



TEXAS TECH UNIVERSITY

**Office of Institutional Research**

***Administrator Evaluation Survey  
Executive Summary of Results  
2016***

02/1/2017

## Introduction

Institutional Research in conjunction with the Faculty Senate has conducted a survey for evaluating academic administrators since 2007. For the 2016 survey, the provost, deans, and department heads were evaluated. Three different groups of faculty and faculty-administrators were invited to participate. First, the teaching faculty (instructor through professor, including visiting and adjunct faculty) were asked to evaluate their chair and/or dean as well as the provost. (Respondents were allowed to decline to evaluate any particular official.) Second, chairs and other mid-level administrators evaluated their dean and the provost. Third, evaluating only the provost were deans and other executives reporting to the provost. The survey was conducted over a 4-week period beginning at the end of October 2016.

Evaluations are based on sixteen questions regarding the following: promoting research and scholarship, teaching excellence, public service, effective representation, having an open and transparent administration, representing faculty interests, seeking faculty input, supporting faculty development, having an effective staff, implementing a good strategic plan, managing finances, fair and rigorous processes to appoint administrators, promoting cooperation, supporting a good tenure and promotion process, promoting diversity, and in inspiring confidence. Respondents may decline to respond to any of the questions. Respondents may also comment about each official being evaluated.

Published later in this report are detailed tables that provide for each administrator the results by population and question, giving the count, mean, median, maximum, minimum, and distribution of scores as well as the standard deviation, standard error and ratio of high scores to low scores. A minimum number of responses (by count and percentage) is required for reporting. Three additional tables list comparative mean scores by question, population, and administrator. Comments are made available separately. (Given changes in administrators and participant categories from one survey to the next, there are no rating comparisons over time.)

## **Descriptive Data**

Of the general faculty, 215 (17.26%) evaluated the provost, 453 (34.797%) evaluated a dean and 493 (40.98%) evaluated a department head.

Of chairs, directors, associate/assistant deans and other mid-level administrators, 36 (24.16%) evaluated the provost, and 47 (58.02%) evaluated a dean.

Of deans and provost-office administrators 6 (46.15%) participated in evaluating the provost.

## **Regarding Provost**

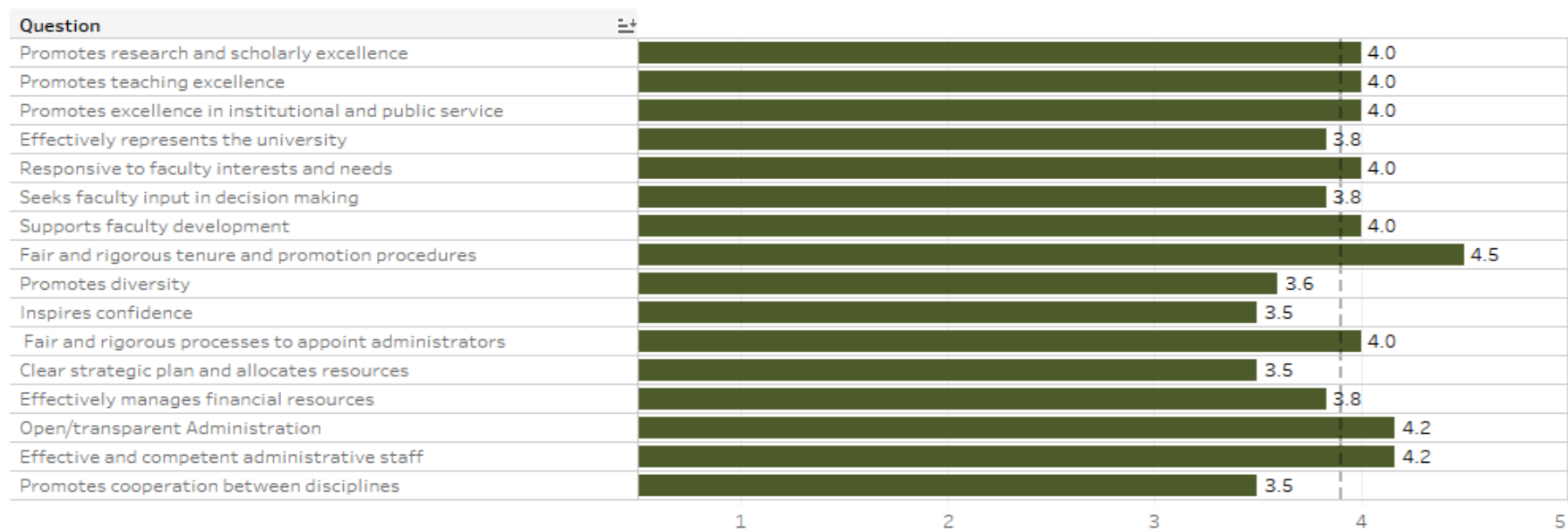
Deans gave the provost an overall rating mean of 3.9 ( $\pm 0.11$ ). The evaluations by the chairs and other mid-level administrators gave 4.1 ( $\pm 0.04$ ). The general faculty scored the provost as 3.7 ( $\pm 0.02$ ).

The chairs-level group gave the provost ratings of 4.0 or higher on 12 questions out of 16, while the deans-level group scored 9 questions at that same high level and the faculty gave no questions out of 16 at that high level. For promoting research, teaching, public service, faculty interests, faculty development, and promotes cooperation between disciplines the provost earned ratings of 4.0 or above from both the chairs-level group and the deans-level group.

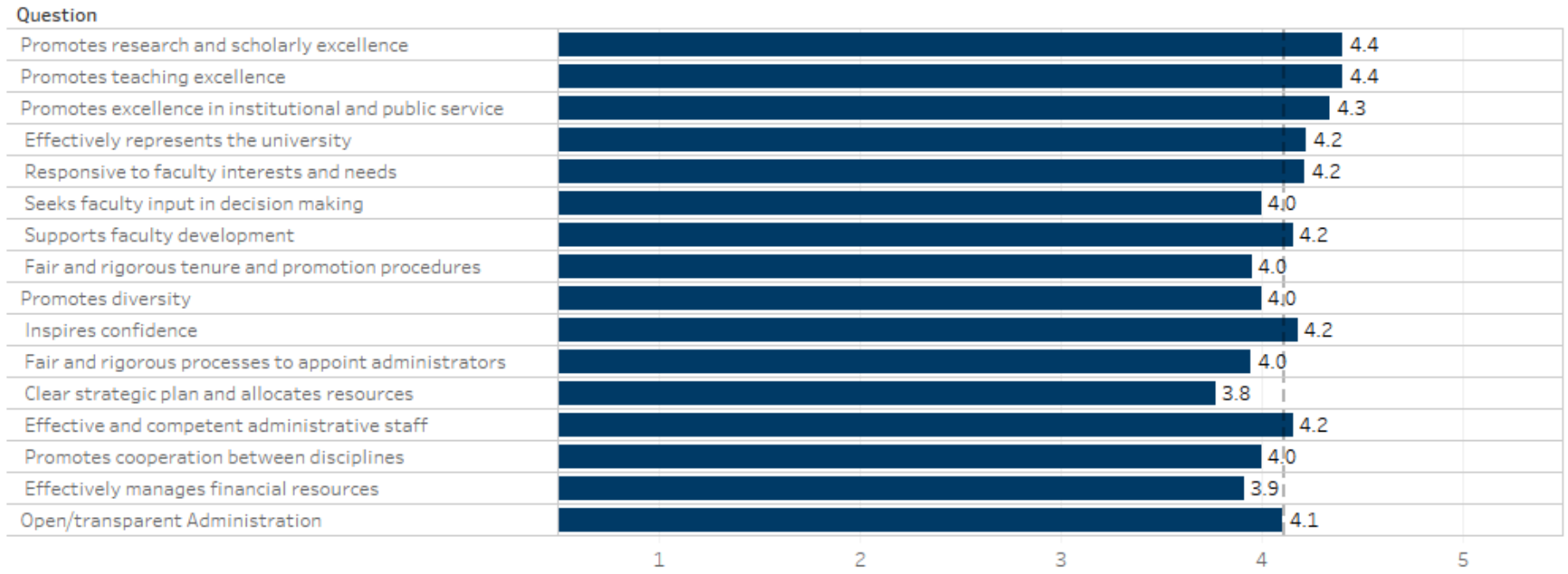
The only issue of comparative weakness was “has a clear strategic plan” (3.5 by the deans, 3.7 by chairs and 3.6 by the general faculty).

Summative charts appear below for each evaluating group.

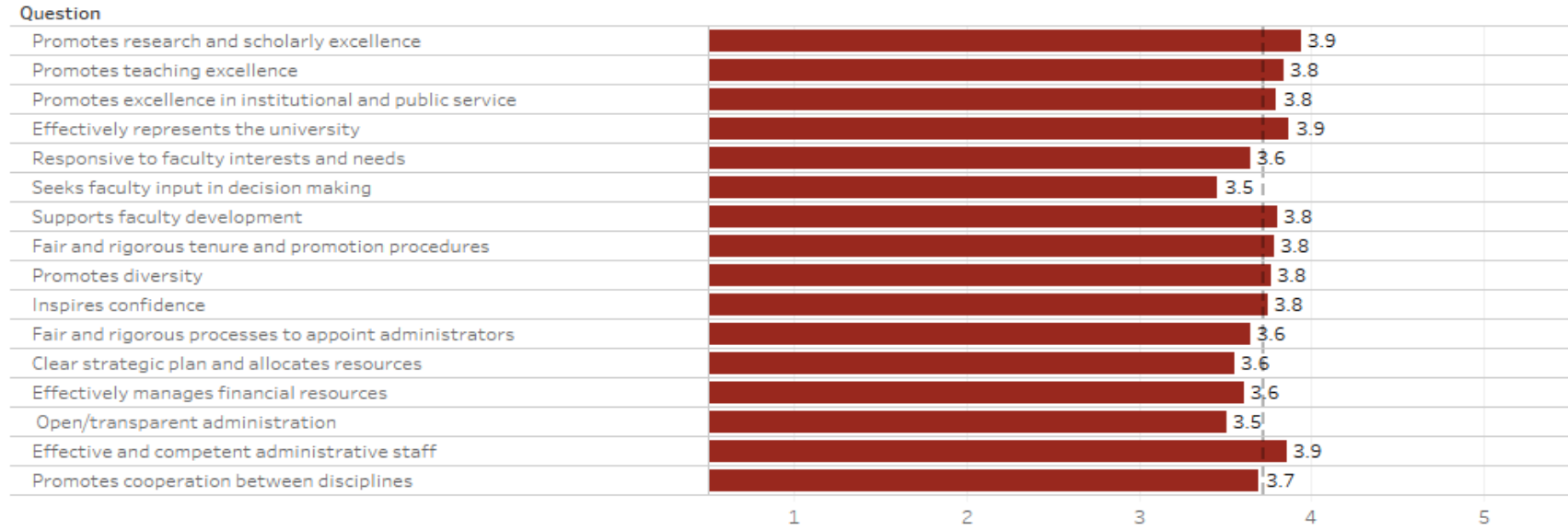
## Mean Evaluation Scores of the Provost by Deans



### Mean Evaluation Scores of the Provost by Chairs & Other Mid-level Administrators



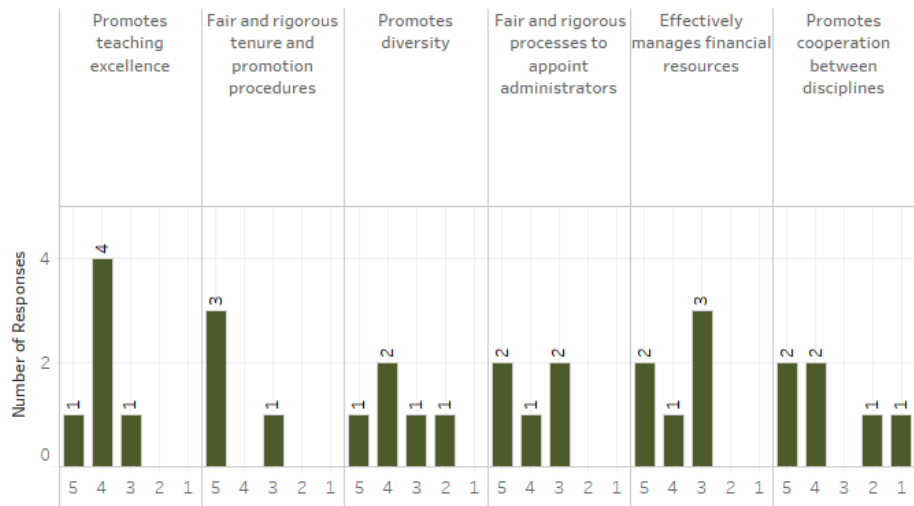
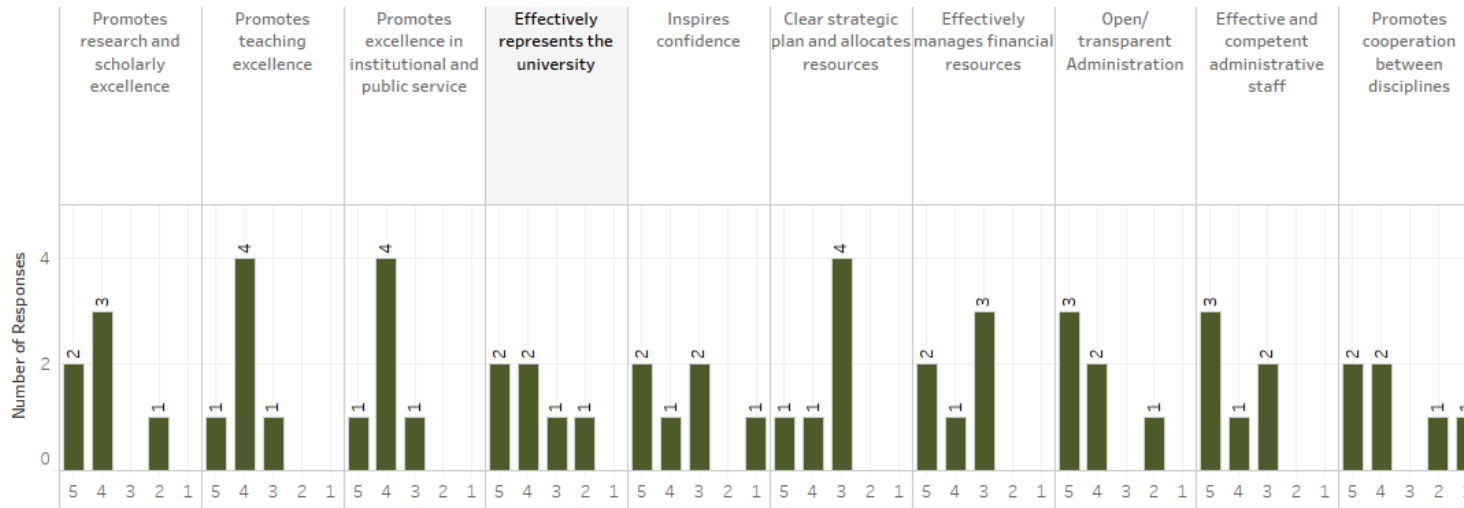
## Mean Evaluation Scores of the Provost by Faculty



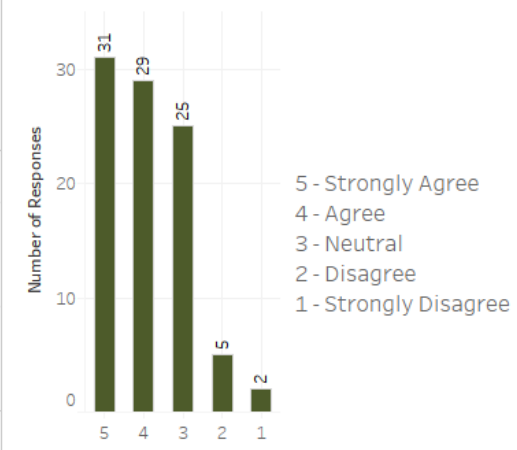
# Question data for the Provost by Evaluator:

