

Please review the enclosed list of accomplishments for Robert Davis, Dean of Engineering, as you complete this appraisal. The first twelve questions are used to evaluate all administrators up for review. Performance-based questions 13-19 are specific to the work of Dean Davis.

How effective has the Dean been at:

1) Supporting consistently high-quality teaching

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

2) Supporting consistently high-quality research

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

3) Supporting consistently high-quality service

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

4) Making decisions in a timely fashion

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

5) Creating an atmosphere of trust

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

6) Being receptive to concerns of faculty, staff, and students (whether or not you agreed with his decisions)

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

7) Constructively managing conflicts among faculty or staff

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

8) Treating faculty of all ranks in a fair and inclusive way

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

9) Appropriately involving faculty in decisions

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

10) Acting with integrity

Very Ineffective 1	2	Effective 3	4	Very Effective 5		Don't Know DK
Comments:						

11) Fostering an equitable, merit-based salary system

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments:

12) Fostering an atmosphere that supports diversity in the faculty, staff and student body

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments:

13) Overseeing faculty personnel matters, such as hiring and evaluation, with emphasis on quality, fairness, timeliness, and communication

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments:

14) Providing for faculty development and support, through guidance, training, and material resources

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments:

15) Providing effective leadership in setting strategic objectives and specific goals for the College, and in developing action plans for the College

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments:

16) Promoting research in both core and emerging areas of excellence, including the provision of matching funds and other resources for both individual activities and centers or other major initiatives

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments:

17) Promoting educational excellence and student learning experiences, such as discovery and service learning

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments:

18) Managing and allocating the college budget, and in making difficult decisions to meet required cuts, with responsibility and fairness

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments:

19) Seeking new resources to support the College

Very Ineffective 1 2 Effective 3 4 Very Effective 5 || Don't Know DK

Comments: