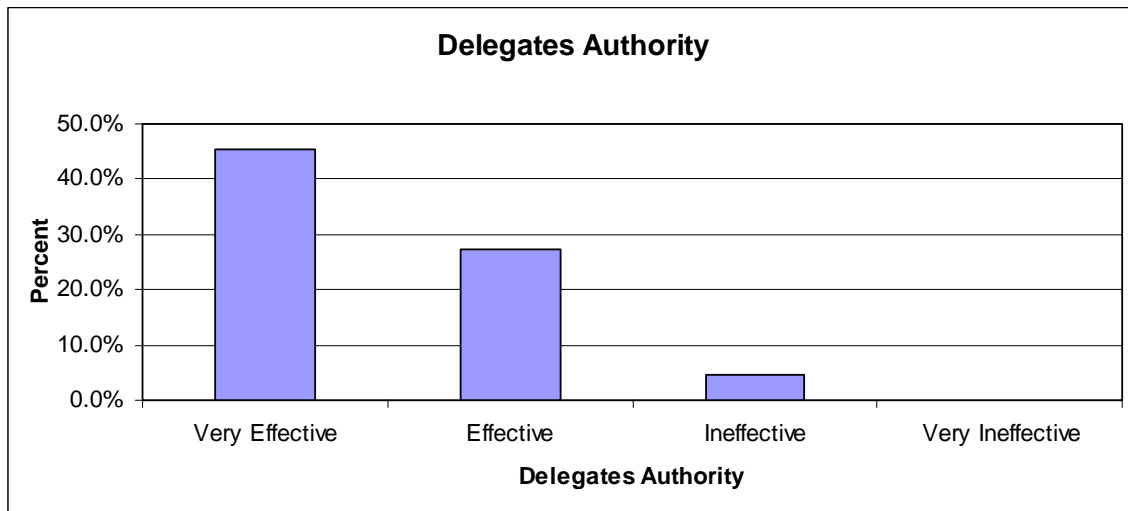
## Frequency Table

Problem-Solving Skills						
			Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective		21	47.7%	53.8%	53.8%
	Effective		17	38.6%	43.6%	97.4%
	Ineffective		1	2.3%	2.6%	100.0%
	Very Ineffective		0	0.0%	0.0%	100.0%
	Total		39	88.6%	100.0%	
Missing	System		5	11.4%		
	Total		44	100.0%		



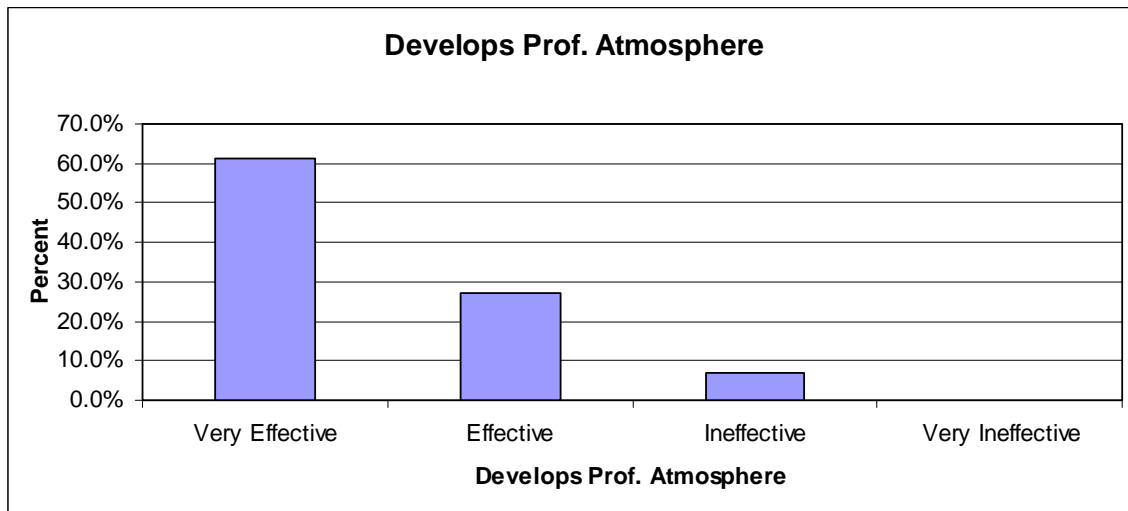
## Frequency Table

Delegates Authority						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		20	45.5%	58.8%	58.8%
	<b>Effective</b>		12	27.3%	35.3%	94.1%
	<b>Ineffective</b>		2	4.5%	5.9%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		34	77.3%	100.0%	
<b>Missing</b>	<b>System</b>		10	22.7%		
	<b>Total</b>		44	100.0%		