## Provost by Deans

Response Rate: 46.15%



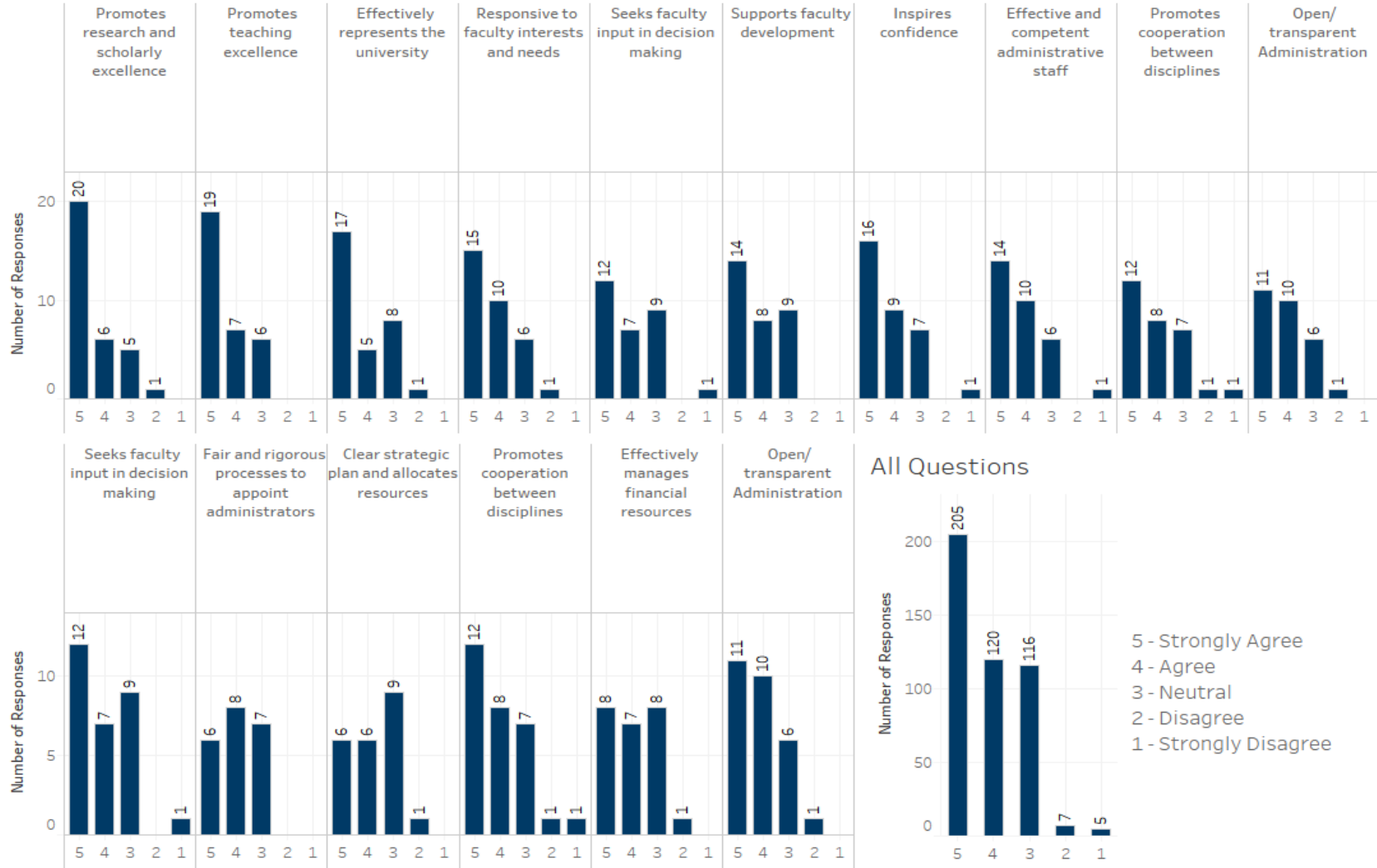
### All Questions



- 5 - Strongly Agree
- 4 - Agree
- 3 - Neutral
- 2 - Disagree
- 1 - Strongly Disagree

Provost by Chairs and other Mid-level Administrators

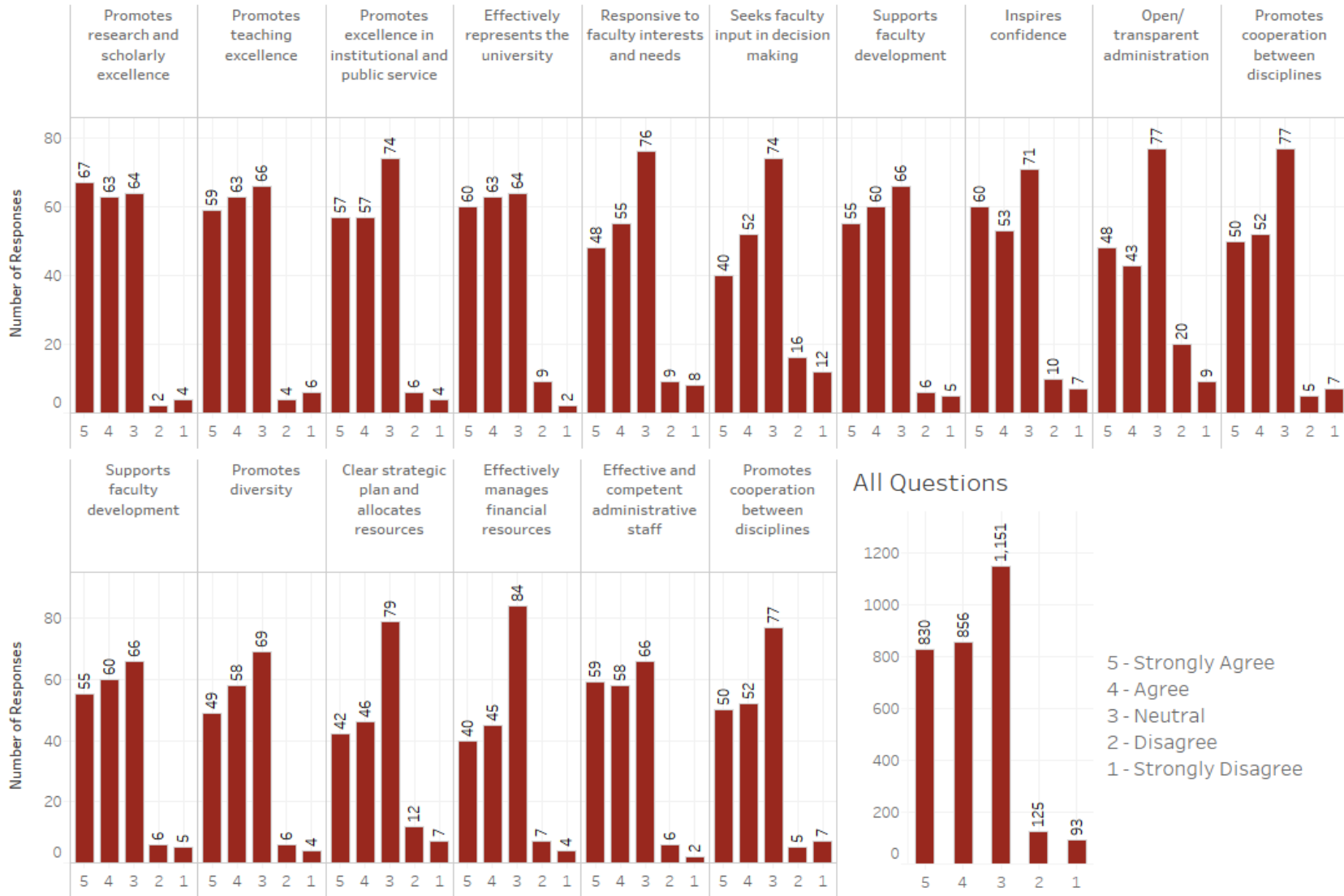
Response Rate: 24.16%





Provost by Faculty

Response Rate: 17.26%



## Regarding Deans

As evaluated by chairs, associate/assistant deans, and other mid-level academic leaders, deans earned a 4.1 ( $\pm 0.04$ ) rating.

Only eight deans had enough ratings for reporting individually. Of those, five had overall rating averages between 4.0 and 4.6. Only the Dean of Mass Communication had all the 16 questions scored above 4.0 and the College of Human Sciences Dean had 15 questions scored at 4.0 or above. The lowest overall average was for the Dean of Arts and Sciences 3.7 ( $\pm 0.10$ ).

Overall, the mid-level administrators judged deans best at “*promoting research and scholarly excellence*” and “*effective and competent administrative staff*” both receiving a (4.4), while being weakest at “*seeks faculty input in decision making*” (3.6), and “*administers in an open and transparent manner*” (3.7) is another area needing some improvement.

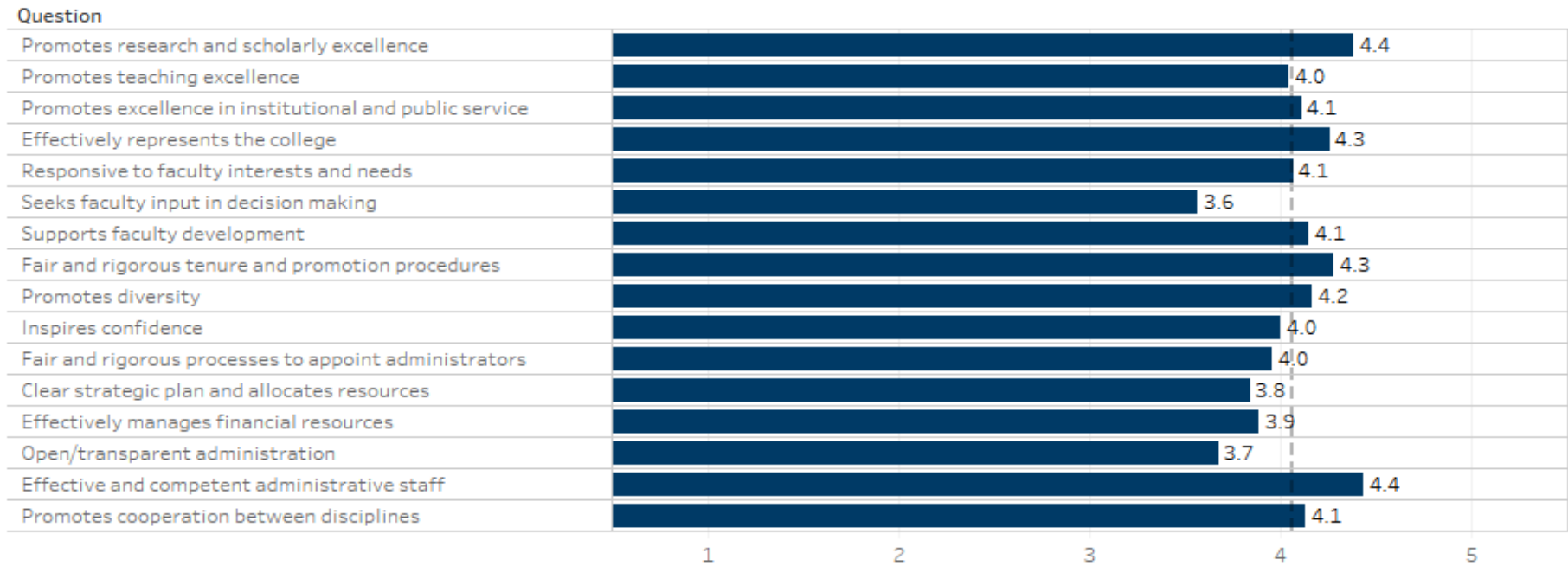
The general faculty tended to be much more critical of deans. The average rating was (3.3,  $\pm 0.02$ ). The highest ratings went to Dean San Francisco of the Honors College (5.0,  $\pm 0.02$ ). The next best is Dean Williamson of Architecture (4.3,  $\pm 0.06$ ). Also well regarded were Dean Frazee of Agricultural Sciences and Natural Resources (4.2,  $\pm 0.04$ ), Dean Hoover of Human Sciences (4.1,  $\pm 0.05$ ) and Dean Perlmutter of Mass Communication (4.0,  $\pm 0.06$ ).

However, three deans had overall rating averages of 3.0 or below by the faculty: Dean Sacco of the Whitacre College of Engineering (3.0,  $\pm 0.06$ ), Dean Ridley of the College of Education (3.0,  $\pm 0.06$ ), and Dean Lindquist of the College of Arts & Sciences (2.7,  $\pm 0.03$ ).

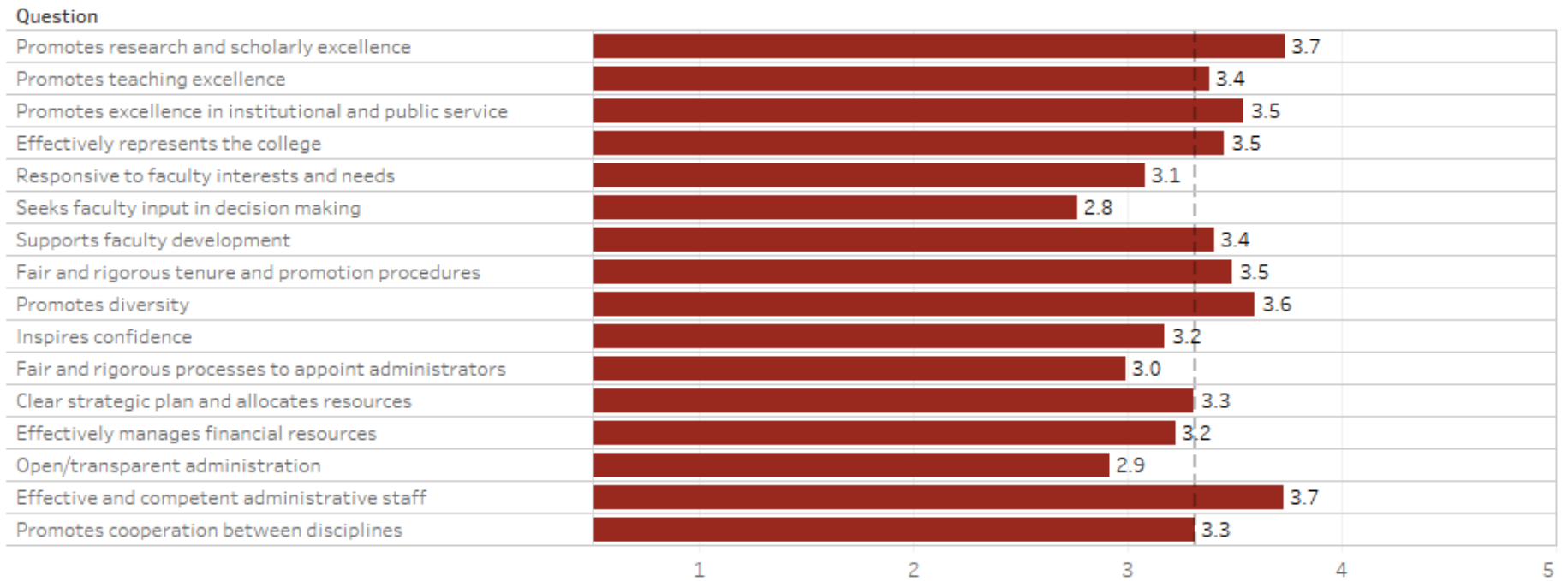
The primary weakness as viewed by the faculty and chairs were on two counts. One was “*seeks faculty input in decision making*” and the other one was “*administers in open and transparent manner*”. Also receiving a low score by both faculty and chairs was “*fair and rigorous processes to appoint administrators*”.

Summative charts regarding Deans appear on the following pages:

## Mean Evaluation Scores of all Deans by all Chairs & Other Mid-level Administrators



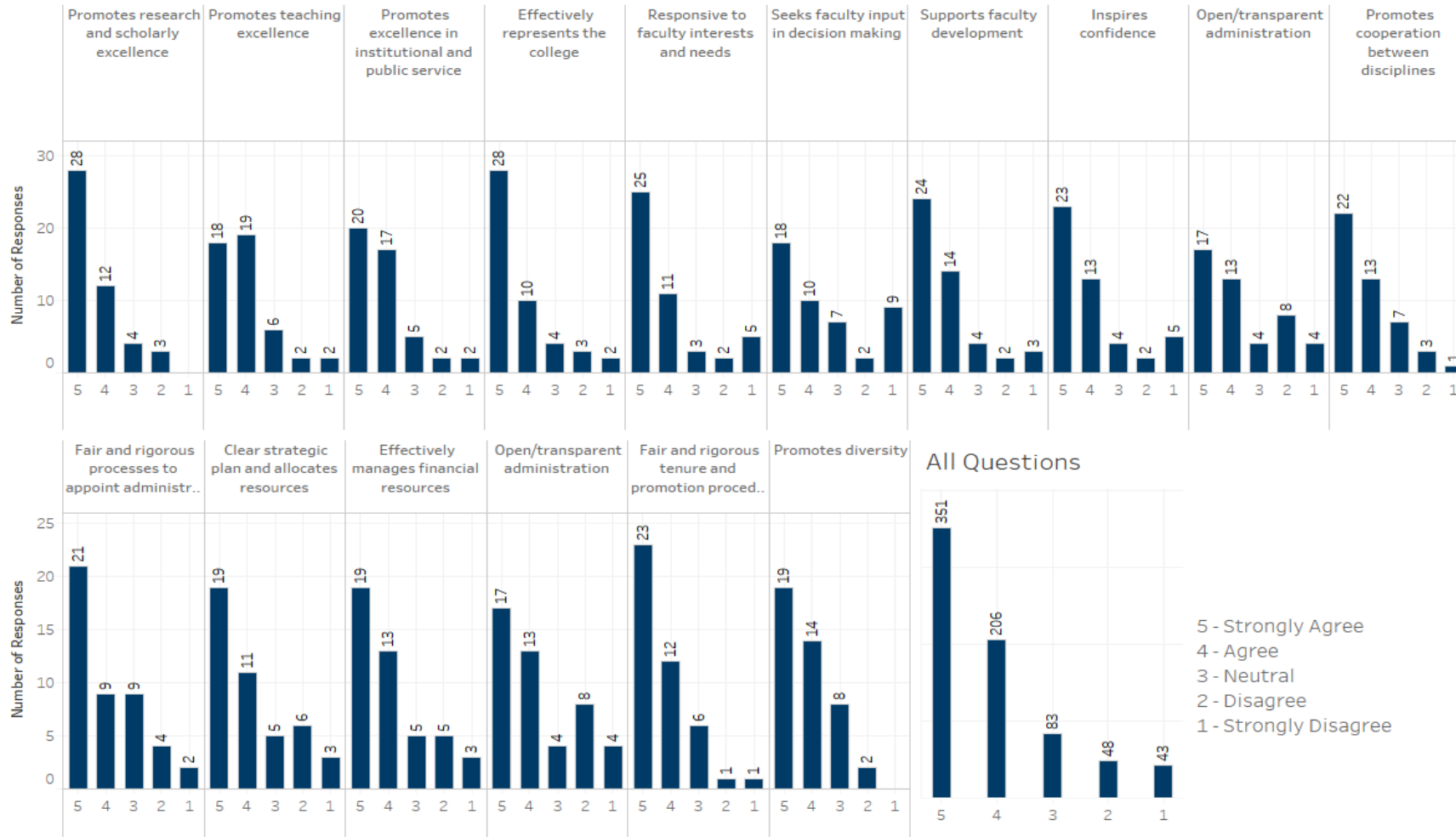
## Mean Evaluation Scores of all Deans by all Faculty



## Question Data for Deans by Evaluator:

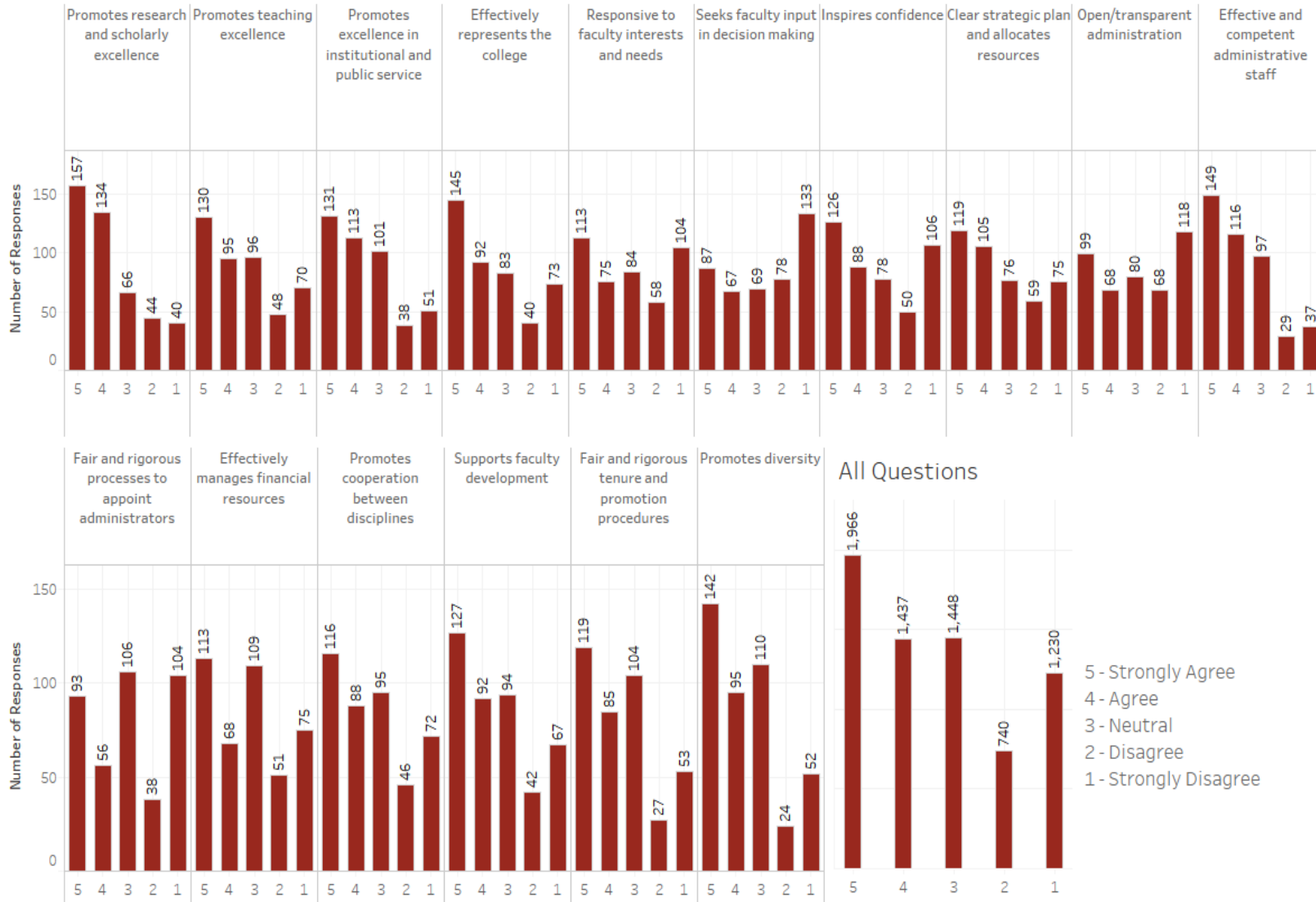
Deans by Chairs and Other Mid-level Administrators

Response Rate: 58.02%



# Deans by Faculty

Response Rate: 34.79%

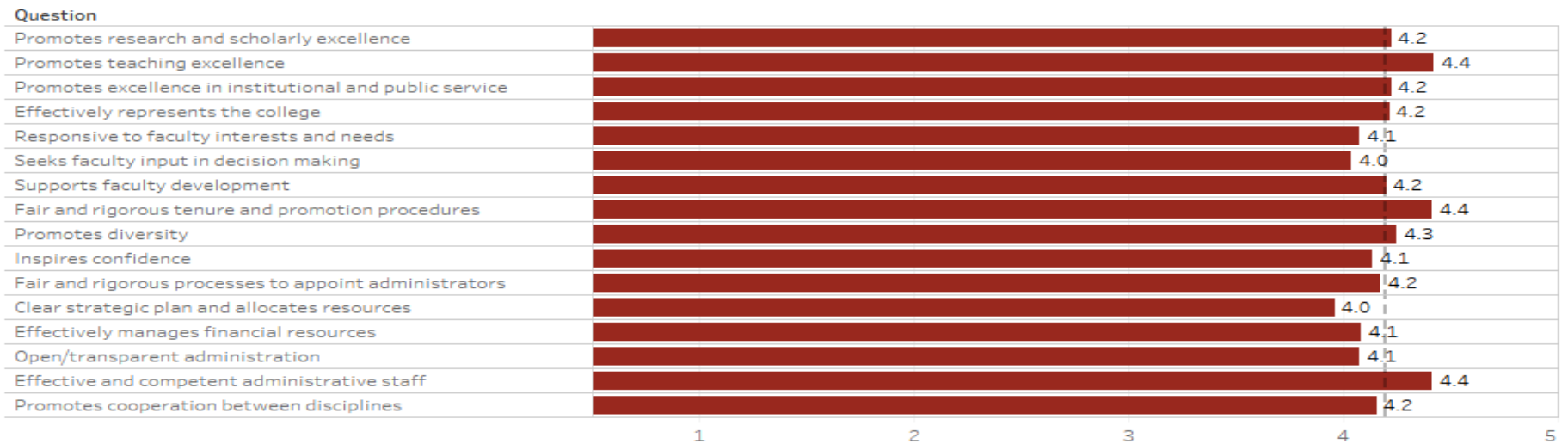


## Deans as Evaluated by Chairs and Faculty by College

Evaluation Score of Dean by Chairs of : College



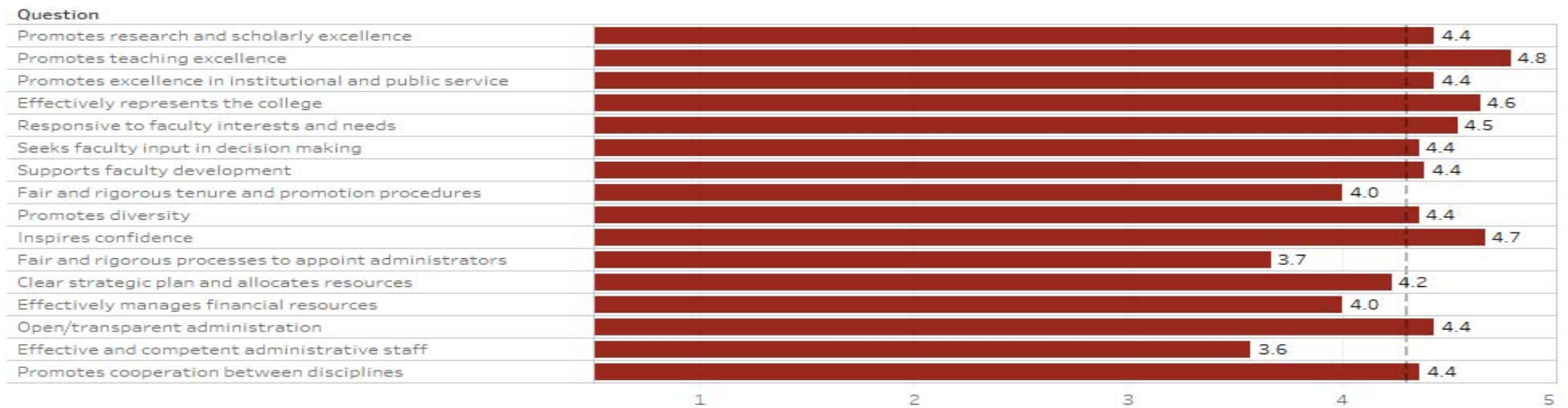
## Evaluation Scores of Dean by Faculty



**College of Architecture**

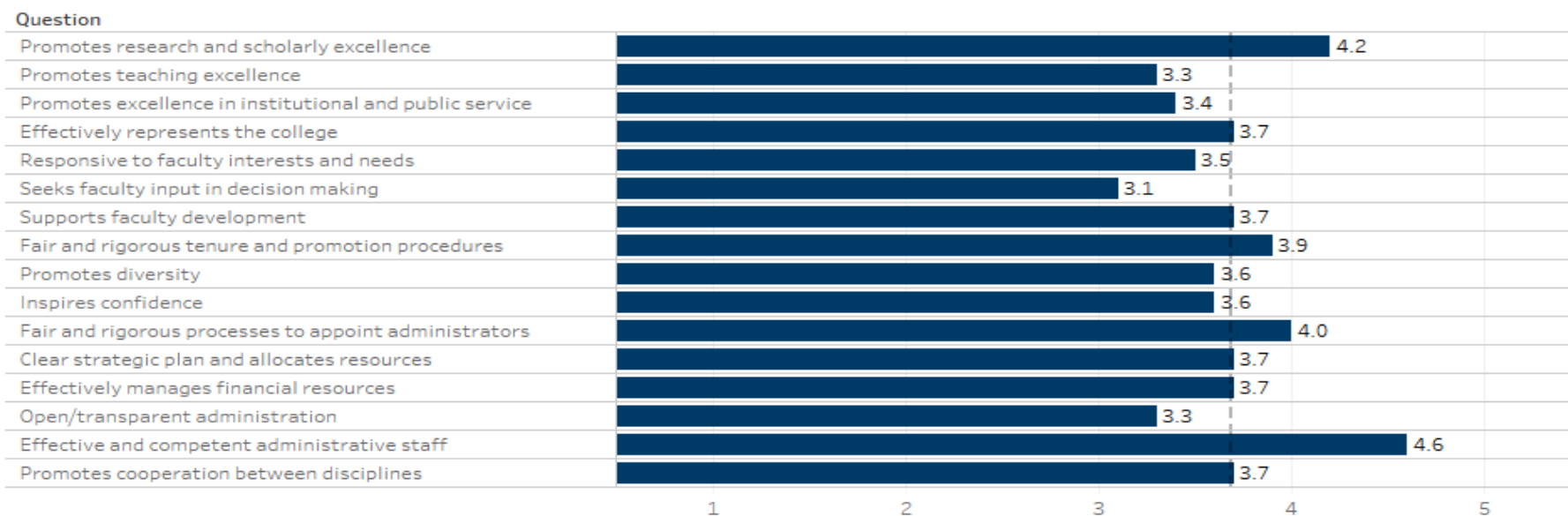
*Charting by chairs is not applicable for this college.*

**Evaluation Scores of Dean by Faculty**

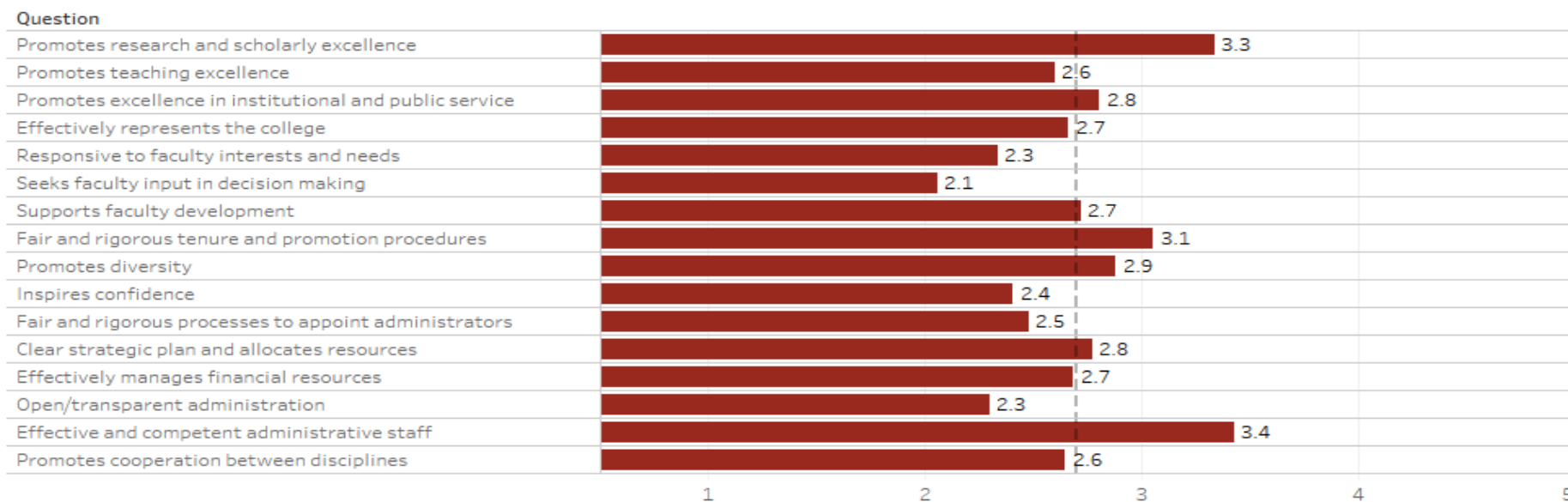




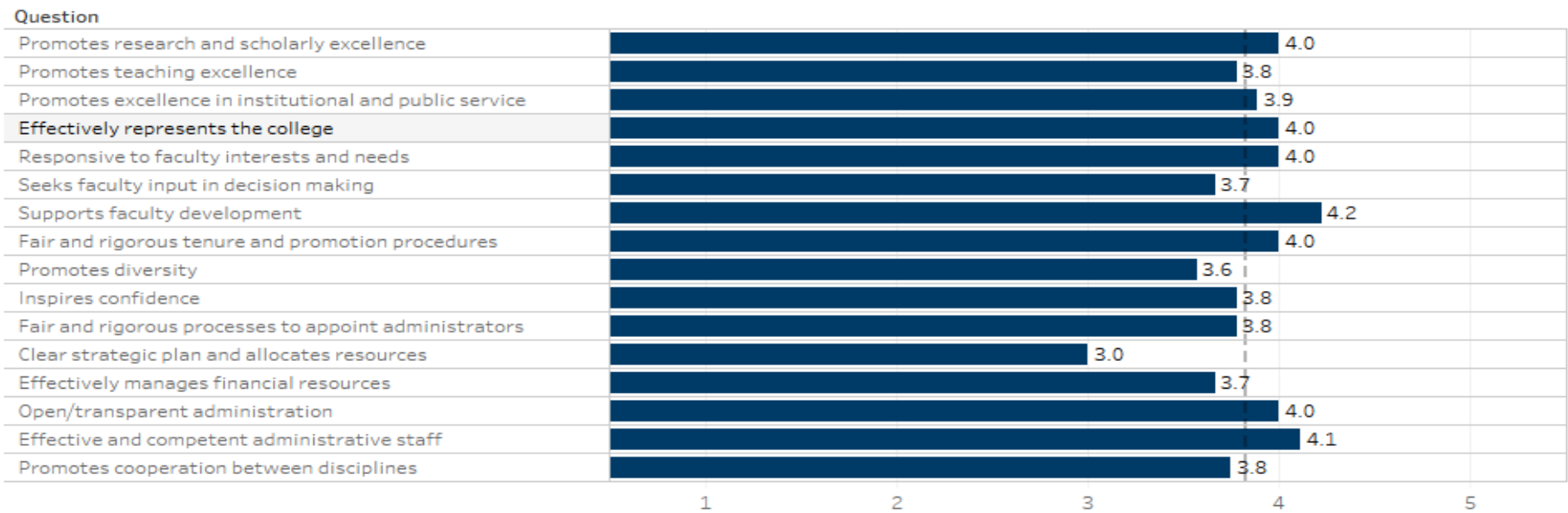
## Evaluation Score of Dean by Chairs of : College



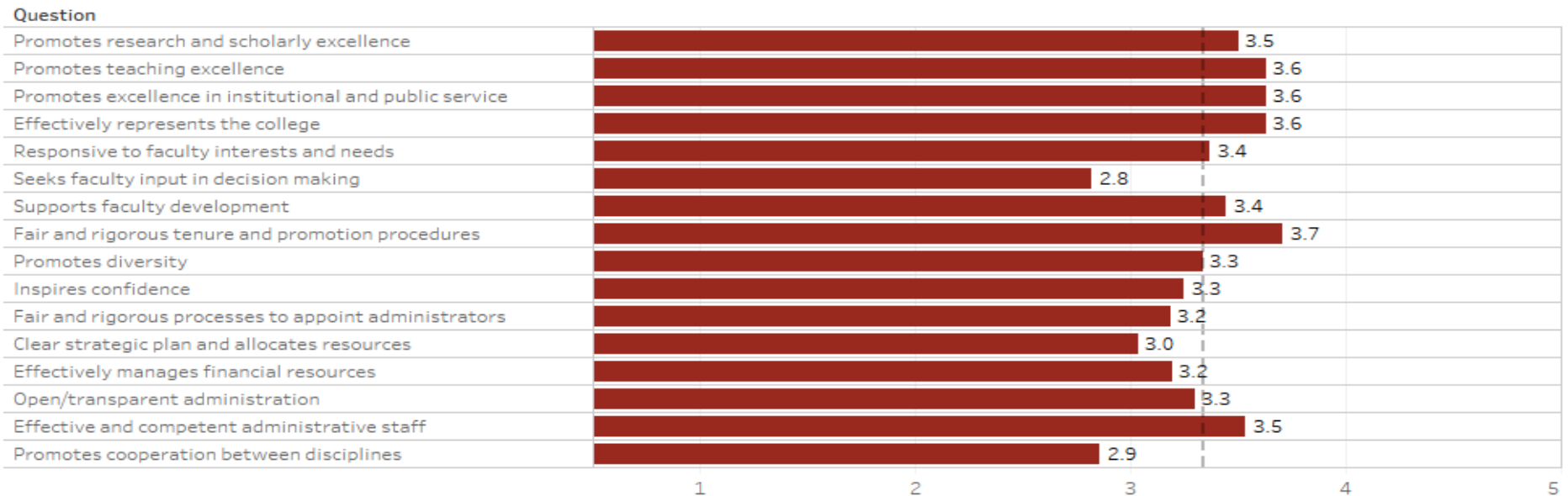
## Evaluation Scores of Dean by Faculty



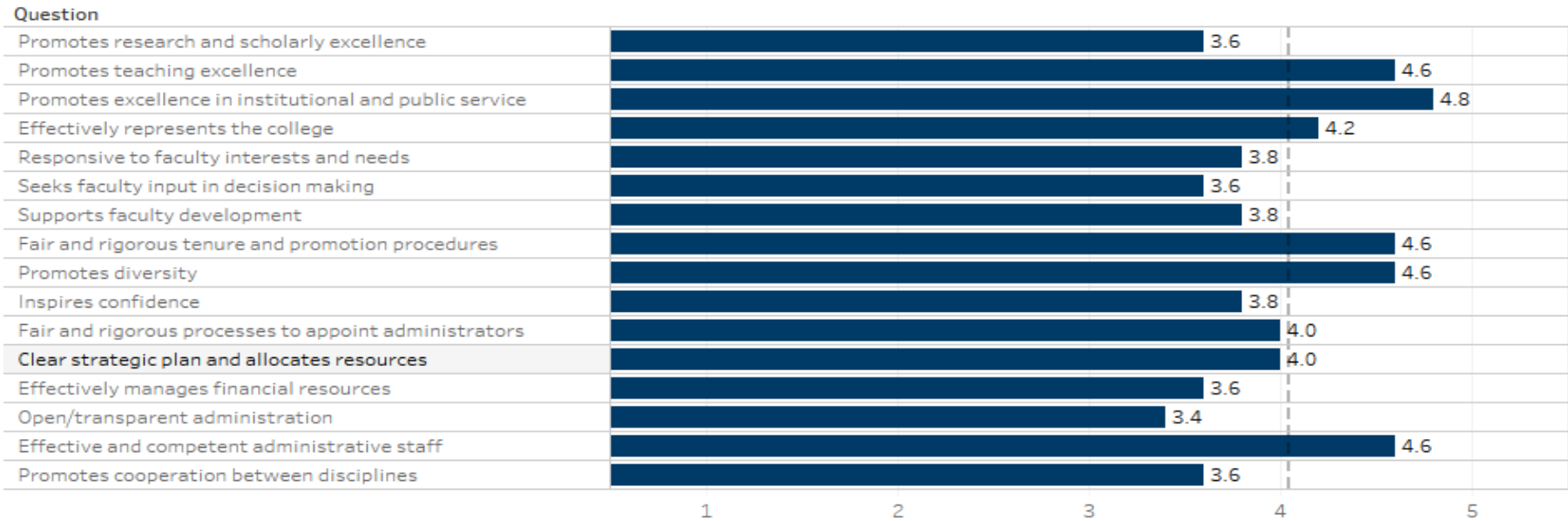
## Evaluation Score of Dean by Chairs of : College



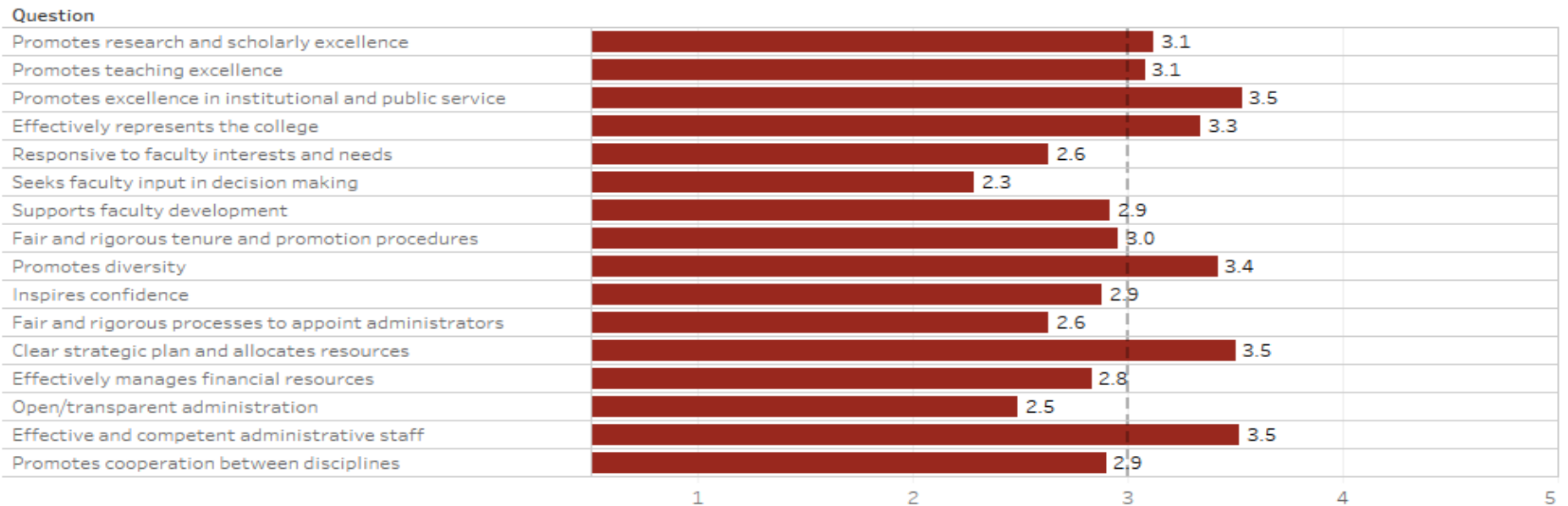
## Evaluation Scores of Dean by Faculty



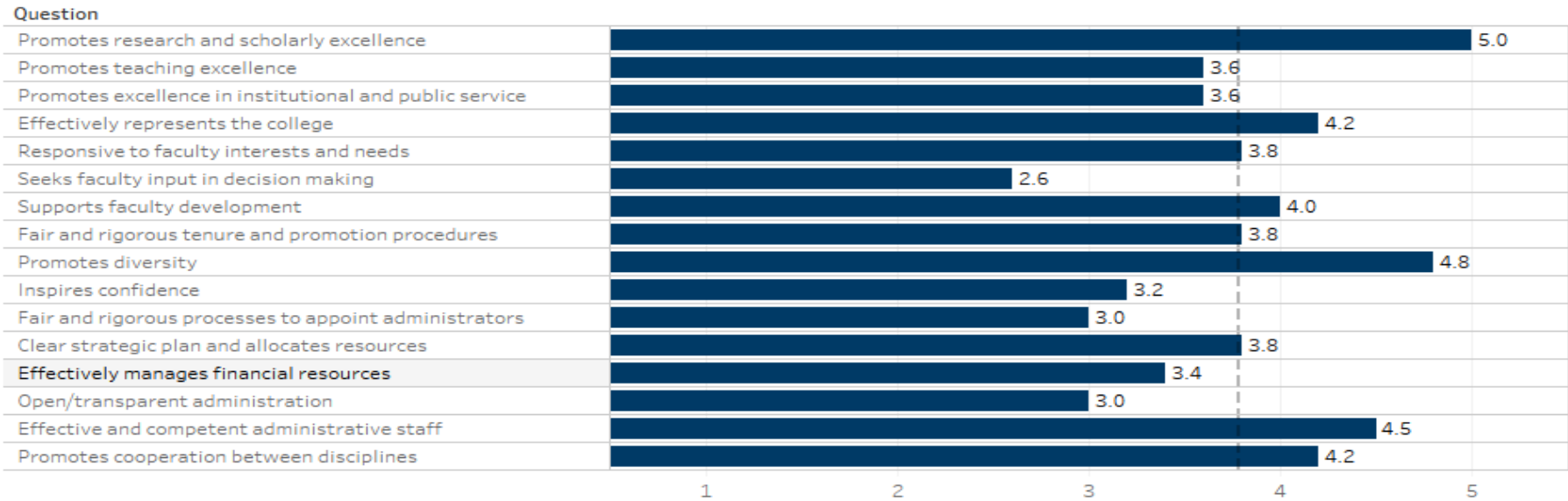
## Evaluation Score of Dean by Chairs of : College



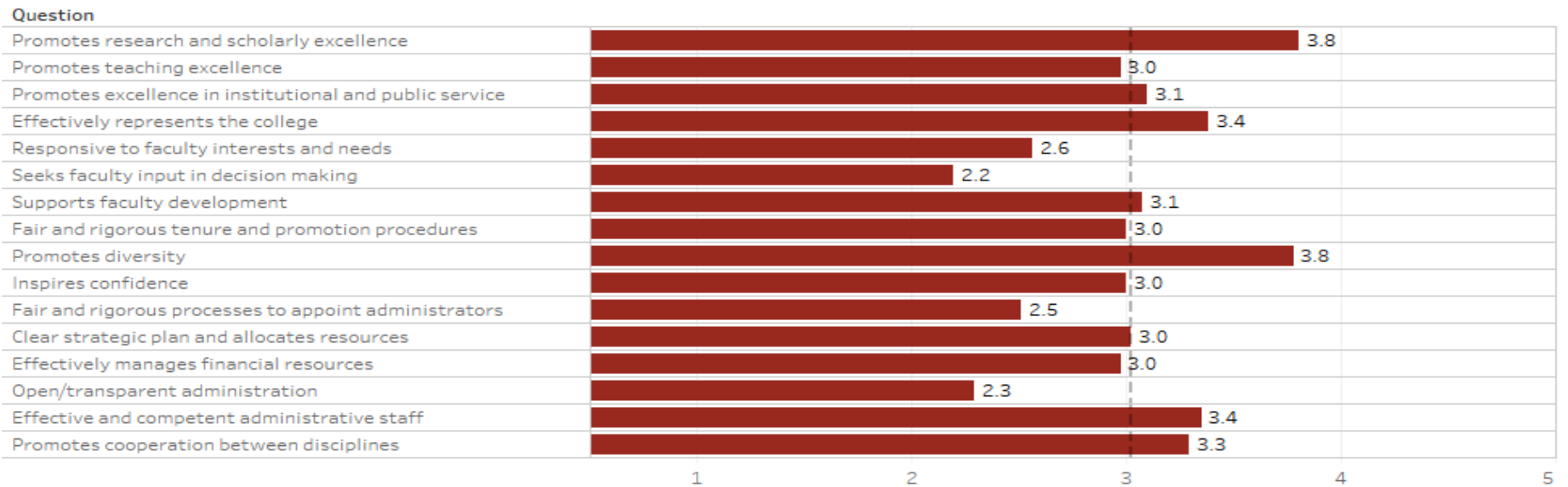
## Evaluation Scores of Dean by Faculty



## Evaluation Score of Dean by Chairs of : College



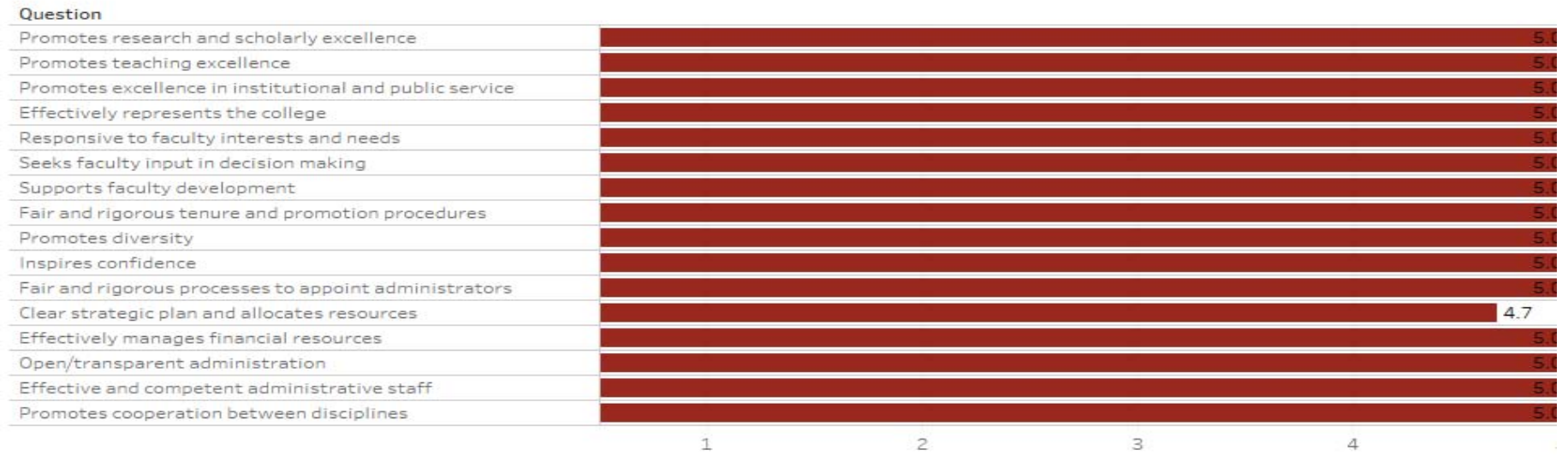
## Evaluation Scores of Dean by Faculty



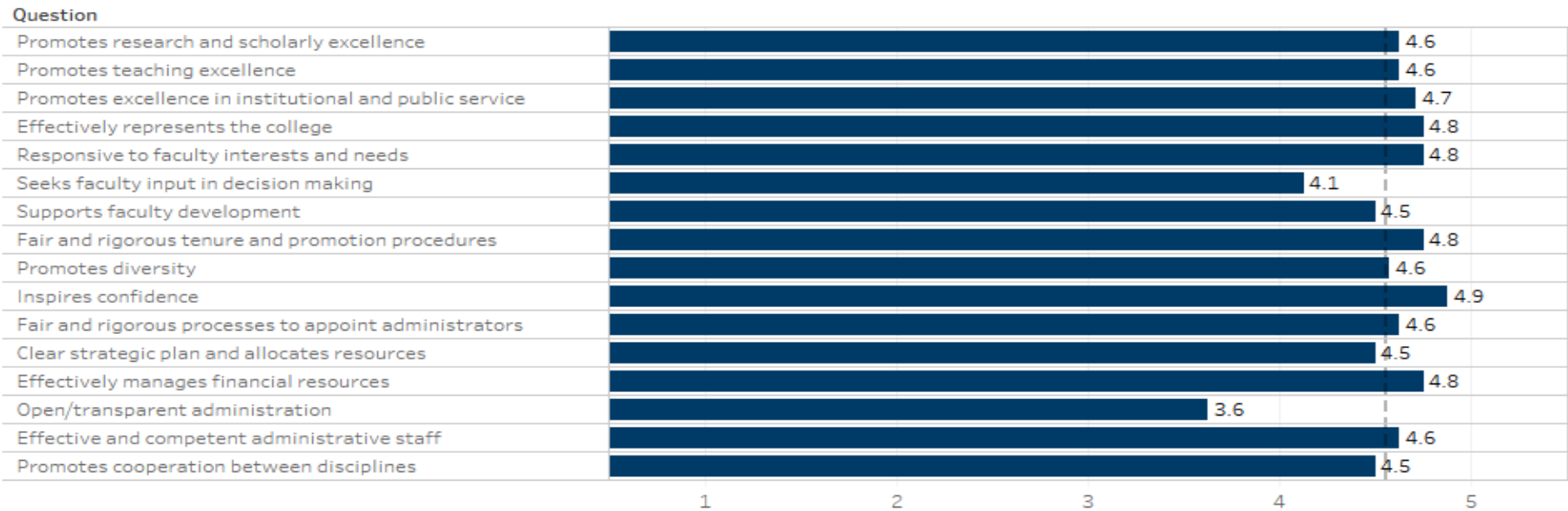
**Honors College**

*Charting by faculty is not applicable for this college.*

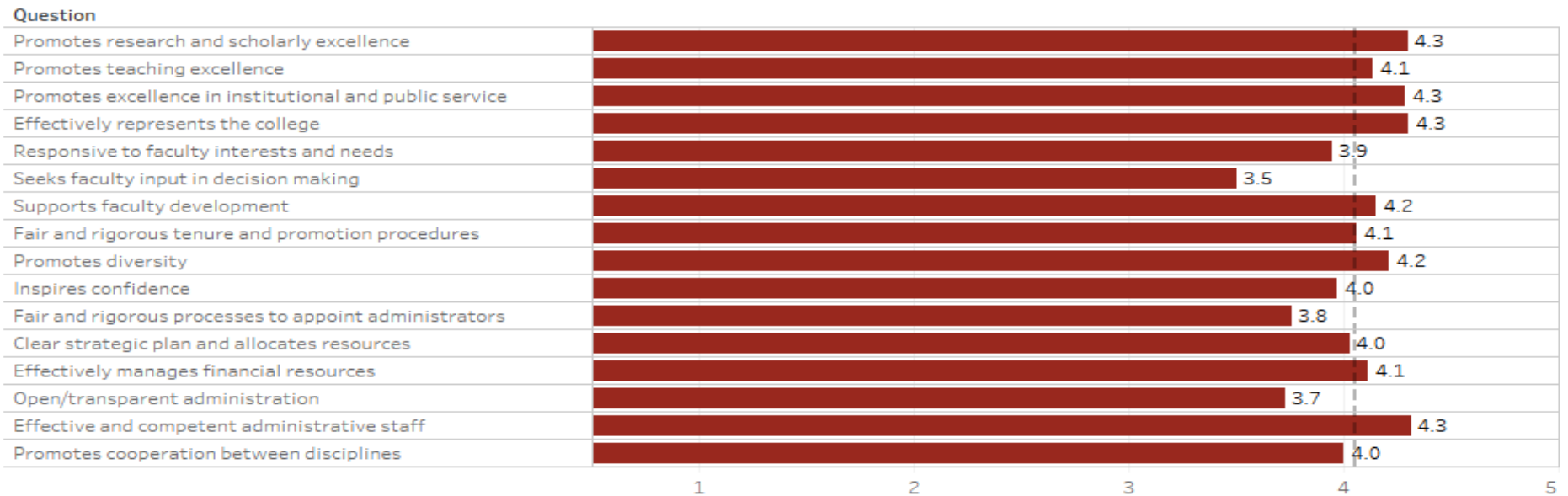
Evaluation Scores of Dean by Faculty



## Evaluation Score of Dean by Chairs of : College



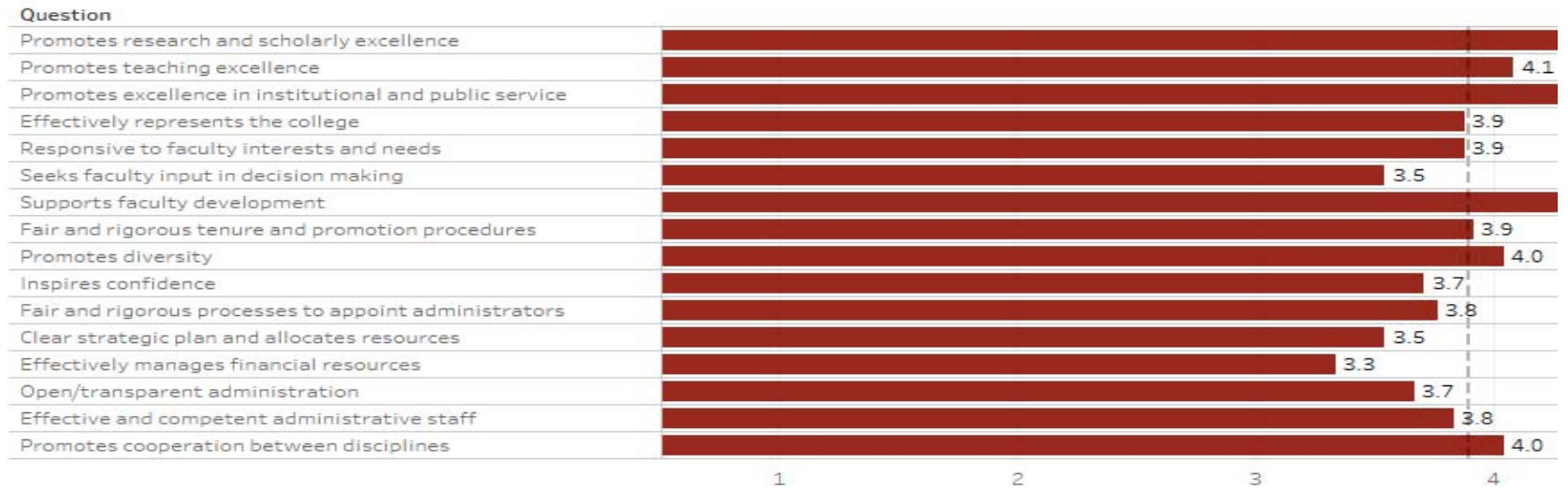
## Evaluation Scores of Dean by Faculty



*Library*

*Charting by faculty is not applicable for this college.*

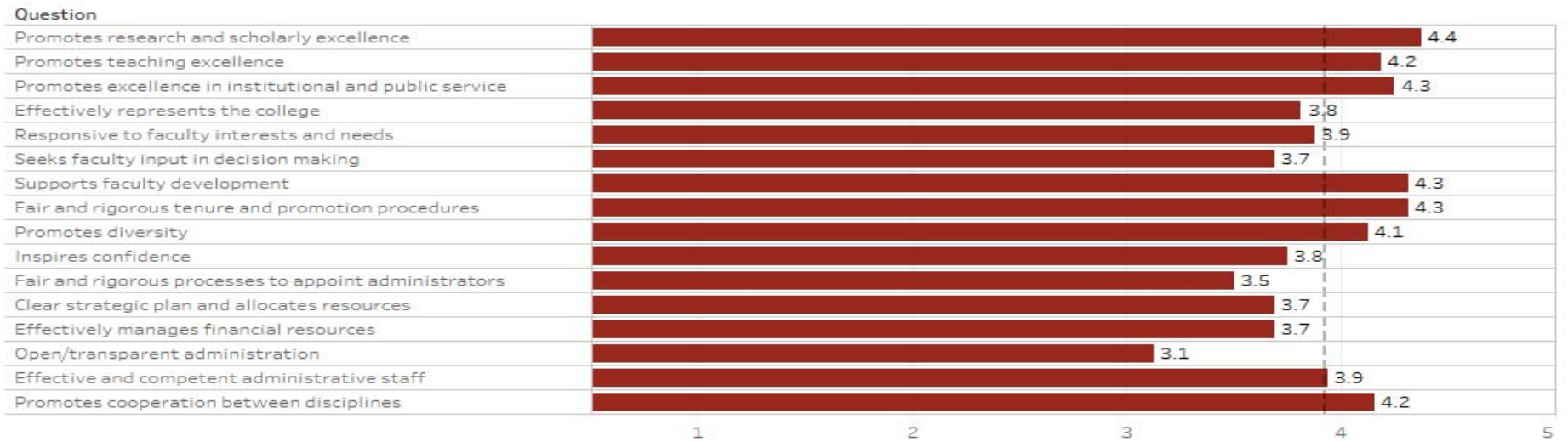
### Evaluation Scores of Dean by Faculty



**School of Law**

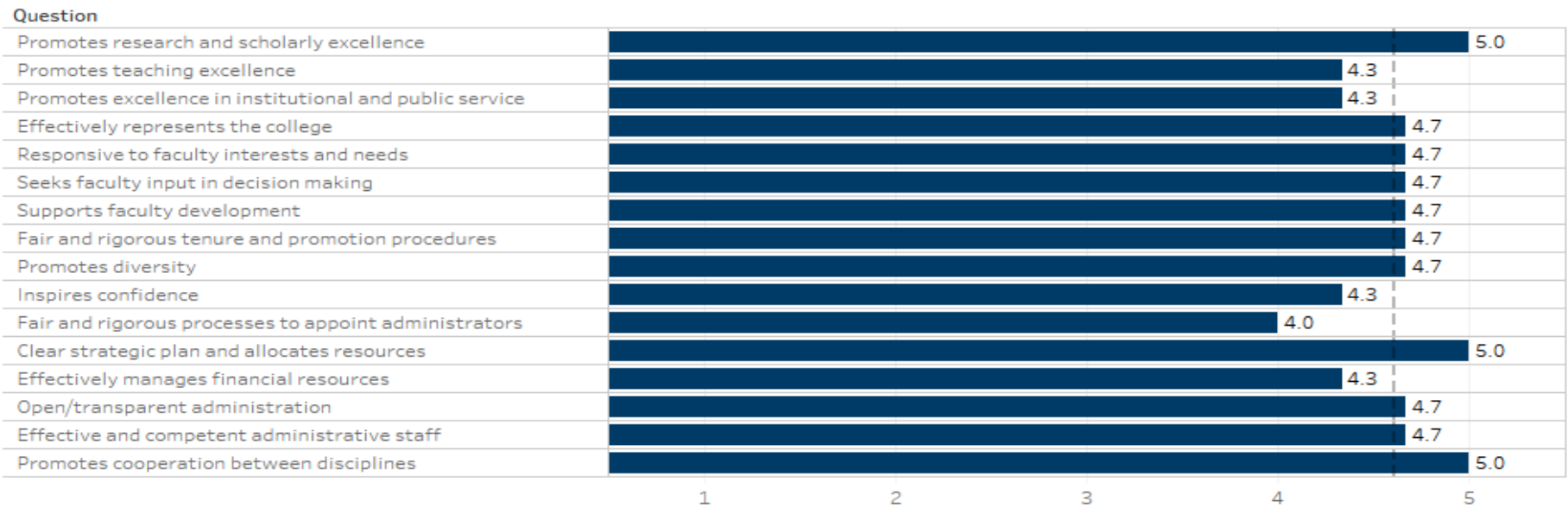
*Charting by faculty is not applicable for this college.*

