

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
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Survey participation: 10 (76.9%)

	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	10	10	10	10	10	10	10	10	9	10	10	10	10	10	10	7	156
Average	3.80	3.80	4.00	3.80	4.20	4.10	4.00	4.00	4.33	3.70	3.30	3.30	4.20	4.10	4.20	4.14	3.94
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	4.5	4	4	3.5	3	4	4.5	4	4	4
Minimum	2	1	2	1	2	2	1	2	3	1	1	1	3	1	2	3	1
Standard Deviation	1.08	1.25	1.10	1.17	0.87	1.14	1.18	1.18	0.67	1.27	1.62	1.35	0.75	1.22	0.87	0.83	1.10
Standard Error (±)	0.34	0.39	0.35	0.37	0.28	0.36	0.37	0.37	0.22	0.40	0.51	0.43	0.24	0.39	0.28	0.31	0.09

<i>No-Response out of 10</i>	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	3	4
	0%	0%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	0%	0%	30%	3%

Ratings Distribution:

1=Strongly Disagree	0	1	0	1	0	0	1	0	0	1	2	1	0	1	0	0	8
2=Disagree	2	1	2	0	1	2	0	2	0	1	2	2	0	0	1	0	16
3=Neutral	1	0	0	2	0	0	1	1	1	1	1	3	2	1	0	2	16
4=Agree	4	5	4	4	5	3	4	2	4	4	1	1	4	3	5	2	55
5=Strongly Agree	3	3	4	3	4	5	4	5	4	3	4	3	4	5	4	3	61
	10	10	10	10	10	10	10	10	9	10	10	10	10	10	10	7	156

1=Strongly Disagree	0.0%	10.0%	0.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	10.0%	20.0%	10.0%	0.0%	10.0%	0.0%	0.0%	5.1%
2=Disagree	20.0%	10.0%	20.0%	0.0%	10.0%	20.0%	0.0%	20.0%	0.0%	10.0%	20.0%	20.0%	0.0%	0.0%	10.0%	0.0%	10.3%
3=Neutral	10.0%	0.0%	0.0%	20.0%	0.0%	0.0%	10.0%	10.0%	11.1%	10.0%	10.0%	30.0%	20.0%	10.0%	0.0%	28.6%	10.3%
4=Agree	40.0%	50.0%	40.0%	40.0%	50.0%	30.0%	40.0%	20.0%	44.4%	40.0%	10.0%	10.0%	40.0%	30.0%	50.0%	28.6%	35.3%
5=Strongly Agree	30.0%	30.0%	40.0%	30.0%	40.0%	50.0%	40.0%	50.0%	44.4%	30.0%	40.0%	30.0%	40.0%	50.0%	40.0%	42.9%	39.1%
	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]	3.5	4.0	4.0	7.0	9.0	4.0	8.0	3.5	No low ratings	3.5	1.3	1.3	No low ratings	8.0	9.0	No low ratings	4.8
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Survey participation: 6 (37.5%)

	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	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	96
Average	5.00	4.83	4.67	5.00	5.00	4.50	5.00	5.00	4.67	5.00	5.00	4.50	4.83	4.67	4.50	4.67	4.80
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	5	4.5	5	5	5	5	5
Minimum	5	4	4	5	5	4	5	5	4	5	5	4	4	4	3	4	3
Standard Deviation	0.00	0.37	0.47	0.00	0.00	0.50	0.00	0.00	0.47	0.00	0.00	0.50	0.37	0.47	0.76	0.47	0.27
Standard Error (±)	0.00	0.15	0.19	0.00	0.00	0.20	0.00	0.00	0.19	0.00	0.00	0.20	0.15	0.19	0.31	0.19	0.03

<i>No-Response out of 6</i>	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%	0%	0%	0%	0%	0%	0%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3=Neutral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
4=Agree	0	1	2	0	0	3	0	0	2	0	0	3	1	2	1	2	17
5=Strongly Agree	6	5	4	6	6	3	6	6	4	6	6	3	5	4	4	4	78
	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	96

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%	0.0%	0.0%	0.0%
2=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%	0.0%	0.0%	0.0%
3=Neutral	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%	16.7%	0.0%	1.0%
4=Agree	0.0%	16.7%	33.3%	0.0%	0.0%	50.0%	0.0%	0.0%	33.3%	0.0%	0.0%	50.0%	16.7%	33.3%	16.7%	33.3%	17.7%
5=Strongly Agree	100.0%	83.3%	66.7%	100.0%	100.0%	50.0%	100.0%	100.0%	66.7%	100.0%	100.0%	50.0%	83.3%	66.7%	66.7%	66.7%	81.3%
	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]	No low ratings																
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Survey participation: 9 (34.6%)

