



BFA Administrator Appraisal Program Dean Shepard Appraisal, Fall 2010

Page 1 of 4

Thank you for participating in the BFA Administrator Appraisal Program. If you have not already done so, please read the [letter from the appraisal committee chair](#).

Everyone responding to the survey by November 30, 2010 will be eligible to win one of two \$500 research/scholarly fund awards.

This survey is administered by the [Office of Planning, Budget, and Analysis](#). Information from the multiple-choice part of the survey that would permit identification of individuals will be kept strictly confidential.

If you wish, however, your verbatim comments about the Dean will be forwarded to the Dean, but only with your express permission.

Instructions:

- **You can choose to stop the survey and resume later simply by closing your browser window.**
- **When you want to resume, just click on the same link in your email and you will return to the survey page following the last one you submitted.**
- **The *BACK* button on your browser is not intended to return you to previous pages. Therefore, you cannot change responses on pages you have already submitted.**

Click *Continue* at the bottom of this page to begin.

[Continue -->](#)



BFA Administrator Appraisal Program Dean Shepard Appraisal, Fall 2010

Page 2 of 4

The BFA wishes to accomplish two goals with the Administrator Appraisal Program. Along with the evaluation of the performance of a particular administrator, we believe it is valuable to assess faculty satisfaction concerning particular issues and policies on campus. Therefore, we are providing two separate sets of questions. The questions on this page are intended to assess campus-wide issues and policies, whereas those on the following pages are specific to the evaluation of Dean Shepard.

SATISFACTION WITH CAMPUS-WIDE ISSUES AND POLICIES

Overall, how satisfied are you with the following:

	Very Dissatisfied 1	Dis- satisfied 2	Neutral 3	Satisfied 4	Very Satisfied 5	Don't know/ not applicable
Teaching responsibilities and opportunities (this could include teaching load, number, kinds, and size of classes, as well as issues such as scheduling)						
Classroom facilities						
Technological support in teaching						
Number of graduate students assisting in teaching						
Departmental support services						
The support that you receive for soliciting outside money, such as extramural contracts and grants						
Space and facilities (e.g., office, lab, departmental needs)						
Collaborative relationships with colleagues with whom you work on a routine basis						
Support and encouragement you receive from the University for your research and creative work						
Faculty involvement in the decision-making process about CU Libraries' holdings (excludes Law Library)						
CU Libraries' access to materials from outside resources, such as databases, data repositories, and archives						
Education and training support offered by CU Libraries' staff in new information technology						
Salary relative to those of your peers at comparable research institutions						
Equitable distribution of salary, given the current salary structure and resources at CU-Boulder						

The current health plan							
Other benefits, including retirement							
Faculty governance in recent years and the progress made in shared governance							
University efforts to recruit/retain a diverse faculty							
University efforts to retain a diverse undergraduate student body							
Evaluation of teaching							

COMMENTS?

This box will accept about one page of single-spaced text. If you want to provide comments exceeding this length, please send them directly to the Appraisal Committee Chair: Catherine.Kunce@colorado.edu.

All comments for this Satisfaction with Campus-Wide Issues and Policies survey will be given verbatim (with no editing, including no removal of self-identifiers) to the members of the Appraisal Committee. Verbatim comments will be summarized and paraphrased for relevant audiences, but will not be seen by anyone else unless you give permission below.

Do you want the Appraisal Committee to forward to the Dean your verbatim comments from the box above?

Yes, please forward my comments.

No, do not forward my comments.

If you do not respond to this question, we will not forward your comments.

Next-->



BFA Administrator Appraisal Program
Dean Shepard Appraisal, Fall 2010

Page 3 of 4

**APPRAISAL FOR LORRIE SHEPARD,
DEAN OF THE SCHOOL OF EDUCATION**

Please review the [statement of accomplishments for Dean Shepard](#) as you complete this appraisal.