**Evaluation Scores of Dean by Faculty**

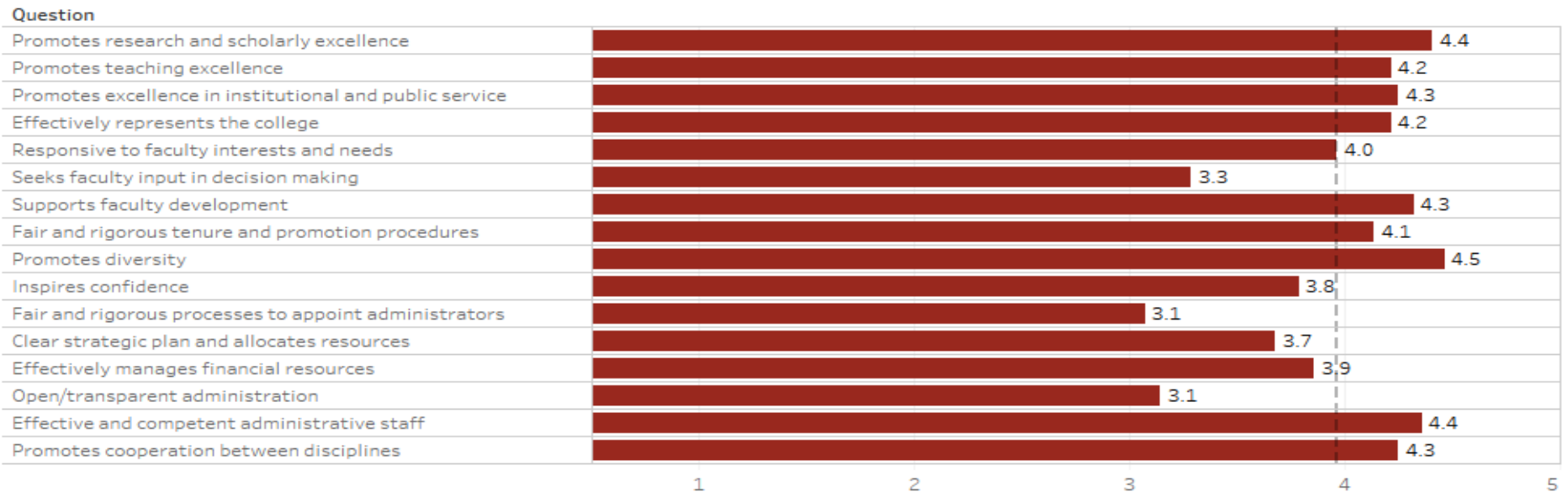




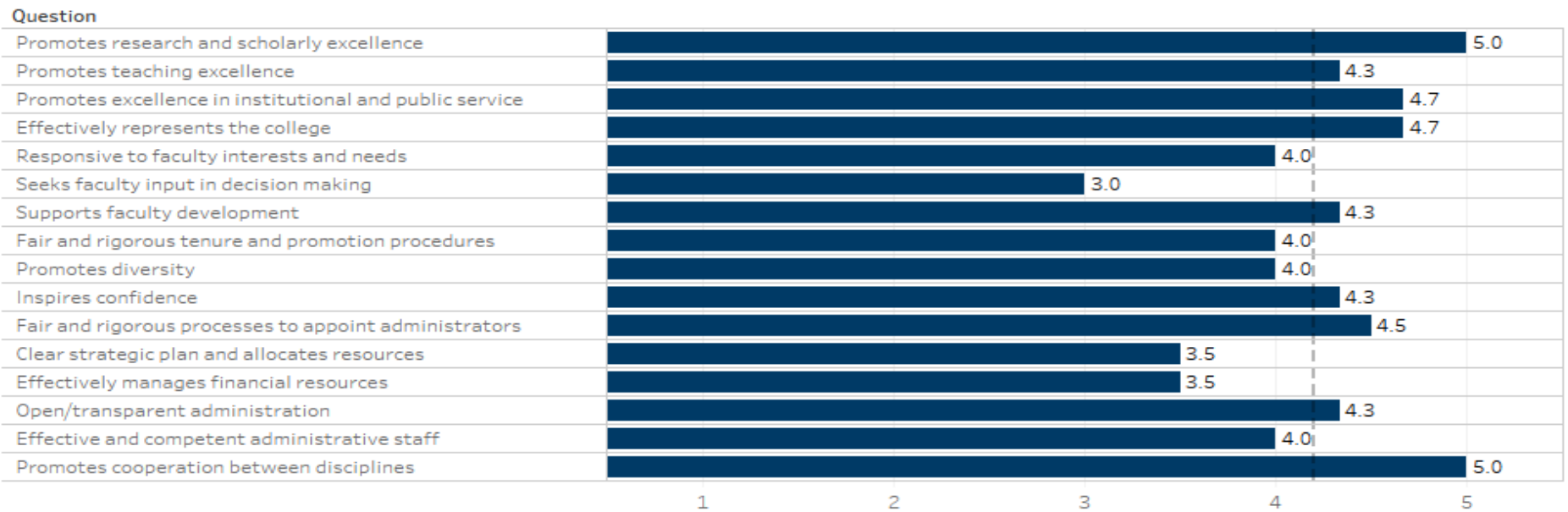
## Evaluation Score of Dean by Chairs of : College



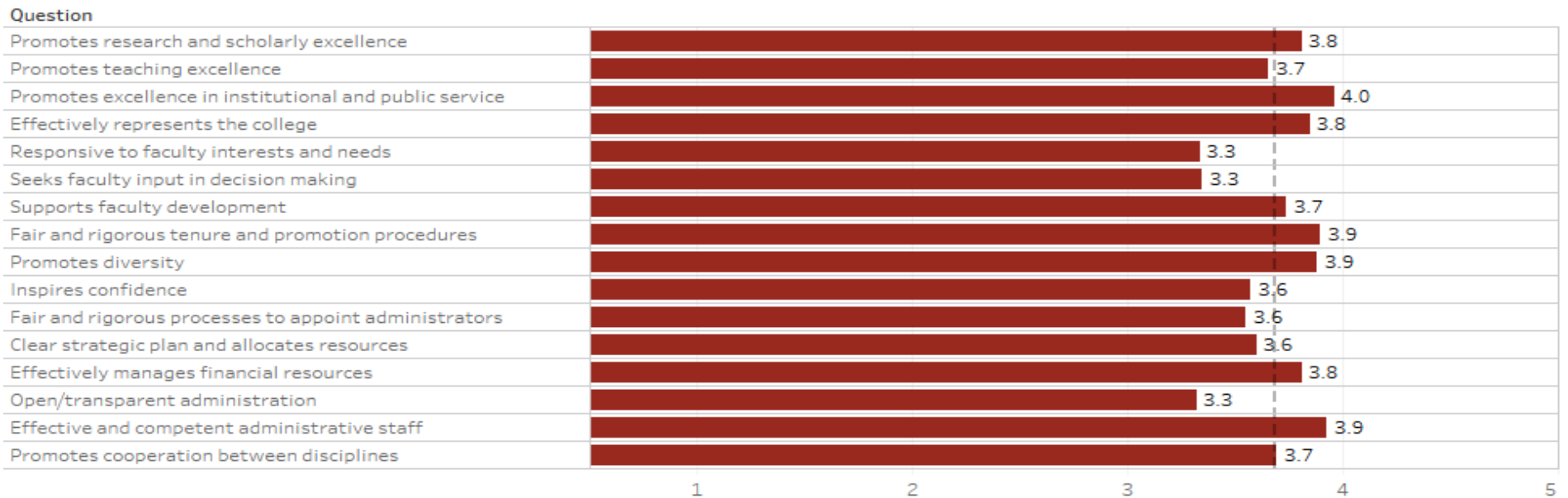
## Evaluation Scores of Dean by Faculty



## Evaluation Score of Dean by Chairs of : College



## Evaluation Scores of Dean by Faculty



## Regarding Chairs

Regarding Chairpersons, Directors, Coordinators, etc. The faculty awarded department heads a 3.7 ( $\pm 0.02$ ) overall mean.

Twenty-five department chairs out of 56 had rating averages above 4.0 and as high as 5.0 (for the Department of Agricultural Communications).

The leaders of the following units earned high ratings on all 16 dimensions:

AG-AGCO - Burris
AG-PSS - Hequet
AS-ENTX - Anderson
AS-HIST - Cunningham
AS-PHIL - Webb
AS- SASW - Houk
BA-FIN - Winters
BA-MGT - Brigham
BA-MKT - Thomas
HS-CFAS-Shumway
LIBR-RMS-Dukes
MC-ADV - Bichard
MC-COMS - Ott
MC-JEM- Peaslee

Another Five departments had 15 of the 16 questions averaging at or above 4.0.

BA-ACCT - Ricketts
BA-ISQS - Browne
HS-PFP - Hampton
LIBR-SWC - Spurrier
VP-MUSI - Ballinger

Two other departments had 14 of the 16 questions at or above 4.0

AG-AAEC – Johnson
AG-NRM - Wallace

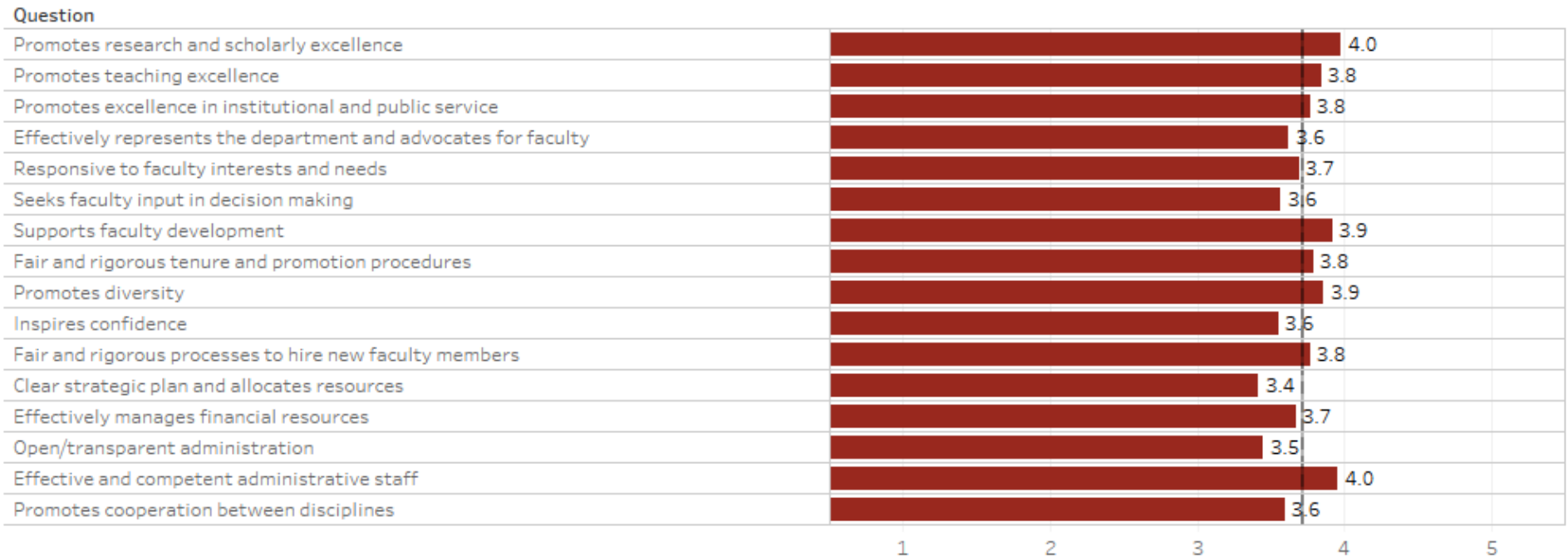
*“Promotes research and scholarly excellence”* and *“Effective and competent administrative staff”* both earned a rating of 4.0. The highest ratings received for all 16 questions. The best score earned, 5.0, was from AG-AGCO, Burris.

The next highest characteristics were *“supports faculty development”*, and *“promotes diversity”* all with a 3.9 rating. *“Strategic planning”* was the most common weaknesses of department leaders and earned a rating of 3.4. The second lowest scored question was *“open/transparent administration”* which had a rating of 3.5.

Out of 56 ratings, ten departments earned below 3.0.

AR-AR - Ellis
AS-BIOL - Chesser
AS-ENGL - Clarke
AS-GEOS – Lee
AS-PHYS – Akchurin
ED-CI - Wang
EN-CECE - Ernst
EN-IE - Zhang
EN-ME - McGee
HS-HDFS - Mastergeorge

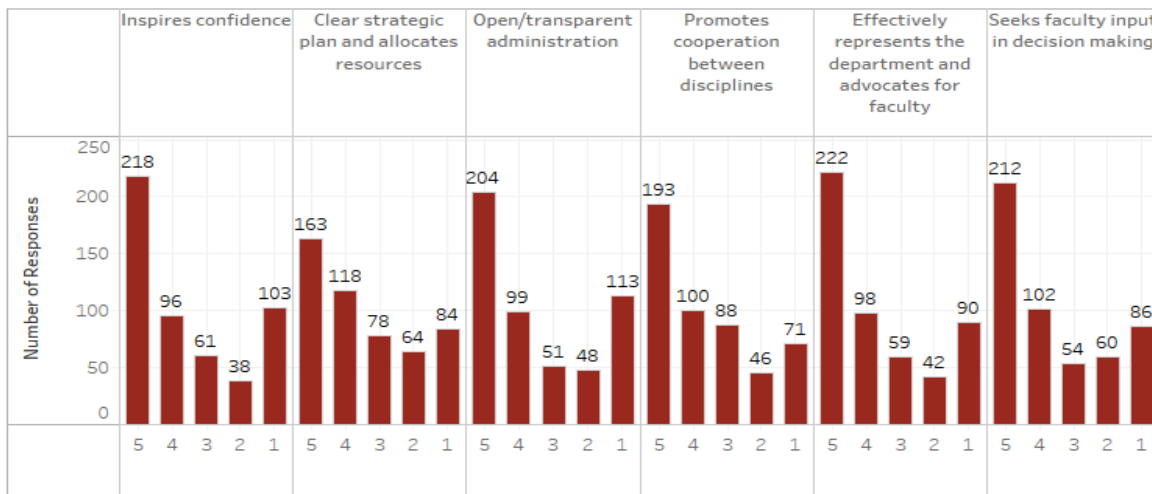
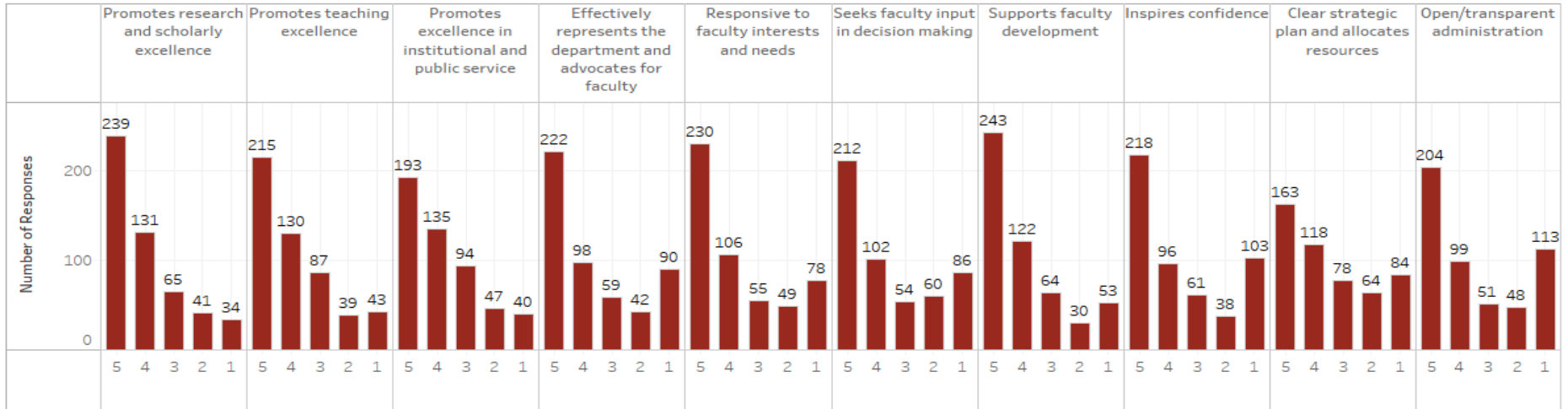
### Mean Evaluation Scores of all Chairs by all Faculty