	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
Count	9	9	9	9	9	9	9	8	9	9	9	9	9	9	9	9	143
Average	3.89	4.00	3.67	3.44	3.56	3.56	3.78	4.00	4.00	3.33	3.67	3.11	3.78	3.56	3.67	3.56	3.66
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	4	4	4	5	4	5	4.5	4	4	5	3	4	4	4	4	4
Minimum	1	2	1	1	1	1	1	1	2	1	1	1	2	1	1	1	1
Standard Deviation	1.20	1.15	1.56	1.64	1.71	1.64	1.62	1.32	1.05	1.70	1.70	1.37	1.13	1.34	1.15	1.64	1.43
Standard Error (±)	0.40	0.38	0.52	0.55	0.57	0.55	0.54	0.47	0.35	0.57	0.57	0.46	0.38	0.45	0.38	0.55	0.12

No-Response out of 9	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	11%	0%	0%	0%	0%	0%	0%	0%	0%	1%

Ratings Distribution:

1=Strongly Disagree	1	0	2	2	2	2	2	1	0	2	2	2	0	1	1	2	22
2=Disagree	0	2	0	1	1	1	0	0	1	2	1	0	2	1	0	1	13
3=Neutral	1	0	1	1	1	0	1	1	2	0	0	4	1	2	2	0	17
4=Agree	4	3	2	1	0	2	1	2	2	1	1	1	3	2	4	2	31
5=Strongly Agree	3	4	4	4	5	4	5	4	4	4	5	2	3	3	2	4	60
	9	9	9	9	9	9	9	8	9	9	9	9	9	9	9	9	143

1=Strongly Disagree	11.1%	0.0%	22.2%	22.2%	22.2%	22.2%	22.2%	12.5%	0.0%	22.2%	22.2%	22.2%	0.0%	11.1%	11.1%	22.2%	15.4%
2=Disagree	0.0%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	0.0%	11.1%	22.2%	11.1%	0.0%	22.2%	11.1%	0.0%	11.1%	9.1%
3=Neutral	11.1%	0.0%	11.1%	11.1%	11.1%	0.0%	11.1%	12.5%	22.2%	0.0%	0.0%	44.4%	11.1%	22.2%	22.2%	0.0%	11.9%
4=Agree	44.4%	33.3%	22.2%	11.1%	0.0%	22.2%	11.1%	25.0%	22.2%	11.1%	11.1%	11.1%	33.3%	22.2%	44.4%	22.2%	21.7%
5=Strongly Agree	33.3%	44.4%	44.4%	44.4%	55.6%	44.4%	55.6%	50.0%	44.4%	44.4%	55.6%	22.2%	33.3%	33.3%	22.2%	44.4%	42.0%
	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]	7.0	3.5	3.0	1.7	1.7	2.0	3.0	6.0	6.0	1.3	2.0	1.5	3.0	2.5	6.0	2.0	2.6
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Survey participation: 5 (83.3%)

	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	5	5	5	5	5	5	5	4	5	5	4	5	4	5	5	5	77
Average	3.20	3.20	3.40	3.00	3.40	3.00	3.80	3.00	3.60	3.20	3.50	2.60	3.50	2.80	3.60	3.00	3.24
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	3	4	3	3	3	4	3	4	4	3.5	2	3.5	3	4	3	3.25
Minimum	1	1	1	1	1	1	1	1	1	1	2	1	2	1	1	1	1
Standard Deviation	1.47	1.33	1.36	1.41	1.50	1.41	1.47	1.41	1.36	1.47	1.12	1.36	1.12	1.60	1.50	1.79	1.42
Standard Error (±)	0.66	0.59	0.61	0.63	0.67	0.63	0.66	0.71	0.61	0.66	0.56	0.61	0.56	0.72	0.67	0.80	0.16

No-Response out of 5	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0	3
	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	20%	0%	20%	0%	0%	0%	4%

Ratings Distribution:

1=Strongly Disagree	1	1	1	1	1	1	1	1	1	1	0	1	0	2	1	2	16
2=Disagree	1	0	0	1	0	1	0	0	0	1	1	2	1	0	0	0	8
3=Neutral	0	2	1	1	2	1	0	2	0	0	1	1	1	1	1	1	15
4=Agree	2	1	2	1	0	1	2	0	3	2	1	0	1	1	1	0	18
5=Strongly Agree	1	1	1	1	2	1	2	1	1	1	1	1	1	1	2	2	20
	5	5	5	5	5	5	5	4	5	5	4	5	4	5	5	5	77

1=Strongly Disagree	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	25.0%	20.0%	20.0%	0.0%	20.0%	0.0%	40.0%	20.0%	40.0%	20.8%
2=Disagree	20.0%	0.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	25.0%	40.0%	25.0%	0.0%	0.0%	0.0%	10.4%
3=Neutral	0.0%	40.0%	20.0%	20.0%	40.0%	20.0%	0.0%	50.0%	0.0%	0.0%	25.0%	20.0%	25.0%	20.0%	20.0%	20.0%	19.5%
4=Agree	40.0%	20.0%	40.0%	20.0%	0.0%	20.0%	40.0%	0.0%	60.0%	40.0%	25.0%	0.0%	25.0%	20.0%	20.0%	0.0%	23.4%
5=Strongly Agree	20.0%	20.0%	20.0%	20.0%	40.0%	20.0%	40.0%	25.0%	20.0%	20.0%	25.0%	20.0%	25.0%	20.0%	40.0%	40.0%	26.0%
	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]	1.5	2.0	3.0	1.0	2.0	1.0	4.0	1.0	4.0	1.5	2.0	0.3	2.0	1.0	3.0	1.0	1.6
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Survey participation: 9 (50%)

	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	9	9	9	9	9	9	9	8	9	9	7	9	9	9	9	9	141
Average	4.67	4.22	4.33	4.56	4.89	5.00	5.00	4.75	4.44	4.67	4.71	4.22	4.56	4.56	4.22	4.67	4.59
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	5	5	4	5	5
Minimum	4	3	3	3	4	5	5	4	4	3	4	3	4	4	3	4	3
Standard Deviation	0.47	0.63	0.67	0.68	0.31	0.00	0.00	0.43	0.50	0.67	0.45	0.79	0.50	0.50	0.63	0.47	0.48
Standard Error (±)	0.16	0.21	0.22	0.23	0.10	0.00	0.00	0.15	0.17	0.22	0.17	0.26	0.17	0.17	0.21	0.16	0.04

<i>No-Response out of 9</i>	0	0	0	0	0	0	0	1	0	0	2	0	0	0	0	0	3
	0%	0%	0%	0%	0%	0%	0%	11%	0%	0%	22%	0%	0%	0%	0%	0%	2%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3=Neutral	0	1	1	1	0	0	0	0	0	1	0	2	0	0	1	0	7
4=Agree	3	5	4	2	1	0	0	2	5	1	2	3	4	4	5	3	44
5=Strongly Agree	6	3	4	6	8	9	9	6	4	7	5	4	5	5	3	6	90
	9	9	9	9	9	9	9	8	9	9	7	9	9	9	9	9	141

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%	0.0%	0.0%	0.0%
2=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%	0.0%	0.0%	0.0%
3=Neutral	0.0%	11.1%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	22.2%	0.0%	0.0%	11.1%	0.0%	5.0%
4=Agree	33.3%	55.6%	44.4%	22.2%	11.1%	0.0%	0.0%	25.0%	55.6%	11.1%	28.6%	33.3%	44.4%	44.4%	55.6%	33.3%	31.2%
5=Strongly Agree	66.7%	33.3%	44.4%	66.7%	88.9%	100.0%	100.0%	75.0%	44.4%	77.8%	71.4%	44.4%	55.6%	55.6%	33.3%	66.7%	63.8%
	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																
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Survey participation: 11 (39.3%)

	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	11	11	11	11	11	11	10	7	9	11	11	11	10	11	11	10	167
Average	4.64	4.27	4.27	4.64	4.64	4.18	4.50	4.43	4.44	4.55	3.91	4.36	4.50	4.27	4.36	4.50	4.40
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	5	4	4	5	5	4	5	4	5	5	4	5	4.5	4	5	5	5
Minimum	4	3	3	3	4	3	3	4	2	3	2	3	4	3	2	2	2
Standard Deviation	0.48	0.75	0.75	0.64	0.48	0.83	0.67	0.49	0.96	0.66	1.16	0.77	0.50	0.75	0.98	0.92	0.74
Standard Error (±)	0.15	0.23	0.23	0.19	0.15	0.25	0.21	0.19	0.32	0.20	0.35	0.23	0.16	0.23	0.30	0.29	0.06

<i>No-Response out of 11</i>	0	0	0	0	0	0	1	4	2	0	0	0	1	0	0	1	9
	0%	0%	0%	0%	0%	0%	9%	36%	18%	0%	0%	0%	9%	0%	0%	9%	5%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	1	0	2	0	0	0	1	1	5
3=Neutral	0	2	2	1	0	3	1	0	0	1	2	2	0	2	1	0	17
4=Agree	4	4	4	2	4	3	3	4	2	3	2	3	5	4	2	2	51
5=Strongly Agree	7	5	5	8	7	5	6	3	6	7	5	6	5	5	7	7	94
	11	11	11	11	11	11	10	7	9	11	11	11	10	11	11	10	167

