

Survey participation: 50 (46.3%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 50 | 50 | 50 | 50 | 50 | 50 | 49 | 43 | 47 | 50 | 47 | 50 | 48 | 50 | 50 | 46 | 780 |
| Average | 4.24 | 4.08 | 4.08 | 4.12 | 4.32 | 4.12 | 4.35 | 4.26 | 4.28 | 4.10 | 3.96 | 3.74 | 4.27 | 4.06 | 4.12 | 4.15 | 4.14 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| Minimum | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| Standard Deviation | 1.05 | 1.06 | 1.11 | 1.24 | 1.14 | 1.21 | 1.15 | 1.10 | 0.92 | 1.28 | 1.38 | 1.26 | 0.86 | 1.17 | 1.03 | 1.25 | 1.14 |
| Standard Error (±) | 0.15 | 0.15 | 0.16 | 0.18 | 0.16 | 0.17 | 0.16 | 0.17 | 0.13 | 0.18 | 0.20 | 0.18 | 0.12 | 0.17 | 0.15 | 0.18 | 0.04 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|-----|----|----|----|----|----|----|----|----|----|
| <i>No-Response out of 50</i> | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 3 | 0 | 3 | 0 | 2 | 0 | 0 | 4 | 20 |
| | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 14% | 6% | 0% | 6% | 0% | 4% | 0% | 0% | 8% | 3% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| 1=Strongly Disagree | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 2 | 1 | 4 | 4 | 4 | 0 | 4 | 2 | 4 | 46 |
| 2=Disagree | 3 | 3 | 2 | 2 | 2 | 4 | 0 | 2 | 2 | 4 | 6 | 4 | 3 | 1 | 2 | 2 | 42 |
| 3=Neutral | 2 | 5 | 5 | 6 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 12 | 4 | 6 | 6 | 3 | 73 |
| 4=Agree | 17 | 19 | 18 | 10 | 10 | 12 | 10 | 10 | 18 | 11 | 7 | 11 | 18 | 16 | 18 | 11 | 216 |
| 5=Strongly Agree | 26 | 21 | 22 | 28 | 32 | 27 | 32 | 25 | 23 | 28 | 26 | 19 | 23 | 23 | 22 | 26 | 403 |
| | 50 | 50 | 50 | 50 | 50 | 50 | 49 | 43 | 47 | 50 | 47 | 50 | 48 | 50 | 50 | 46 | 780 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 4.0% | 4.0% | 6.0% | 8.0% | 6.0% | 6.0% | 8.2% | 4.7% | 2.1% | 8.0% | 8.5% | 8.0% | 0.0% | 8.0% | 4.0% | 8.7% | 5.9% |
| 2=Disagree | 6.0% | 6.0% | 4.0% | 4.0% | 4.0% | 8.0% | 0.0% | 4.7% | 4.3% | 8.0% | 12.8% | 8.0% | 6.3% | 2.0% | 4.0% | 4.3% | 5.4% |
| 3=Neutral | 4.0% | 10.0% | 10.0% | 12.0% | 6.0% | 8.0% | 6.1% | 9.3% | 6.4% | 6.0% | 8.5% | 24.0% | 8.3% | 12.0% | 12.0% | 6.5% | 9.4% |
| 4=Agree | 34.0% | 38.0% | 36.0% | 20.0% | 20.0% | 24.0% | 20.4% | 23.3% | 38.3% | 22.0% | 14.9% | 22.0% | 37.5% | 32.0% | 36.0% | 23.9% | 27.7% |
| 5=Strongly Agree | 52.0% | 42.0% | 44.0% | 56.0% | 64.0% | 54.0% | 65.3% | 58.1% | 48.9% | 56.0% | 55.3% | 38.0% | 47.9% | 46.0% | 44.0% | 56.5% | 51.7% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|------|-----|------|-----|-----|-----|------|-----|------|-----|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 8.6 | 8.0 | 8.0 | 6.3 | 8.4 | 5.6 | 10.5 | 8.8 | 13.7 | 4.9 | 3.3 | 3.8 | 13.7 | 7.8 | 10.0 | 6.2 | 7.0 |
|---|-----|-----|-----|-----|-----|-----|------|-----|------|-----|-----|-----|------|-----|------|-----|-----|