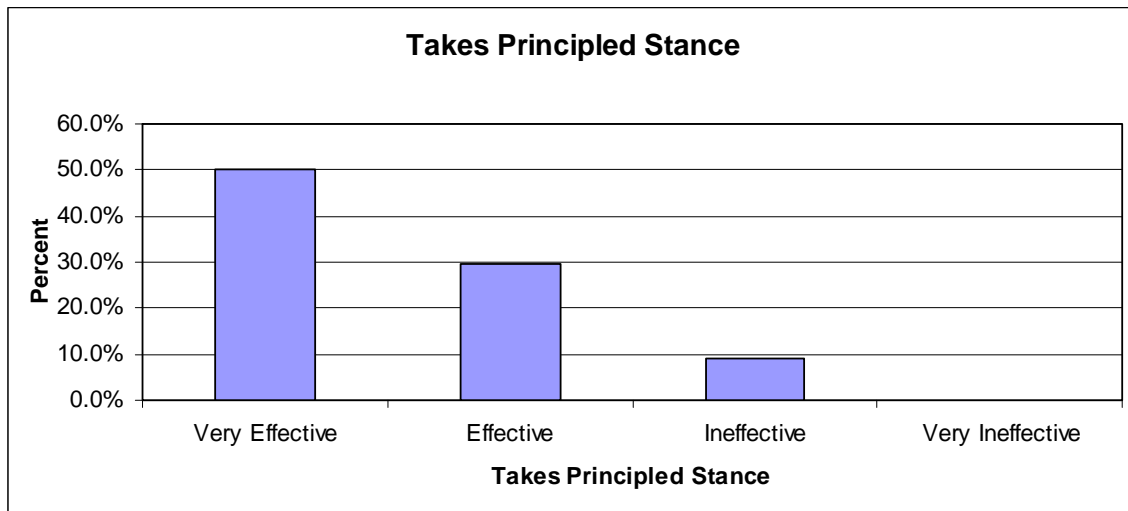
## Frequency Table

Develops Prof. Atmosphere						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		27	61.4%	64.3%	64.3%
	<b>Effective</b>		12	27.3%	28.6%	92.9%
	<b>Ineffective</b>		3	6.8%	7.1%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		42	95.5%	100.0%	
<b>Missing</b>	<b>System</b>		2	4.5%		
	<b>Total</b>		44	100.0%		