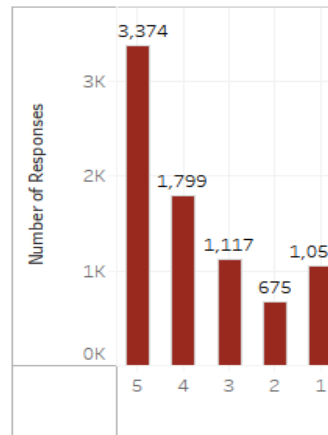
**Question data for all Chairs by Evaluator:**

Chairs by All Faculty

Response Rate: 41%



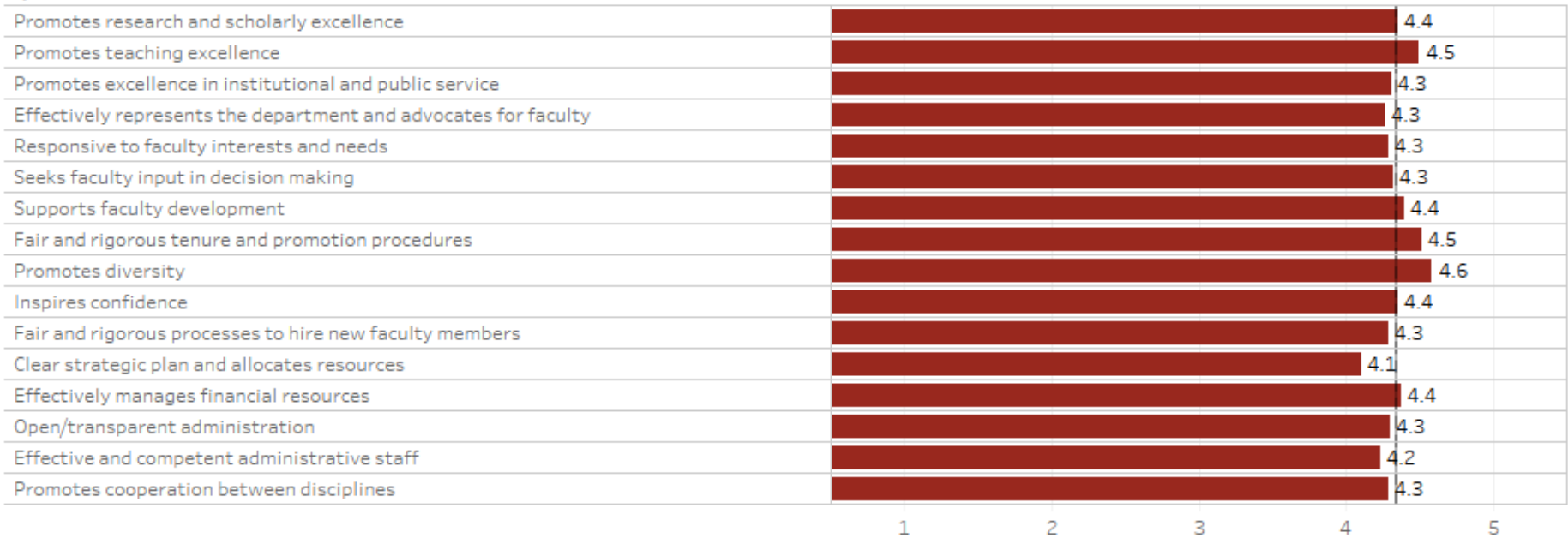
**All Questions**



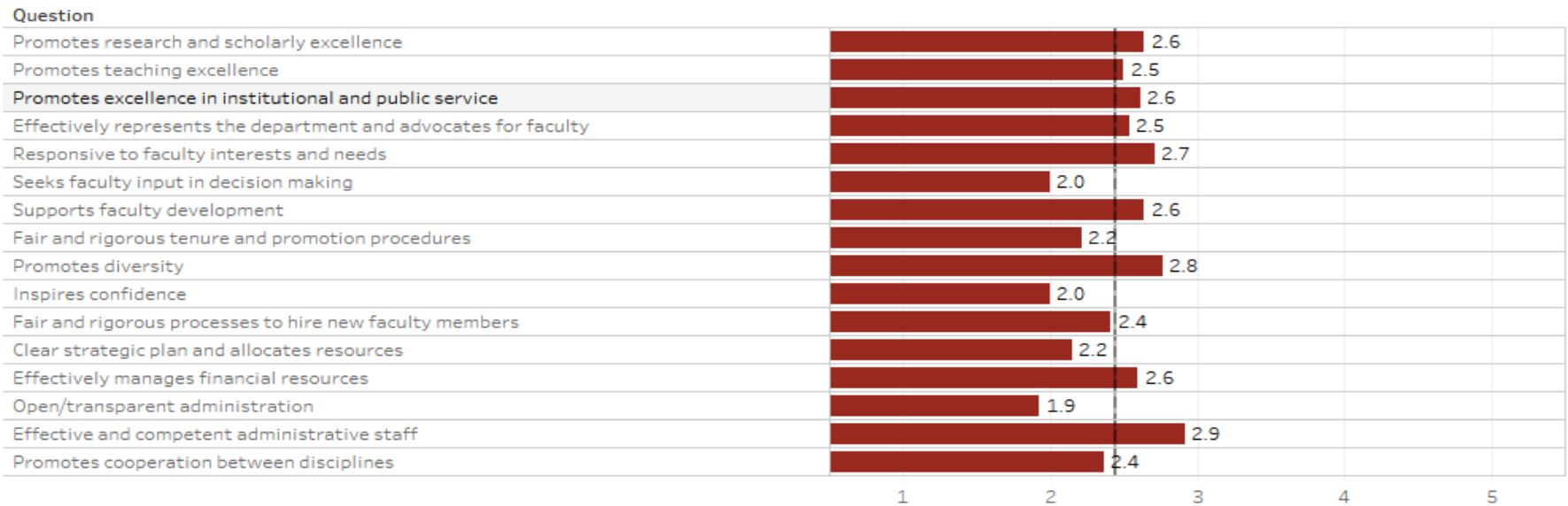
5 - Strongly Agree  
 4 - Agree  
 3 - Neutral  
 2 - Disagree  
 1 - Strongly Disagree

