

**Anne Heinz, Dean of Continuing Education and Associate Vice Chancellor of Summer Session
Appraisal Form**

Please review the enclosed list of accomplishments for Dean Heinz as you complete this appraisal.

How effective has the dean been at:

1) Providing a vision and strategic plan for the program

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

2) Acting with integrity

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

3) Supporting consistently high-quality teaching

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) Supporting and mentoring the young teaching faculty

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

7) Making progress towards diversity goals

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

8) Being receptive to concerns of faculty, instructors, and teachers in the program (whether or not you agreed with her decisions)

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

9) Being receptive to concerns of staff (whether or not you agreed with her decisions)

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

10) Being receptive to concerns of students (whether or not you agreed with her decisions)

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

11) Constructively managing conflicts among faculty, instructors, and teachers in the program

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

Comments:

12) Constructively managing conflicts among staff

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

Comments:

13) Treating faculty, instructors, and teachers of all ranks in the program in a fair and inclusive way

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

Comments:

14) Appropriately involving faculty, instructors, and teachers in decisions

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

Comments:

15) Representing the program on campus

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

Comments:

16) Representing the program to external audiences

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

Comments:

17) Making sound budget decisions

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

Comments:

18) Raising funds

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

Comments:

You may enclose additional comments concerning this administrator's performance if you wish.