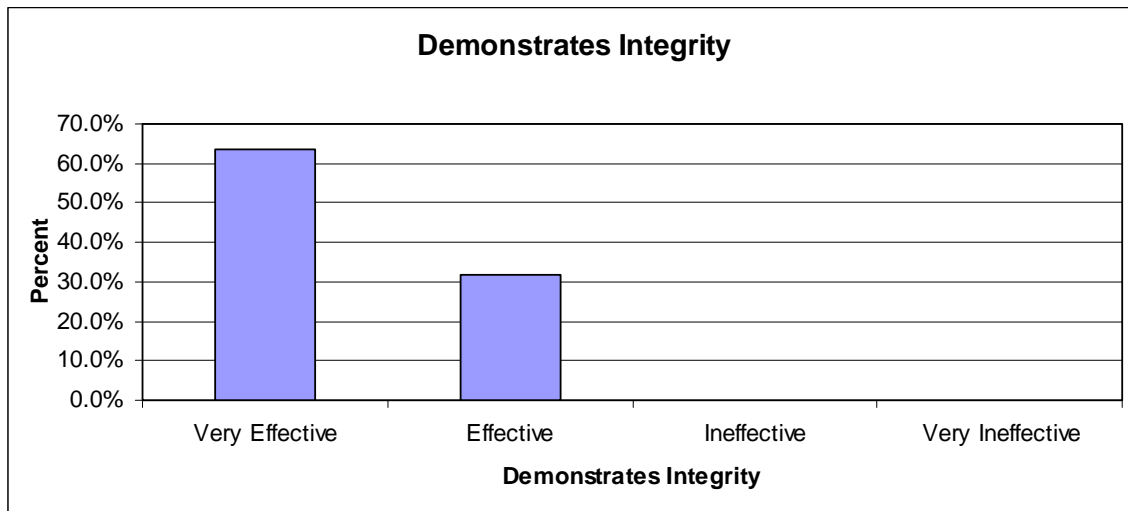
## Frequency Table

Takes Principled Stance						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		22	50.0%	56.4%	56.4%
	<b>Effective</b>		13	29.5%	33.3%	89.7%
	<b>Ineffective</b>		4	9.1%	10.3%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		39	88.6%	100.0%	
<b>Missing</b>	<b>System</b>		5	11.4%		
	<b>Total</b>		44	100.0%		



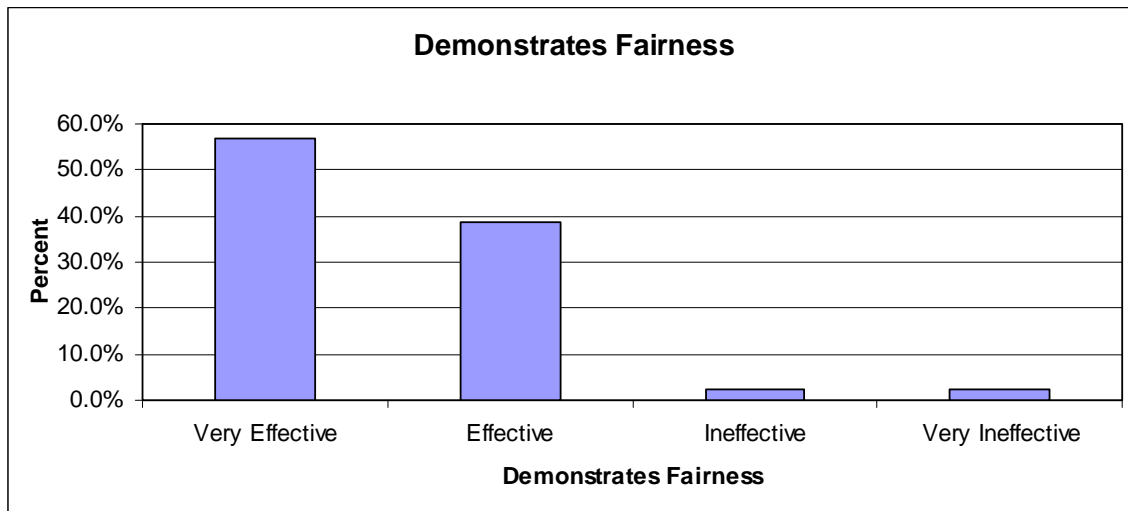
## Frequency Table

Demonstrates Integrity						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		28	63.6%	66.7%	66.7%
	<b>Effective</b>		14	31.8%	33.3%	100.0%
	<b>Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		42	95.5%	100.0%	
<b>Missing</b>	<b>System</b>		2	4.5%		
	<b>Total</b>		44	100.0%		



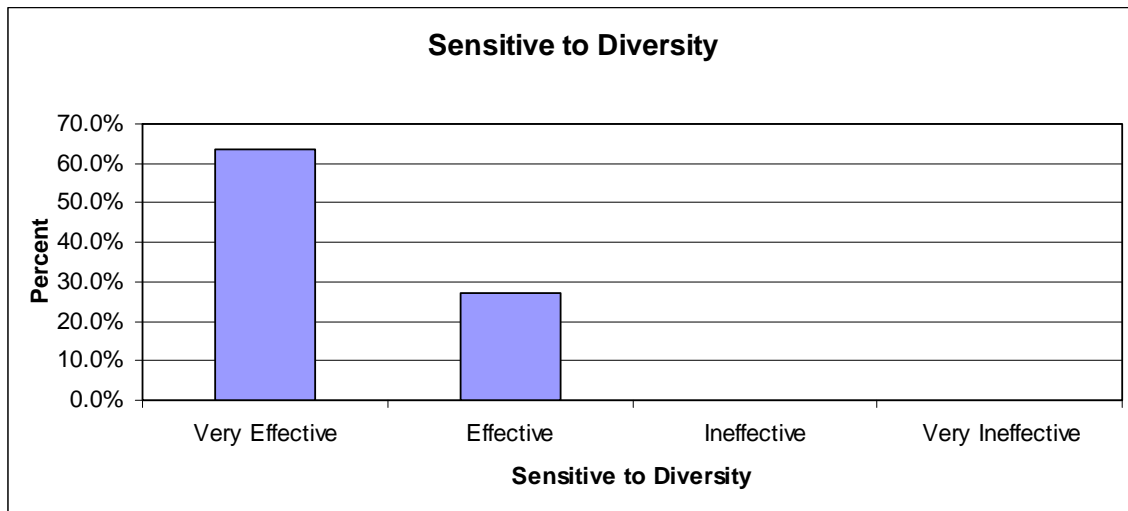
## Frequency Table

Demonstrates Fairness						
			Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Effective		25	56.8%	56.8%	56.8%
	Effective		17	38.6%	38.6%	95.5%
	Ineffective		1	2.3%	2.3%	97.7%
	Very Ineffective		1	2.3%	2.3%	100.0%
	Total		44	100.0%	100.0%	
Missing	System		0	0.0%		
	Total		44	100.0%		



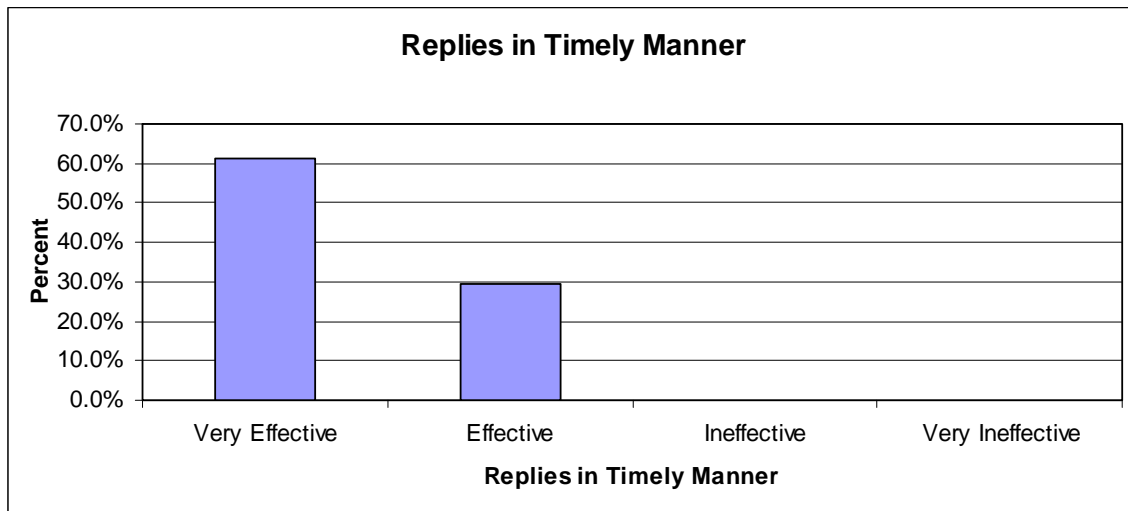
## Frequency Table

Sensitive to Diversity						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		28	63.6%	70.0%	70.0%
	<b>Effective</b>		12	27.3%	30.0%	100.0%
	<b>Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		40	90.9%	100.0%	
<b>Missing</b>	<b>System</b>		4	9.1%		
	<b>Total</b>		44	100.0%		



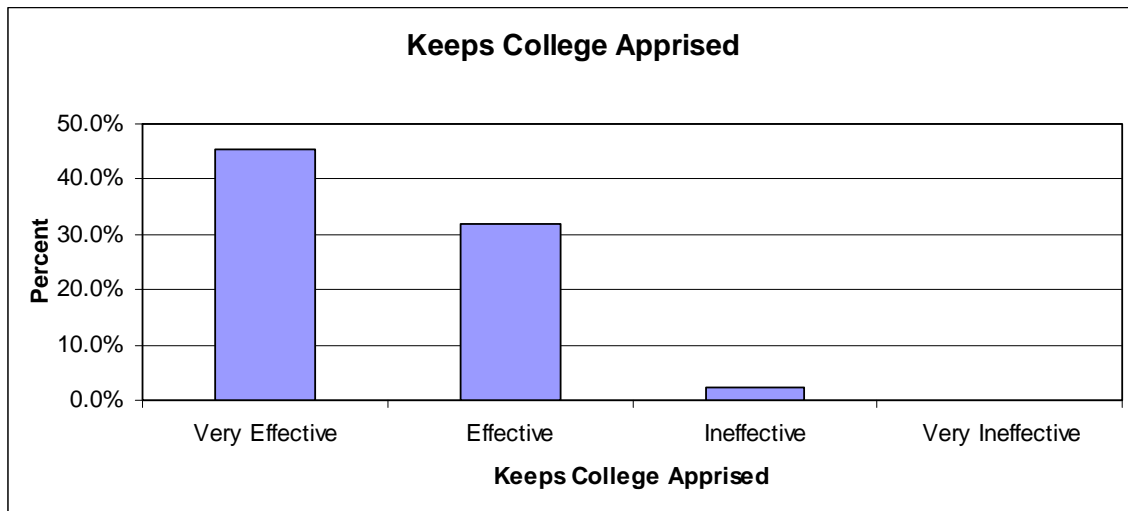
## Frequency Table

Replies in Timely Manner						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		27	61.4%	67.5%	67.5%
	<b>Effective</b>		13	29.5%	32.5%	100.0%
	<b>Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		40	90.9%	100.0%	
<b>Missing</b>	<b>System</b>		4	9.1%		
	<b>Total</b>		44	100.0%		



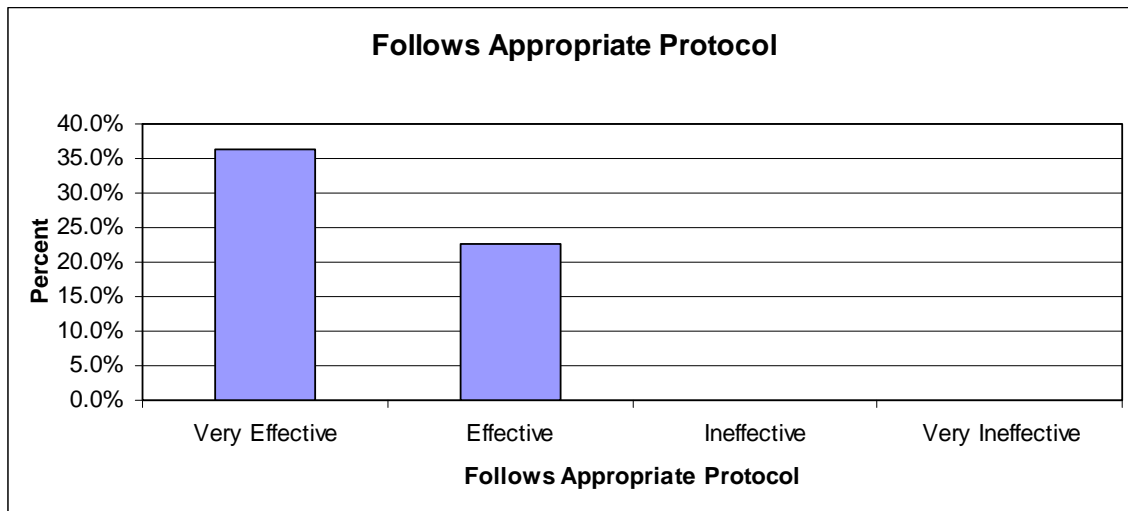
## Frequency Table

Keeps College Apprised						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		20	45.5%	57.1%	57.1%
	<b>Effective</b>		14	31.8%	40.0%	97.1%
	<b>Ineffective</b>		1	2.3%	2.9%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		35	79.5%	100.0%	
<b>Missing</b>	<b>System</b>		9	20.5%		
	<b>Total</b>		44	100.0%		



## Frequency Table

Follows Appropriate Protocol						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		16	36.4%	61.5%	61.5%
	<b>Effective</b>		10	22.7%	38.5%	100.0%
	<b>Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		26	59.1%	100.0%	
<b>Missing</b>	<b>System</b>		18	40.9%		
	<b>Total</b>		44	100.0%		



## Frequency Table

Makes Personnel Decisions						
			Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Very Effective</b>		19	43.2%	65.5%	65.5%
	<b>Effective</b>		10	22.7%	34.5%	100.0%
	<b>Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Very Ineffective</b>		0	0.0%	0.0%	100.0%
	<b>Total</b>		29	65.9%	100.0%	
<b>Missing</b>	<b>System</b>		15	34.1%		
	<b>Total</b>		44	100.0%		