How effective has the Dean been at:

	Very ineffective 1	Ineffective 2	Neither effective nor ineffective 3	Effective 4	Very effective 5	Don't know/ not applicable
1. Providing leadership (e.g., infrastructure and resources) for high-quality undergraduate teaching						
2. Providing leadership (e.g., infrastructure and resources) for high-quality teaching in the professional master's program						
3. Providing leadership (e.g., infrastructure and resources) for high-quality teaching in the research-oriented master's and doctoral programs						
4. Actively supporting high-quality faculty research (e.g., mentoring and funding opportunities)						
5. Rewarding high-quality service						
6. Having the vision to lead the industry/profession rather than merely following it or keeping up with it						
7. Positioning the School/College as a leader among AAU peers, both nationally and internationally						
8. Constructively acting on faculty concerns (whether or not you agreed with her decisions)						
9. Constructively acting on staff concerns (whether or not you agreed with her decisions)						
10. Constructively acting on undergraduate student concerns (whether or not you agreed with her decisions)						
11. Constructively acting on graduate student concerns (whether or not you agreed with her decisions)						
12. Constructively acting on the concerns of women faculty						
13. Constructively acting on the concerns of faculty of color						
14. Making progress toward diversity goals						
15. Actively recruiting and retaining underrepresented faculty						

COMMENTS?

If your comments pertain to specific items above, please provide the item number. This box will accept about one page of single-spaced text. If you want to provide comments exceeding this length, please send them directly to the Appraisal Committee Chair: Catherine.Kunce@colorado.edu.

THIS IS A COPY ONLY. PLEASE DO NOT RECORD YOUR RESPONSES ON THIS FORM.

All comments will be given verbatim (with no editing, including no removal of self-identifiers) to the members of the Appraisal Committee. Verbatim comments will be summarized and paraphrased for relevant audiences, but will not be seen by anyone else unless you give permission below.

Do you want the Appraisal Committee to forward to the Dean your verbatim comments from the box above?

Yes, please forward my comments.

No, do not forward my comments.

If you do not respond to this question, we will not forward your comments.

The following page has additional appraisal questions for the Dean, plus room for additional comments.

Next-->



Dean Shepard

BFA Administrator Appraisal Program Dean Shepard Appraisal, Fall 2010

Page 4 of 4

How effective has the Dean been at:

	Very ineffective 1	Ineffective 2	Neither effective nor ineffective 3	Effective 4	Very effective 5	Don't know/ not applicable
16. Constructively managing conflicts among faculty						
17. Constructively managing conflicts among staff						
18. Responding respectfully and in a timely manner to all faculty inquiries						
19. Appropriately involving faculty in decision making						
20. Making decisions in a timely manner						
21. Sharing the bases of the major decisions she makes						
22. Fostering an equitable, merit-based salary system						
23. Having a solid understanding of faculty governance processes, university policies, and budget procedures						
24. Taking responsibility for office logistics, systems, and support staff						
25. Treating faculty of all ranks in a fair and inclusive way						
26. Acting with integrity						
27. Earning the trust of the faculty						
28. Actively recruiting and retaining underrepresented students in the undergraduate program						
29. Actively recruiting and retaining underrepresented students in graduate programs						
30. Actively recruiting and retaining underrepresented staff						
31. Providing active support for faculty and student initiatives intended to build community in the School						
32. Positioning the School as a leader among state institutions with regard to teacher education						
33. Positioning the School as a leader in the state and country with regard to the preparation of graduate students						
34. Supporting high-quality K-12 and community outreach						
35. Providing leadership for making budget decisions (both new requests and cuts) that are strategic						
36. Providing leadership for making budget decisions (both new requests and cuts) that are fair						
37. Making decisions regarding the use of space resources that are strategic, efficient, and effective						

THIS IS A COPY ONLY. PLEASE DO NOT RECORD YOUR RESPONSES ON THIS FORM.

38. Making decisions regarding the use of space resources that are fair

COMMENTS?

If your comments pertain to specific items above, please provide the item number. This box will accept about one page of single-spaced text. If you want to provide comments exceeding this length, please send them directly to the Appraisal Committee Chair: Catherine.Kunce@colorado.edu.

All comments will be given verbatim (with no editing, including no removal of self-identifiers) to the members of the Appraisal Committee. Verbatim comments will be summarized and paraphrased for relevant audiences, but will not be seen by anyone else unless you give permission below.

Do you want the Appraisal Committee to forward to the Dean your verbatim comments from the box above?

Yes, please forward my comments.

No, do not forward my comments.

If you do not respond to this question, we will not forward your comments.

If you are finished, click *Submit & Close* below. Thank you for your assistance.

Submit & Close