Survey participation: 20 (36.4%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 19 | 20 | 20 | 20 | 20 | 20 | 18 | 18 | 17 | 20 | 17 | 18 | 12 | 20 | 18 | 10 | 287 |
| Average | 3.58 | 3.40 | 3.10 | 2.75 | 2.95 | 2.55 | 3.06 | 3.06 | 3.41 | 2.70 | 3.00 | 2.06 | 2.42 | 2.75 | 3.28 | 2.90 | 2.93 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| Median | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3.5 | 3 | 3 | 3 | 2 | 3 | 2.5 | 3 | 3 | 3 |
| Minimum | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Standard Deviation | 1.18 | 1.28 | 1.45 | 1.37 | 1.43 | 1.40 | 1.18 | 1.39 | 1.14 | 1.31 | 1.24 | 1.22 | 0.95 | 1.55 | 1.10 | 1.37 | 1.28 |
| Standard Error (±) | 0.27 | 0.29 | 0.32 | 0.31 | 0.32 | 0.31 | 0.28 | 0.33 | 0.28 | 0.29 | 0.30 | 0.29 | 0.28 | 0.35 | 0.26 | 0.43 | 0.08 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|-----|-----|-----|----|-----|-----|-----|----|-----|-----|-----|
| <i>No-Response out of 20</i> | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 3 | 0 | 3 | 2 | 8 | 0 | 2 | 10 | 33 |
| | 5% | 0% | 0% | 0% | 0% | 0% | 10% | 10% | 15% | 0% | 15% | 10% | 40% | 0% | 10% | 50% | 10% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| 1=Strongly Disagree | 1 | 3 | 5 | 5 | 4 | 6 | 3 | 3 | 2 | 6 | 3 | 8 | 3 | 6 | 1 | 2 | 61 |
| 2=Disagree | 3 | 1 | 1 | 4 | 5 | 5 | 2 | 5 | 0 | 1 | 2 | 5 | 2 | 4 | 3 | 2 | 45 |
| 3=Neutral | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 1 | 7 | 8 | 6 | 2 | 6 | 4 | 7 | 3 | 75 |
| 4=Agree | 6 | 7 | 5 | 3 | 4 | 2 | 7 | 6 | 5 | 3 | 4 | 2 | 1 | 1 | 4 | 1 | 61 |
| 5=Strongly Agree | 5 | 4 | 4 | 3 | 4 | 3 | 1 | 3 | 3 | 2 | 2 | 1 | 0 | 5 | 3 | 2 | 45 |
| | 19 | 20 | 20 | 20 | 20 | 20 | 18 | 18 | 17 | 20 | 17 | 18 | 12 | 20 | 18 | 10 | 287 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 5.3% | 15.0% | 25.0% | 25.0% | 20.0% | 30.0% | 16.7% | 16.7% | 11.8% | 30.0% | 17.6% | 44.4% | 25.0% | 30.0% | 5.6% | 20.0% | 21.3% |
| 2=Disagree | 15.8% | 5.0% | 5.0% | 20.0% | 25.0% | 25.0% | 11.1% | 27.8% | 0.0% | 5.0% | 11.8% | 27.8% | 16.7% | 20.0% | 16.7% | 20.0% | 15.7% |
| 3=Neutral | 21.1% | 25.0% | 25.0% | 25.0% | 15.0% | 20.0% | 27.8% | 5.6% | 41.2% | 40.0% | 35.3% | 11.1% | 50.0% | 20.0% | 38.9% | 30.0% | 26.1% |
| 4=Agree | 31.6% | 35.0% | 25.0% | 15.0% | 20.0% | 10.0% | 38.9% | 33.3% | 29.4% | 15.0% | 23.5% | 11.1% | 8.3% | 5.0% | 22.2% | 10.0% | 21.3% |
| 5=Strongly Agree | 26.3% | 20.0% | 20.0% | 15.0% | 20.0% | 15.0% | 5.6% | 16.7% | 17.6% | 10.0% | 11.8% | 5.6% | 0.0% | 25.0% | 16.7% | 20.0% | 15.7% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 2.8 | 2.8 | 1.5 | 0.7 | 0.9 | 0.5 | 1.6 | 1.1 | 4.0 | 0.7 | 1.2 | 0.2 | 0.2 | 0.6 | 1.8 | 0.8 | 1.0 |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|

Survey participation: 201 (40.9%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 193 | 198 | 191 | 197 | 199 | 200 | 197 | 169 | 188 | 200 | 181 | 192 | 187 | 200 | 200 | 193 | 3085 |
| Average | 4.12 | 4.05 | 3.93 | 3.84 | 4.00 | 3.87 | 4.10 | 3.86 | 3.91 | 3.74 | 4.07 | 3.59 | 3.79 | 3.83 | 4.02 | 3.78 | 3.91 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Minimum | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Standard Deviation | 1.03 | 0.97 | 1.00 | 1.25 | 1.24 | 1.32 | 1.13 | 1.26 | 1.14 | 1.37 | 1.07 | 1.35 | 1.33 | 1.36 | 1.18 | 1.17 | 1.20 |
| Standard Error (±) | 0.07 | 0.07 | 0.07 | 0.09 | 0.09 | 0.09 | 0.08 | 0.10 | 0.08 | 0.10 | 0.08 | 0.10 | 0.10 | 0.10 | 0.08 | 0.08 | 0.02 |

| | | | | | | | | | | | | | | | | | |
|-------------------------------|----|----|----|----|----|----|----|-----|----|----|-----|----|----|----|----|----|-----|
| <i>No-Response out of 201</i> | 8 | 3 | 10 | 4 | 2 | 1 | 4 | 32 | 13 | 1 | 20 | 9 | 14 | 1 | 1 | 8 | 131 |
| | 4% | 1% | 5% | 2% | 1% | 0% | 2% | 16% | 6% | 0% | 10% | 4% | 7% | 0% | 0% | 4% | 4% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| 1=Strongly Disagree | 4 | 3 | 3 | 12 | 15 | 18 | 7 | 12 | 7 | 22 | 7 | 21 | 19 | 18 | 10 | 10 | 188 |
| 2=Disagree | 15 | 11 | 13 | 23 | 13 | 19 | 15 | 12 | 17 | 20 | 6 | 23 | 14 | 26 | 18 | 17 | 262 |
| 3=Neutral | 22 | 38 | 45 | 31 | 23 | 25 | 31 | 40 | 38 | 29 | 37 | 37 | 32 | 19 | 23 | 46 | 516 |
| 4=Agree | 64 | 67 | 63 | 49 | 54 | 47 | 43 | 29 | 50 | 46 | 48 | 44 | 44 | 47 | 56 | 52 | 803 |
| 5=Strongly Agree | 88 | 79 | 67 | 82 | 94 | 91 | 101 | 76 | 76 | 83 | 83 | 67 | 78 | 90 | 93 | 68 | 1316 |
| | 193 | 198 | 191 | 197 | 199 | 200 | 197 | 169 | 188 | 200 | 181 | 192 | 187 | 200 | 200 | 193 | 3085 |

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|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 2.1% | 1.5% | 1.6% | 6.1% | 7.5% | 9.0% | 3.6% | 7.1% | 3.7% | 11.0% | 3.9% | 10.9% | 10.2% | 9.0% | 5.0% | 5.2% | 6.1% |
| 2=Disagree | 7.8% | 5.6% | 6.8% | 11.7% | 6.5% | 9.5% | 7.6% | 7.1% | 9.0% | 10.0% | 3.3% | 12.0% | 7.5% | 13.0% | 9.0% | 8.8% | 8.5% |
| 3=Neutral | 11.4% | 19.2% | 23.6% | 15.7% | 11.6% | 12.5% | 15.7% | 23.7% | 20.2% | 14.5% | 20.4% | 19.3% | 17.1% | 9.5% | 11.5% | 23.8% | 16.7% |
| 4=Agree | 33.2% | 33.8% | 33.0% | 24.9% | 27.1% | 23.5% | 21.8% | 17.2% | 26.6% | 23.0% | 26.5% | 22.9% | 23.5% | 23.5% | 28.0% | 26.9% | 26.0% |
| 5=Strongly Agree | 45.6% | 39.9% | 35.1% | 41.6% | 47.2% | 45.5% | 51.3% | 45.0% | 40.4% | 41.5% | 45.9% | 34.9% | 41.7% | 45.0% | 46.5% | 35.2% | 42.7% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|---|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|-----|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 8.0 | 10.4 | 8.1 | 3.7 | 5.3 | 3.7 | 6.5 | 4.4 | 5.3 | 3.1 | 10.1 | 2.5 | 3.7 | 3.1 | 5.3 | 4.4 | 4.7 |
|---|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|-----|-----|

Survey participation: 43(41%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 42 | 43 | 42 | 43 | 43 | 43 | 43 | 28 | 42 | 43 | 38 | 43 | 39 | 43 | 41 | 41 | 657 |
| Average | 4.38 | 4.14 | 4.17 | 4.12 | 4.19 | 3.93 | 4.30 | 4.14 | 4.24 | 4.09 | 4.16 | 3.91 | 4.31 | 3.88 | 4.56 | 4.05 | 4.16 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 |
| Minimum | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 |
| Standard Deviation | 0.95 | 1.27 | 1.11 | 1.32 | 1.33 | 1.39 | 1.15 | 1.33 | 1.11 | 1.36 | 1.25 | 1.22 | 0.91 | 1.38 | 0.77 | 1.32 | 1.20 |
| Standard Error (±) | 0.15 | 0.19 | 0.17 | 0.20 | 0.20 | 0.21 | 0.18 | 0.25 | 0.17 | 0.21 | 0.20 | 0.19 | 0.15 | 0.21 | 0.12 | 0.21 | 0.05 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|-----|----|----|-----|----|----|----|----|----|----|
| <i>No-Response out of 43</i> | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 15 | 1 | 0 | 5 | 0 | 4 | 0 | 2 | 2 | 31 |
| | 2% | 0% | 2% | 0% | 0% | 0% | 0% | 35% | 2% | 0% | 12% | 0% | 9% | 0% | 5% | 5% | 5% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| 1=Strongly Disagree | 0 | 3 | 1 | 4 | 5 | 6 | 2 | 3 | 1 | 6 | 3 | 3 | 0 | 5 | 0 | 4 | 46 |
| 2=Disagree | 4 | 4 | 4 | 3 | 1 | 1 | 4 | 1 | 4 | 0 | 2 | 3 | 3 | 3 | 1 | 2 | 40 |
| 3=Neutral | 2 | 2 | 5 | 2 | 2 | 4 | 0 | 2 | 4 | 2 | 3 | 7 | 3 | 5 | 4 | 5 | 52 |
| 4=Agree | 10 | 9 | 9 | 9 | 8 | 11 | 10 | 5 | 8 | 11 | 8 | 12 | 12 | 9 | 7 | 7 | 145 |
| 5=Strongly Agree | 26 | 25 | 23 | 25 | 27 | 21 | 27 | 17 | 25 | 24 | 22 | 18 | 21 | 21 | 29 | 23 | 374 |
| | 42 | 43 | 42 | 43 | 43 | 43 | 43 | 28 | 42 | 43 | 38 | 43 | 39 | 43 | 41 | 41 | 657 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 0.0% | 7.0% | 2.4% | 9.3% | 11.6% | 14.0% | 4.7% | 10.7% | 2.4% | 14.0% | 7.9% | 7.0% | 0.0% | 11.6% | 0.0% | 9.8% | 7.0% |
| 2=Disagree | 9.5% | 9.3% | 9.5% | 7.0% | 2.3% | 2.3% | 9.3% | 3.6% | 9.5% | 0.0% | 5.3% | 7.0% | 7.7% | 7.0% | 2.4% | 4.9% | 6.1% |
| 3=Neutral | 4.8% | 4.7% | 11.9% | 4.7% | 4.7% | 9.3% | 0.0% | 7.1% | 9.5% | 4.7% | 7.9% | 16.3% | 7.7% | 11.6% | 9.8% | 12.2% | 7.9% |
| 4=Agree | 23.8% | 20.9% | 21.4% | 20.9% | 18.6% | 25.6% | 23.3% | 17.9% | 19.0% | 25.6% | 21.1% | 27.9% | 30.8% | 20.9% | 17.1% | 17.1% | 22.1% |
| 5=Strongly Agree | 61.9% | 58.1% | 54.8% | 58.1% | 62.8% | 48.8% | 62.8% | 60.7% | 59.5% | 55.8% | 57.9% | 41.9% | 53.8% | 48.8% | 70.7% | 56.1% | 56.9% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|------|-----|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 9.0 | 4.9 | 6.4 | 4.9 | 5.8 | 4.6 | 6.2 | 5.5 | 6.6 | 5.8 | 6.0 | 5.0 | 11.0 | 3.8 | 36.0 | 5.0 | 6.0 |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|------|-----|-----|

Survey participation: 59 (43.1%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 57 | 58 | 56 | 58 | 58 | 57 | 56 | 46 | 52 | 59 | 49 | 56 | 44 | 58 | 56 | 54 | 874 |
| Average | 3.91 | 4.22 | 3.91 | 3.78 | 3.79 | 3.67 | 4.04 | 3.91 | 3.92 | 3.75 | 3.88 | 3.54 | 3.91 | 3.78 | 4.18 | 3.74 | 3.87 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| Minimum | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| Standard Deviation | 1.19 | 1.08 | 1.15 | 1.34 | 1.32 | 1.34 | 1.18 | 1.21 | 1.19 | 1.37 | 1.26 | 1.27 | 1.02 | 1.37 | 1.10 | 1.31 | 1.23 |
| Standard Error (±) | 0.16 | 0.14 | 0.15 | 0.18 | 0.17 | 0.18 | 0.16 | 0.18 | 0.17 | 0.18 | 0.18 | 0.17 | 0.15 | 0.18 | 0.15 | 0.18 | 0.04 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|-----|-----|----|-----|----|-----|----|----|----|----|
| <i>No-Response out of 59</i> | 2 | 1 | 3 | 1 | 1 | 2 | 3 | 13 | 7 | 0 | 10 | 3 | 15 | 1 | 3 | 5 | 70 |
| | 3% | 2% | 5% | 2% | 2% | 3% | 5% | 22% | 12% | 0% | 17% | 5% | 25% | 2% | 5% | 8% | 7% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| 1=Strongly Disagree | 4 | 3 | 3 | 6 | 5 | 5 | 3 | 2 | 2 | 6 | 4 | 5 | 0 | 6 | 2 | 4 | 60 |
| 2=Disagree | 3 | 2 | 4 | 5 | 7 | 8 | 5 | 5 | 5 | 6 | 2 | 6 | 4 | 6 | 3 | 6 | 77 |
| 3=Neutral | 10 | 5 | 10 | 9 | 7 | 10 | 5 | 9 | 12 | 11 | 12 | 16 | 13 | 8 | 9 | 13 | 159 |
| 4=Agree | 17 | 17 | 17 | 14 | 15 | 12 | 17 | 9 | 9 | 10 | 9 | 12 | 10 | 13 | 11 | 8 | 200 |
| 5=Strongly Agree | 23 | 31 | 22 | 24 | 24 | 22 | 26 | 21 | 24 | 26 | 22 | 17 | 17 | 25 | 31 | 23 | 378 |
| | 57 | 58 | 56 | 58 | 58 | 57 | 56 | 46 | 52 | 59 | 49 | 56 | 44 | 58 | 56 | 54 | 874 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 7.0% | 5.2% | 5.4% | 10.3% | 8.6% | 8.8% | 5.4% | 4.3% | 3.8% | 10.2% | 8.2% | 8.9% | 0.0% | 10.3% | 3.6% | 7.4% | 6.9% |
| 2=Disagree | 5.3% | 3.4% | 7.1% | 8.6% | 12.1% | 14.0% | 8.9% | 10.9% | 9.6% | 10.2% | 4.1% | 10.7% | 9.1% | 10.3% | 5.4% | 11.1% | 8.8% |
| 3=Neutral | 17.5% | 8.6% | 17.9% | 15.5% | 12.1% | 17.5% | 8.9% | 19.6% | 23.1% | 18.6% | 24.5% | 28.6% | 29.5% | 13.8% | 16.1% | 24.1% | 18.2% |
| 4=Agree | 29.8% | 29.3% | 30.4% | 24.1% | 25.9% | 21.1% | 30.4% | 19.6% | 17.3% | 16.9% | 18.4% | 21.4% | 22.7% | 22.4% | 19.6% | 14.8% | 22.9% |
| 5=Strongly Agree | 40.4% | 53.4% | 39.3% | 41.4% | 41.4% | 38.6% | 46.4% | 45.7% | 46.2% | 44.1% | 44.9% | 30.4% | 38.6% | 43.1% | 55.4% | 42.6% | 43.2% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 5.7 | 9.6 | 5.6 | 3.5 | 3.3 | 2.6 | 5.4 | 4.3 | 4.7 | 3.0 | 5.2 | 2.6 | 6.8 | 3.2 | 8.4 | 3.1 | 4.2 |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|

Survey participation: 67 (41.1%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 67 | 67 | 67 | 65 | 66 | 66 | 64 | 59 | 62 | 67 | 57 | 64 | 60 | 67 | 67 | 63 | 1028 |
| Average | 3.76 | 3.91 | 3.75 | 3.68 | 3.68 | 3.73 | 3.80 | 3.66 | 3.77 | 3.55 | 3.44 | 3.44 | 3.82 | 3.57 | 4.03 | 3.49 | 3.69 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Minimum | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Standard Deviation | 1.21 | 1.19 | 1.20 | 1.33 | 1.38 | 1.49 | 1.26 | 1.32 | 1.18 | 1.46 | 1.35 | 1.33 | 1.12 | 1.51 | 1.04 | 1.38 | 1.30 |
| Standard Error (±) | 0.15 | 0.15 | 0.15 | 0.16 | 0.17 | 0.18 | 0.16 | 0.17 | 0.15 | 0.18 | 0.18 | 0.17 | 0.14 | 0.18 | 0.13 | 0.17 | 0.04 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|-----|----|----|-----|----|-----|----|----|----|----|
| <i>No-Response out of 67</i> | 0 | 0 | 0 | 2 | 1 | 1 | 3 | 8 | 5 | 0 | 10 | 3 | 7 | 0 | 0 | 4 | 44 |
| | 0% | 0% | 0% | 3% | 1% | 1% | 4% | 12% | 7% | 0% | 15% | 4% | 10% | 0% | 0% | 6% | 4% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|------|
| 1=Strongly Disagree | 4 | 4 | 5 | 5 | 7 | 11 | 5 | 7 | 4 | 12 | 7 | 7 | 3 | 10 | 3 | 8 | 102 |
| 2=Disagree | 8 | 6 | 6 | 10 | 8 | 5 | 5 | 4 | 3 | 2 | 7 | 10 | 3 | 10 | 2 | 9 | 98 |
| 3=Neutral | 11 | 9 | 11 | 11 | 11 | 4 | 14 | 11 | 19 | 15 | 14 | 13 | 17 | 7 | 11 | 9 | 187 |
| 4=Agree | 21 | 21 | 24 | 14 | 13 | 17 | 14 | 17 | 13 | 13 | 12 | 16 | 16 | 12 | 25 | 18 | 266 |
| 5=Strongly Agree | 23 | 27 | 21 | 25 | 27 | 29 | 26 | 20 | 23 | 25 | 17 | 18 | 21 | 28 | 26 | 19 | 375 |
| | 67 | 67 | 67 | 65 | 66 | 66 | 64 | 59 | 62 | 67 | 57 | 64 | 60 | 67 | 67 | 63 | 1028 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 6.0% | 6.0% | 7.5% | 7.7% | 10.6% | 16.7% | 7.8% | 11.9% | 6.5% | 17.9% | 12.3% | 10.9% | 5.0% | 14.9% | 4.5% | 12.7% | 9.9% |
| 2=Disagree | 11.9% | 9.0% | 9.0% | 15.4% | 12.1% | 7.6% | 7.8% | 6.8% | 4.8% | 3.0% | 12.3% | 15.6% | 5.0% | 14.9% | 3.0% | 14.3% | 9.5% |
| 3=Neutral | 16.4% | 13.4% | 16.4% | 16.9% | 16.7% | 6.1% | 21.9% | 18.6% | 30.6% | 22.4% | 24.6% | 20.3% | 28.3% | 10.4% | 16.4% | 14.3% | 18.2% |
| 4=Agree | 31.3% | 31.3% | 35.8% | 21.5% | 19.7% | 25.8% | 21.9% | 28.8% | 21.0% | 19.4% | 21.1% | 25.0% | 26.7% | 17.9% | 37.3% | 28.6% | 25.9% |
| 5=Strongly Agree | 34.3% | 40.3% | 31.3% | 38.5% | 40.9% | 43.9% | 40.6% | 33.9% | 37.1% | 37.3% | 29.8% | 28.1% | 35.0% | 41.8% | 38.8% | 30.2% | 36.5% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 3.7 | 4.8 | 4.1 | 2.6 | 2.7 | 2.9 | 4.0 | 3.4 | 5.1 | 2.7 | 2.1 | 2.0 | 6.2 | 2.0 | 10.2 | 2.2 | 3.2 |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|

Survey participation: 50 (45.9%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 50 | 50 | 48 | 49 | 50 | 50 | 49 | 37 | 46 | 50 | 41 | 50 | 47 | 50 | 50 | 47 | 764 |
| Average | 4.18 | 3.86 | 4.02 | 4.18 | 4.00 | 3.90 | 4.14 | 4.08 | 4.02 | 3.96 | 3.88 | 3.80 | 4.13 | 3.68 | 3.98 | 3.98 | 3.99 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 4 | 4 | 4 | 5 | 4.5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Minimum | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| Standard Deviation | 0.93 | 1.17 | 1.05 | 0.98 | 1.26 | 1.28 | 1.09 | 1.12 | 1.03 | 1.13 | 1.19 | 1.33 | 0.98 | 1.38 | 0.99 | 1.02 | 1.12 |
| Standard Error (±) | 0.13 | 0.16 | 0.15 | 0.14 | 0.18 | 0.18 | 0.16 | 0.18 | 0.15 | 0.16 | 0.19 | 0.19 | 0.14 | 0.19 | 0.14 | 0.15 | 0.04 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|-----|----|----|-----|----|----|----|----|----|----|
| <i>No-Response out of 50</i> | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 13 | 4 | 0 | 9 | 0 | 3 | 0 | 0 | 3 | 36 |
| | 0% | 0% | 4% | 2% | 0% | 0% | 2% | 26% | 8% | 0% | 18% | 0% | 6% | 0% | 0% | 6% | 5% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| 1=Strongly Disagree | 1 | 4 | 2 | 1 | 4 | 4 | 3 | 2 | 1 | 2 | 3 | 6 | 0 | 7 | 2 | 2 | 44 |
| 2=Disagree | 2 | 2 | 2 | 1 | 3 | 4 | 0 | 1 | 3 | 5 | 2 | 1 | 4 | 3 | 1 | 1 | 35 |
| 3=Neutral | 6 | 8 | 8 | 11 | 7 | 8 | 8 | 7 | 9 | 6 | 8 | 11 | 8 | 7 | 10 | 10 | 132 |
| 4=Agree | 19 | 19 | 17 | 11 | 11 | 11 | 14 | 9 | 14 | 17 | 12 | 11 | 13 | 15 | 20 | 17 | 230 |
| 5=Strongly Agree | 22 | 17 | 19 | 25 | 25 | 23 | 24 | 18 | 19 | 20 | 16 | 21 | 22 | 18 | 17 | 17 | 323 |
| | 50 | 50 | 48 | 49 | 50 | 50 | 49 | 37 | 46 | 50 | 41 | 50 | 47 | 50 | 50 | 47 | 764 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 2.0% | 8.0% | 4.2% | 2.0% | 8.0% | 8.0% | 6.1% | 5.4% | 2.2% | 4.0% | 7.3% | 12.0% | 0.0% | 14.0% | 4.0% | 4.3% | 5.8% |
| 2=Disagree | 4.0% | 4.0% | 4.2% | 2.0% | 6.0% | 8.0% | 0.0% | 2.7% | 6.5% | 10.0% | 4.9% | 2.0% | 8.5% | 6.0% | 2.0% | 2.1% | 4.6% |
| 3=Neutral | 12.0% | 16.0% | 16.7% | 22.4% | 14.0% | 16.0% | 16.3% | 18.9% | 19.6% | 12.0% | 19.5% | 22.0% | 17.0% | 14.0% | 20.0% | 21.3% | 17.3% |
| 4=Agree | 38.0% | 38.0% | 35.4% | 22.4% | 22.0% | 22.0% | 28.6% | 24.3% | 30.4% | 34.0% | 29.3% | 22.0% | 27.7% | 30.0% | 40.0% | 36.2% | 30.1% |
| 5=Strongly Agree | 44.0% | 34.0% | 39.6% | 51.0% | 50.0% | 46.0% | 49.0% | 48.6% | 41.3% | 40.0% | 39.0% | 42.0% | 46.8% | 36.0% | 34.0% | 36.2% | 42.3% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|---|------|-----|-----|------|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|------|------|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 13.7 | 6.0 | 9.0 | 18.0 | 5.1 | 4.3 | 12.7 | 9.0 | 8.3 | 5.3 | 5.6 | 4.6 | 8.8 | 3.3 | 12.3 | 11.3 | 7.0 |
|---|------|-----|-----|------|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|------|------|-----|

Survey participation: 20 (37.7%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 15 | 19 | 20 | 18 | 20 | 20 | 20 | 17 | 20 | 309 |
| Average | 4.85 | 4.80 | 4.80 | 4.80 | 4.85 | 4.90 | 4.80 | 4.60 | 4.58 | 4.80 | 4.78 | 4.75 | 4.70 | 4.85 | 4.29 | 4.80 | 4.75 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Minimum | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 3 | 1 |
| Standard Deviation | 0.36 | 0.51 | 0.51 | 0.68 | 0.48 | 0.30 | 0.60 | 0.80 | 0.75 | 0.60 | 0.63 | 0.62 | 0.78 | 0.48 | 1.18 | 0.51 | 0.61 |
| Standard Error (±) | 0.08 | 0.11 | 0.11 | 0.15 | 0.11 | 0.07 | 0.13 | 0.21 | 0.17 | 0.13 | 0.15 | 0.14 | 0.17 | 0.11 | 0.29 | 0.11 | 0.03 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|-----|----|----|-----|----|----|----|-----|----|----|
| <i>No-Response out of 20</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 1 | 0 | 2 | 0 | 0 | 0 | 3 | 0 | 11 |
| | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 25% | 5% | 0% | 10% | 0% | 0% | 0% | 15% | 0% | 3% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| 1=Strongly Disagree | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 2=Disagree | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 3 |
| 3=Neutral | 0 | 1 | 1 | 0 | 1 | 0 | 2 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 21 |
| 4=Agree | 3 | 2 | 2 | 1 | 1 | 2 | 0 | 0 | 2 | 0 | 0 | 1 | 1 | 1 | 3 | 2 | 21 |
| 5=Strongly Agree | 17 | 17 | 17 | 18 | 18 | 18 | 18 | 12 | 14 | 18 | 16 | 17 | 17 | 18 | 11 | 17 | 263 |
| | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 15 | 19 | 20 | 18 | 20 | 20 | 20 | 17 | 20 | 309 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.9% | 0.0% | 0.3% |
| 2=Disagree | 0.0% | 0.0% | 0.0% | 5.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.0% | 0.0% | 5.9% | 0.0% | 1.0% |
| 3=Neutral | 0.0% | 5.0% | 5.0% | 0.0% | 5.0% | 0.0% | 10.0% | 20.0% | 15.8% | 10.0% | 11.1% | 10.0% | 5.0% | 5.0% | 5.9% | 5.0% | 6.8% |
| 4=Agree | 15.0% | 10.0% | 10.0% | 5.0% | 5.0% | 10.0% | 0.0% | 0.0% | 10.5% | 0.0% | 0.0% | 5.0% | 5.0% | 5.0% | 17.6% | 10.0% | 6.8% |
| 5=Strongly Agree | 85.0% | 85.0% | 85.0% | 90.0% | 90.0% | 90.0% | 90.0% | 80.0% | 73.7% | 90.0% | 88.9% | 85.0% | 85.0% | 90.0% | 64.7% | 85.0% | 85.1% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | | |
|---|----------------|----------------|----------------|------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------|----------------|-----|----------------|------|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | No low ratings | No low ratings | No low ratings | 19.0 | No low ratings | 18.0 | No low ratings | 7.0 | No low ratings | 71.0 |
|---|----------------|----------------|----------------|------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------|----------------|-----|----------------|------|

Survey participation: 59 (48.4%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 57 | 57 | 59 | 55 | 59 | 59 | 59 | 59 | 58 | 935 |
| Average | 3.97 | 4.24 | 4.34 | 4.02 | 3.78 | 3.61 | 4.05 | 4.07 | 4.05 | 3.80 | 3.89 | 3.66 | 3.88 | 3.53 | 4.02 | 3.86 | 3.92 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4.5 |
| Minimum | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Standard Deviation | 1.35 | 1.14 | 0.91 | 1.33 | 1.35 | 1.53 | 1.27 | 1.18 | 1.23 | 1.48 | 1.36 | 1.43 | 1.40 | 1.56 | 1.20 | 1.31 | 1.32 |
| Standard Error (±) | 0.18 | 0.15 | 0.12 | 0.17 | 0.18 | 0.20 | 0.17 | 0.16 | 0.16 | 0.19 | 0.18 | 0.19 | 0.18 | 0.20 | 0.16 | 0.17 | 0.04 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| <i>No-Response out of 59</i> | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 4 | 0 | 0 | 0 | 0 | 1 | 9 |
| | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 3% | 3% | 0% | 7% | 0% | 0% | 0% | 0% | 2% | 1% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| 1=Strongly Disagree | 5 | 3 | 1 | 5 | 5 | 9 | 4 | 3 | 4 | 9 | 5 | 8 | 6 | 11 | 4 | 5 | 87 |
| 2=Disagree | 7 | 3 | 1 | 6 | 8 | 8 | 6 | 4 | 3 | 4 | 6 | 6 | 7 | 7 | 4 | 4 | 84 |
| 3=Neutral | 4 | 6 | 9 | 4 | 8 | 7 | 4 | 8 | 9 | 6 | 6 | 8 | 5 | 5 | 6 | 12 | 107 |
| 4=Agree | 12 | 12 | 14 | 12 | 12 | 8 | 14 | 13 | 11 | 11 | 11 | 13 | 11 | 12 | 18 | 10 | 194 |
| 5=Strongly Agree | 31 | 35 | 34 | 32 | 26 | 27 | 31 | 29 | 30 | 29 | 27 | 24 | 30 | 24 | 27 | 27 | 463 |
| | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 57 | 57 | 59 | 55 | 59 | 59 | 59 | 59 | 58 | 935 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 8.5% | 5.1% | 1.7% | 8.5% | 8.5% | 15.3% | 6.8% | 5.3% | 7.0% | 15.3% | 9.1% | 13.6% | 10.2% | 18.6% | 6.8% | 8.6% | 9.3% |
| 2=Disagree | 11.9% | 5.1% | 1.7% | 10.2% | 13.6% | 13.6% | 10.2% | 7.0% | 5.3% | 6.8% | 10.9% | 10.2% | 11.9% | 11.9% | 6.8% | 6.9% | 9.0% |
| 3=Neutral | 6.8% | 10.2% | 15.3% | 6.8% | 13.6% | 11.9% | 6.8% | 14.0% | 15.8% | 10.2% | 10.9% | 13.6% | 8.5% | 8.5% | 10.2% | 20.7% | 11.4% |
| 4=Agree | 20.3% | 20.3% | 23.7% | 20.3% | 20.3% | 13.6% | 23.7% | 22.8% | 19.3% | 18.6% | 20.0% | 22.0% | 18.6% | 20.3% | 30.5% | 17.2% | 20.7% |
| 5=Strongly Agree | 52.5% | 59.3% | 57.6% | 54.2% | 44.1% | 45.8% | 52.5% | 50.9% | 52.6% | 49.2% | 49.1% | 40.7% | 50.8% | 40.7% | 45.8% | 46.6% | 49.5% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|--|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 3.6 | 7.8 | 24.0 | 4.0 | 2.9 | 2.1 | 4.5 | 6.0 | 5.9 | 3.1 | 3.5 | 2.6 | 3.2 | 2.0 | 5.6 | 4.1 | 3.8 |
|--|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|

Survey participation: 21 (46.7%)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
|--------------------|---|---------------------------------------|--|---------------------------------------|------------------------------------|--|------------------------------|---|---|--|--|--|---|---|---|--|------|
| | Actively promotes research and scholarly excellence | Actively promotes teaching excellence | Actively promotes excellence in institutional and public service | Effectively represents the department | Is responsive to faculty interests | Seeks faculty input in decision making | Supports faculty development | Conducts fair and rigorous tenure and promotion processes | Actively promotes diversity within the department | Overall, this leader inspires confidence | Conducts fair and rigorous processes to hire new faculty members in the department | Has a clear strategic plan and allocates resources consistently with that plan | Effectively manages financial resources | Administers in an open and transparent manner | Has an effective and competent administrative staff | Promotes cooperation between disciplines within the department | ALL |
| Statistics | | | | | | | | | | | | | | | | | |
| Count | 20 | 16 | 20 | 21 | 21 | 20 | 21 | 15 | 19 | 20 | 19 | 20 | 17 | 21 | 17 | 19 | 306 |
| Average | 3.45 | 3.31 | 3.70 | 3.62 | 3.71 | 3.40 | 4.00 | 3.73 | 3.63 | 3.60 | 3.74 | 3.30 | 3.53 | 3.43 | 3.47 | 3.26 | 3.56 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Median | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 |
| Minimum | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 |
| Standard Deviation | 1.07 | 1.16 | 0.95 | 1.13 | 0.82 | 1.11 | 0.82 | 1.06 | 0.74 | 1.11 | 0.85 | 1.19 | 1.09 | 1.29 | 1.09 | 1.07 | 1.04 |
| Standard Error (±) | 0.24 | 0.29 | 0.21 | 0.25 | 0.18 | 0.25 | 0.18 | 0.27 | 0.17 | 0.25 | 0.19 | 0.27 | 0.26 | 0.28 | 0.26 | 0.25 | 0.06 |

| | | | | | | | | | | | | | | | | | |
|------------------------------|----|-----|----|----|----|----|----|-----|-----|----|-----|----|-----|----|-----|-----|----|
| <i>No-Response out of 21</i> | 1 | 5 | 1 | 0 | 0 | 1 | 0 | 6 | 2 | 1 | 2 | 1 | 4 | 0 | 4 | 2 | 30 |
| | 5% | 24% | 5% | 0% | 0% | 5% | 0% | 29% | 10% | 5% | 10% | 5% | 19% | 0% | 19% | 10% | 9% |

Ratings Distribution:

| | | | | | | | | | | | | | | | | | |
|---------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| 1=Strongly Disagree | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 2 | 1 | 0 | 11 |
| 2=Disagree | 3 | 3 | 3 | 3 | 2 | 4 | 1 | 0 | 1 | 2 | 1 | 5 | 1 | 4 | 2 | 6 | 41 |
| 3=Neutral | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 7 | 6 | 7 | 5 | 7 | 3 | 5 | 5 | 81 |
| 4=Agree | 8 | 4 | 9 | 8 | 11 | 8 | 10 | 5 | 9 | 6 | 7 | 5 | 4 | 7 | 6 | 5 | 112 |
| 5=Strongly Agree | 3 | 3 | 4 | 5 | 3 | 3 | 6 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 61 |
| | 20 | 16 | 20 | 21 | 21 | 20 | 21 | 15 | 19 | 20 | 19 | 20 | 17 | 21 | 17 | 19 | 306 |

| | | | | | | | | | | | | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1=Strongly Disagree | 5.0% | 6.3% | 0.0% | 4.8% | 0.0% | 5.0% | 0.0% | 6.7% | 0.0% | 5.0% | 0.0% | 5.0% | 5.9% | 9.5% | 5.9% | 0.0% | 3.6% |
| 2=Disagree | 15.0% | 18.8% | 15.0% | 14.3% | 9.5% | 20.0% | 4.8% | 0.0% | 5.3% | 10.0% | 5.3% | 25.0% | 5.9% | 19.0% | 11.8% | 31.6% | 13.4% |
| 3=Neutral | 25.0% | 31.3% | 20.0% | 19.0% | 23.8% | 20.0% | 19.0% | 33.3% | 36.8% | 30.0% | 36.8% | 25.0% | 41.2% | 14.3% | 29.4% | 26.3% | 26.5% |
| 4=Agree | 40.0% | 25.0% | 45.0% | 38.1% | 52.4% | 40.0% | 47.6% | 33.3% | 47.4% | 30.0% | 36.8% | 25.0% | 23.5% | 33.3% | 35.3% | 26.3% | 36.6% |
| 5=Strongly Agree | 15.0% | 18.8% | 20.0% | 23.8% | 14.3% | 15.0% | 28.6% | 26.7% | 10.5% | 25.0% | 21.1% | 20.0% | 23.5% | 23.8% | 17.6% | 15.8% | 19.9% |
| | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | | | | | | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|------|-----|------|-----|------|-----|-----|-----|-----|-----|-----|
| Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements] | 2.8 | 1.8 | 4.3 | 3.3 | 7.0 | 2.2 | 16.0 | 9.0 | 11.0 | 3.7 | 11.0 | 1.5 | 4.0 | 2.0 | 3.0 | 1.3 | 3.3 |
|---|-----|-----|-----|-----|-----|-----|------|-----|------|-----|------|-----|-----|-----|-----|-----|-----|