## Evaluation Score of Chairs by Faculty of : College

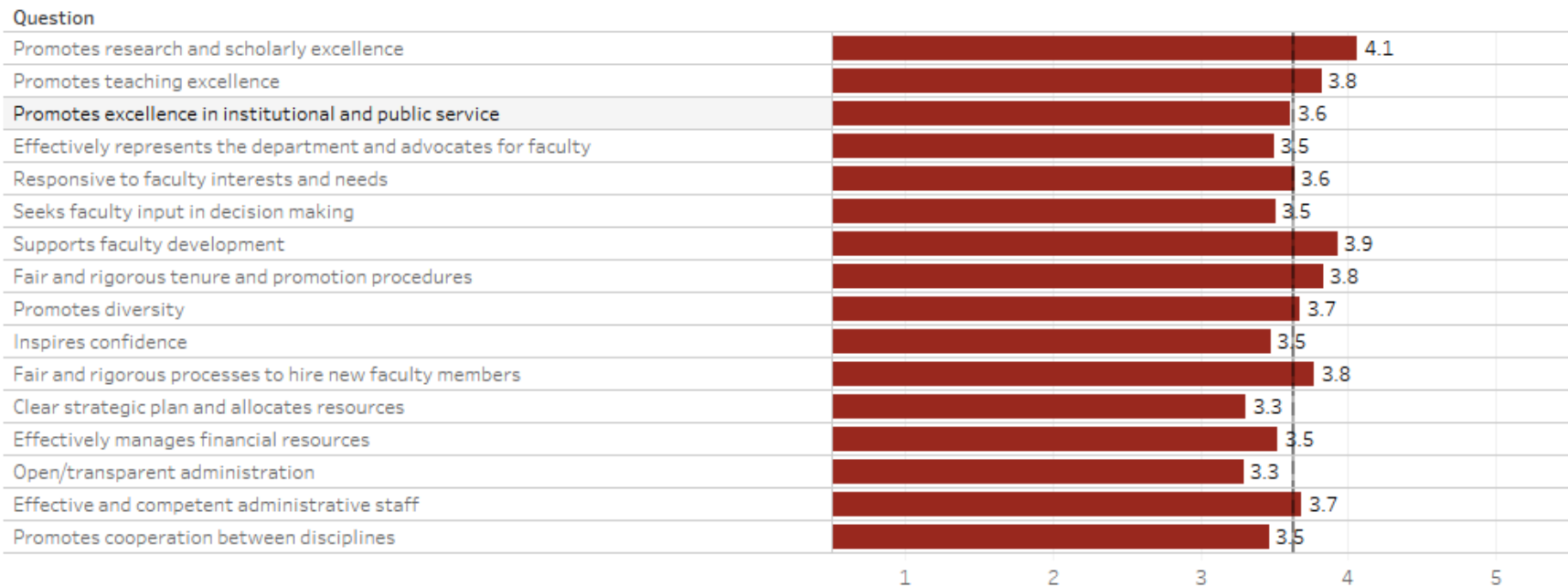
### Question



Evaluation Score of Chairs by Faculty of : College

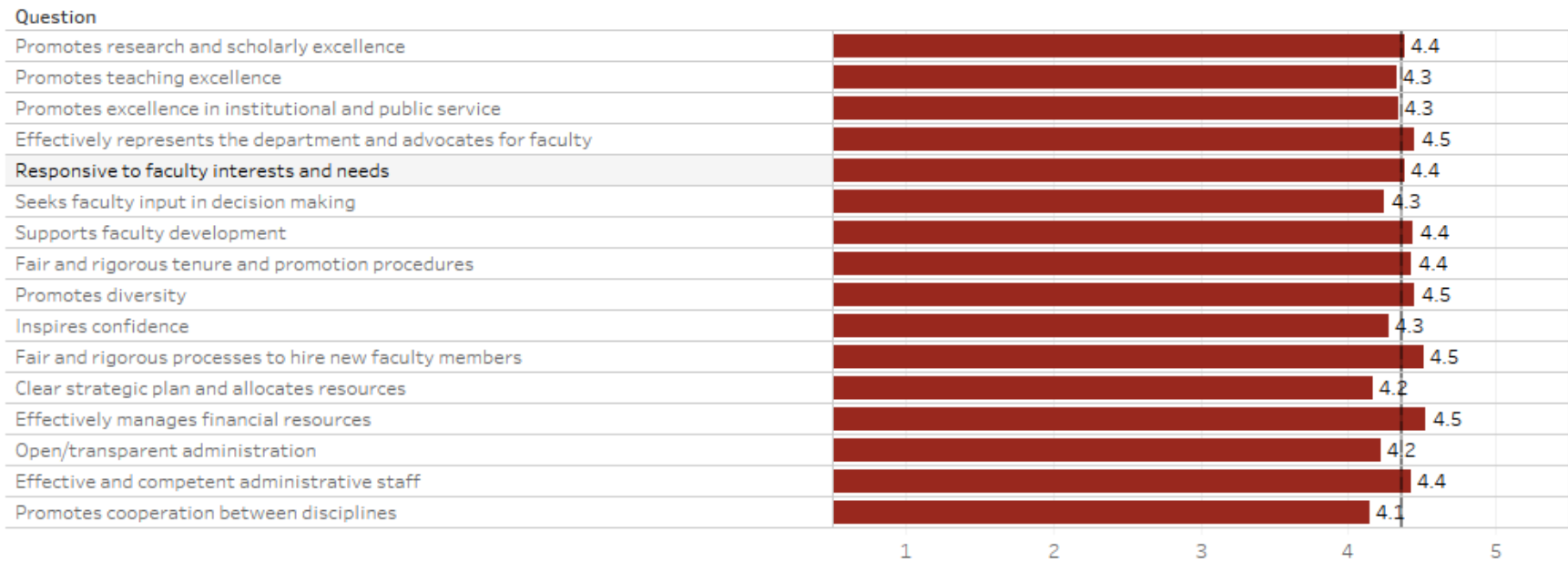


Evaluation Score of Chairs by Faculty of : College

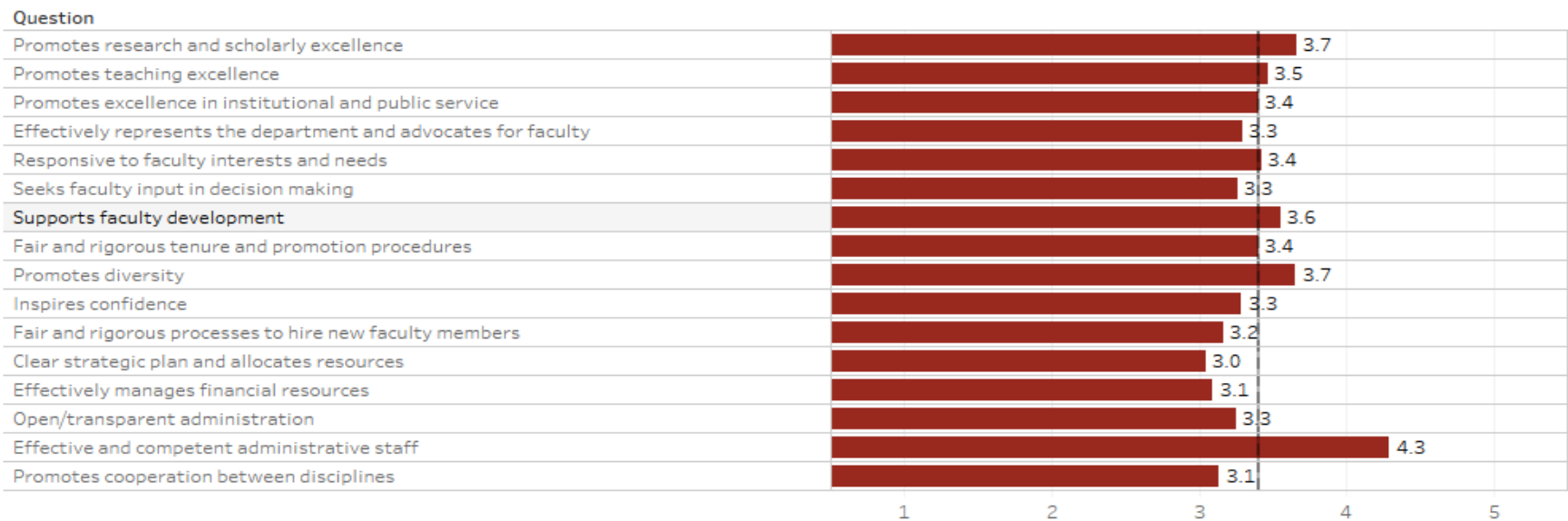




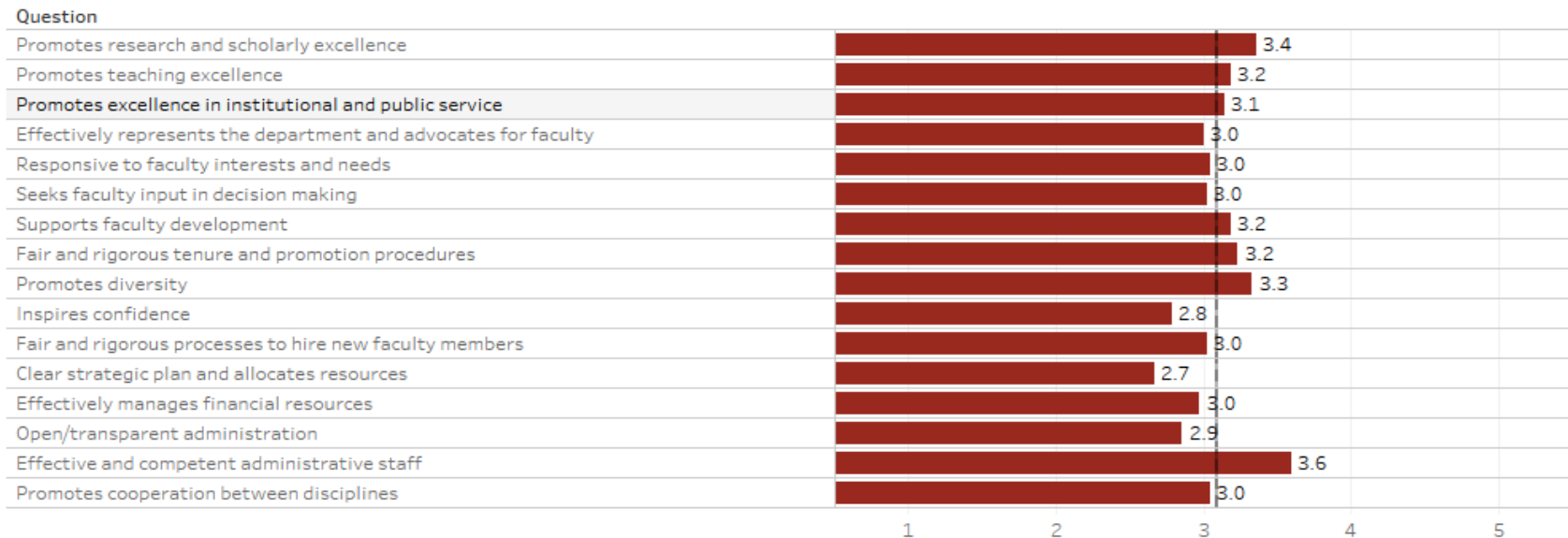
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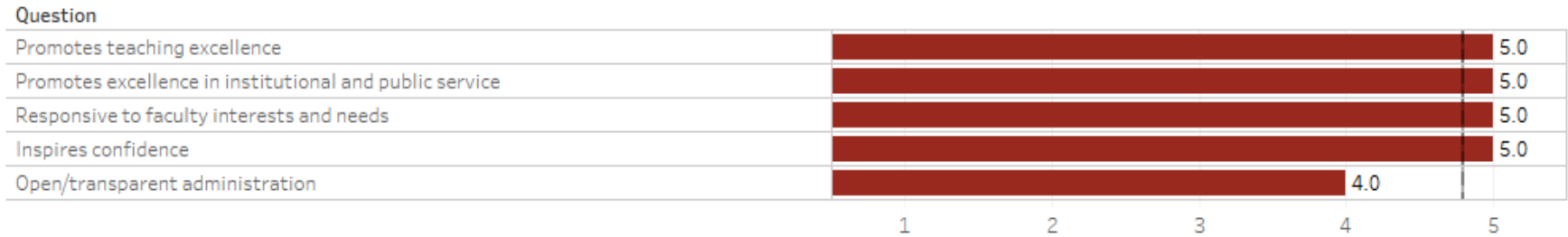
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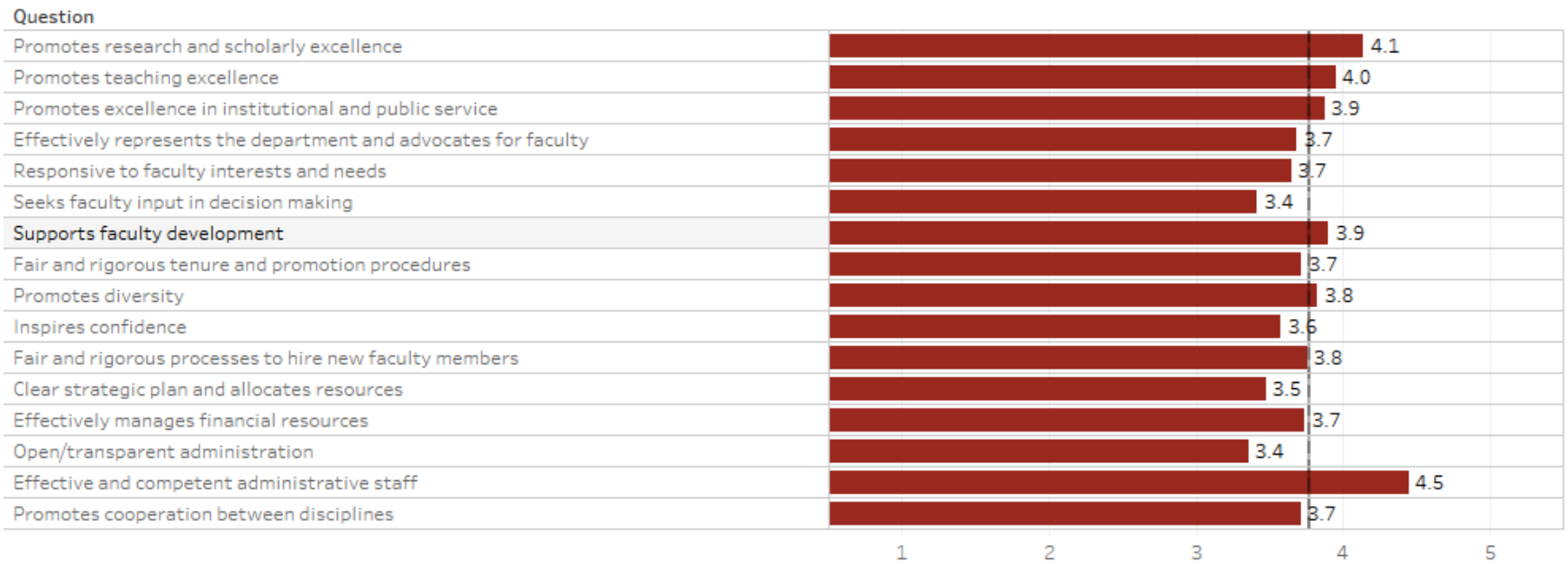
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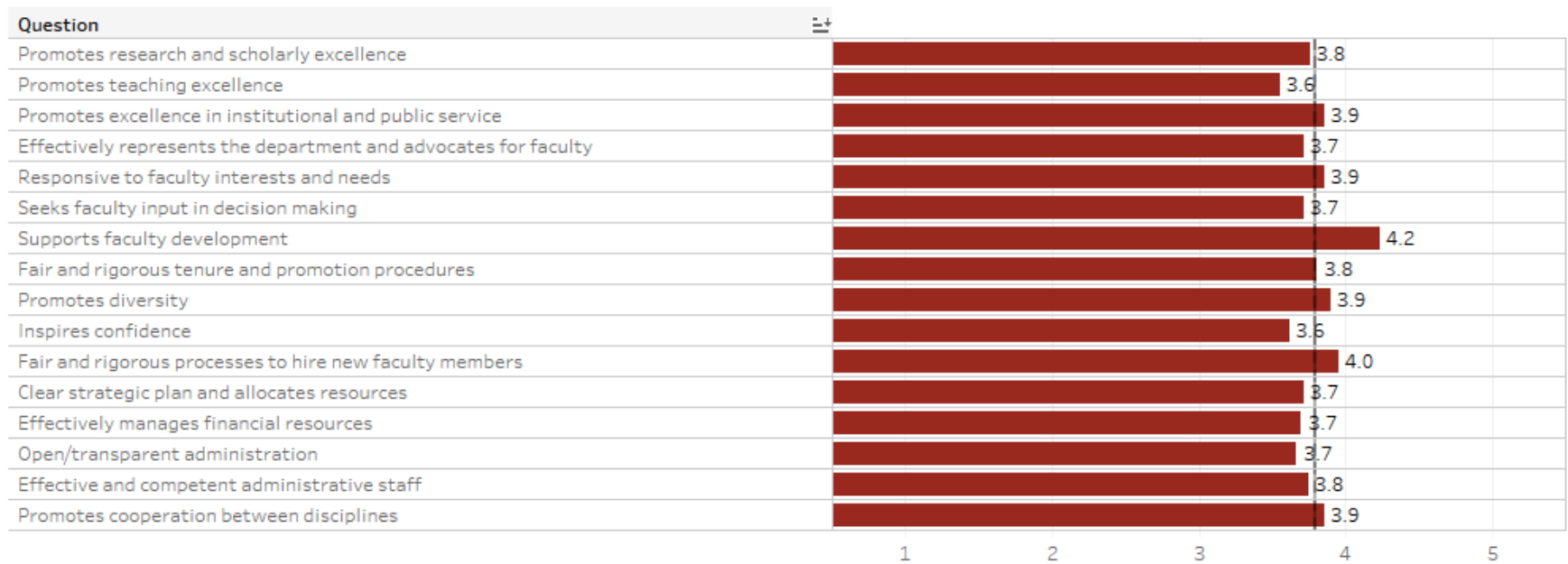
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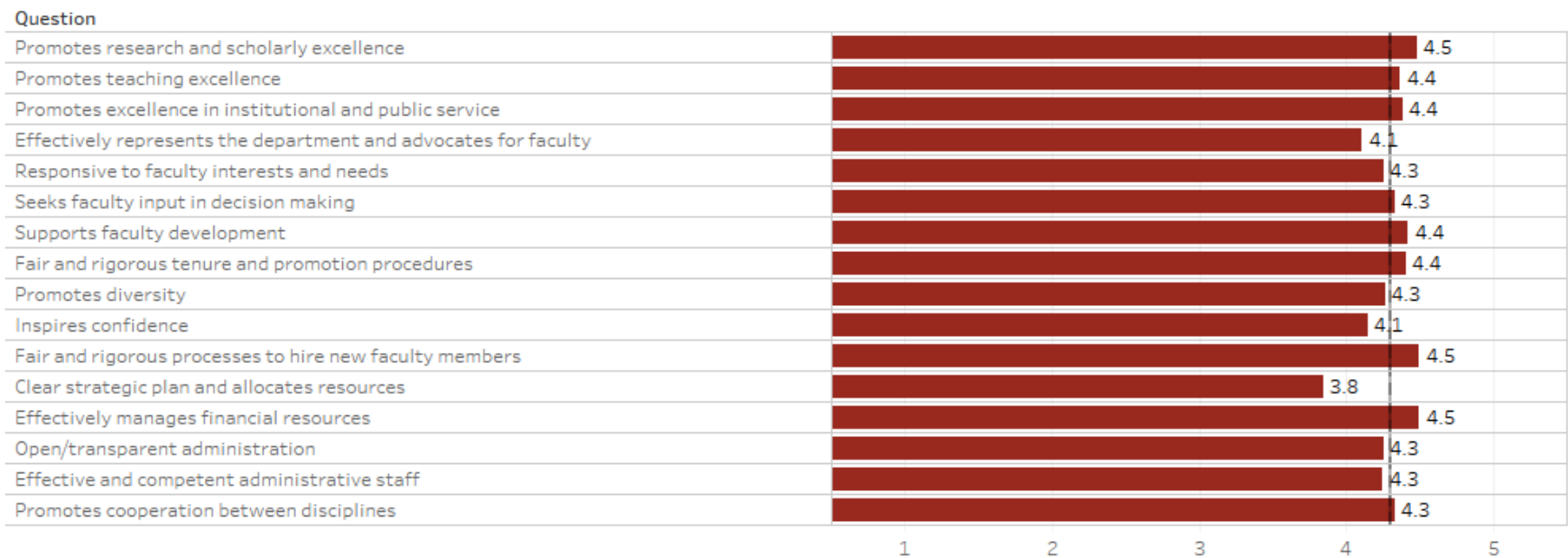
Evaluation Score of Chairs by Faculty of : College



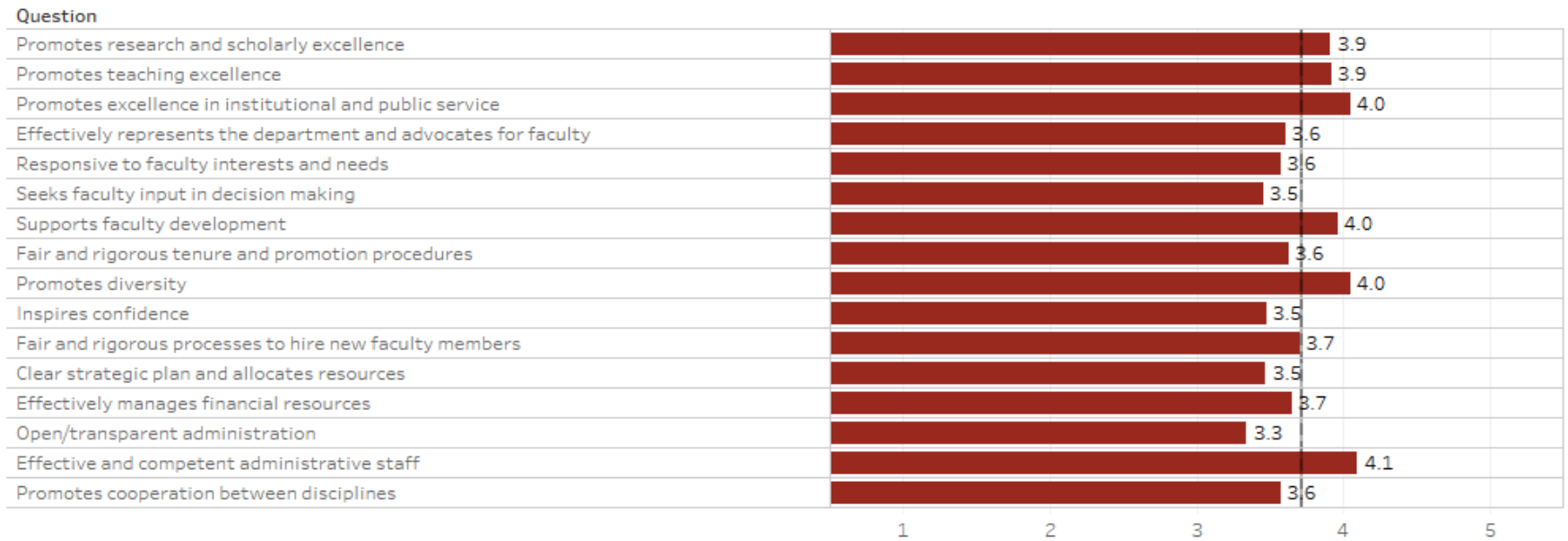
## Evaluation Score of Chairs by Faculty of : College



## Evaluation Score of Chairs by Faculty of : College



Evaluation Score of Chairs by Faculty of : College



This concludes the Executive Summary.