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%	0.0%	0.0%	0.0%
2=Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	18.2%	0.0%	0.0%	0.0%	9.1%	10.0%	3.0%
3=Neutral	0.0%	18.2%	18.2%	9.1%	0.0%	27.3%	10.0%	0.0%	0.0%	9.1%	18.2%	18.2%	0.0%	18.2%	9.1%	0.0%	10.2%
4=Agree	36.4%	36.4%	36.4%	18.2%	36.4%	27.3%	30.0%	57.1%	22.2%	27.3%	18.2%	27.3%	50.0%	36.4%	18.2%	20.0%	30.5%
5=Strongly Agree	63.6%	45.5%	45.5%	72.7%	63.6%	45.5%	60.0%	42.9%	66.7%	63.6%	45.5%	54.5%	50.0%	45.5%	63.6%	70.0%	56.3%
	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)	No low ratings	8.0	No low ratings	3.5	No low ratings	No low ratings	No low ratings	No low ratings	9.0	9.0	29.0							
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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

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
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Survey participation: 13 (31%)

	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	11	11	11	11	12	12	12	5	12	12	11	10	8	12	13	11	174
Average	3.82	3.45	3.55	3.64	4.00	3.67	3.42	3.60	3.33	3.75	3.45	3.40	3.50	3.75	2.69	3.36	3.52
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	3	3	3	3.5	3	3.5	3	4	3	3	3.25
Minimum	2	1	2	2	3	2	2	3	2	2	1	1	1	2	1	1	1
Standard Deviation	0.94	1.08	0.78	0.88	0.82	0.85	0.95	0.80	1.11	1.01	1.08	1.20	1.32	0.92	1.14	0.98	0.99
Standard Error (±)	0.28	0.32	0.24	0.27	0.24	0.25	0.28	0.36	0.32	0.29	0.32	0.38	0.47	0.27	0.32	0.30	0.08

<i>No-Response out of 13</i>	2	2	2	2	1	1	1	8	1	1	2	3	5	1	0	2	34
	15%	15%	15%	15%	8%	8%	8%	62%	8%	8%	15%	23%	38%	8%	0%	15%	16%

Ratings Distribution:

1=Strongly Disagree	0	1	0	0	0	0	0	0	0	0	1	1	1	0	2	1	7
2=Disagree	1	0	1	1	0	1	2	0	3	1	0	1	0	1	4	0	16
3=Neutral	3	5	4	4	4	4	5	3	5	5	5	3	4	4	4	5	67
4=Agree	4	3	5	4	4	5	3	1	1	2	3	3	0	4	2	4	48
5=Strongly Agree	3	2	1	2	4	2	2	1	3	4	2	2	3	3	1	1	36
	11	11	11	11	12	12	12	5	12	12	11	10	8	12	13	11	174

1=Strongly Disagree	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	10.0%	12.5%	0.0%	15.4%	9.1%	4.0%
2=Disagree	9.1%	0.0%	9.1%	9.1%	0.0%	8.3%	16.7%	0.0%	25.0%	8.3%	0.0%	10.0%	0.0%	8.3%	30.8%	0.0%	9.2%
3=Neutral	27.3%	45.5%	36.4%	36.4%	33.3%	33.3%	41.7%	60.0%	41.7%	41.7%	45.5%	30.0%	50.0%	33.3%	30.8%	45.5%	38.5%
4=Agree	36.4%	27.3%	45.5%	36.4%	33.3%	41.7%	25.0%	20.0%	8.3%	16.7%	27.3%	30.0%	0.0%	33.3%	15.4%	36.4%	27.6%
5=Strongly Agree	27.3%	18.2%	9.1%	18.2%	33.3%	16.7%	16.7%	20.0%	25.0%	33.3%	18.2%	20.0%	37.5%	25.0%	7.7%	9.1%	20.7%
	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]	7.0	5.0	6.0	6.0	No low ratings	7.0	2.5	No low ratings	1.3	6.0	5.0	2.5	3.0	7.0	0.5	5.0	3.7
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Survey participation: 16 (45.7%)

	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	14	16	14	16	15	16	15	12	15	16	15	15	15	16	16	15	241
Average	3.93	3.88	3.71	3.75	4.13	4.19	4.20	3.92	3.27	3.75	4.13	3.20	3.73	4.25	3.69	3.53	3.83
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	4	3.5	4	4	4	5	4	3	4	4	3	4	4.5	4	4	4
Minimum	2	3	3	2	2	3	2	3	2	2	2	2	1	2	1	2	1
Standard Deviation	0.80	0.78	0.80	0.97	0.88	0.81	1.17	0.86	0.93	0.90	0.81	0.83	1.06	0.90	1.10	0.88	0.91
Standard Error (±)	0.21	0.20	0.21	0.24	0.23	0.20	0.30	0.25	0.24	0.23	0.21	0.21	0.27	0.23	0.28	0.23	0.06

<i>No-Response out of 16</i>	2	0	2	0	1	0	1	4	1	0	1	1	1	0	0	1	15
	13%	0%	13%	0%	6%	0%	6%	25%	6%	0%	6%	6%	6%	0%	0%	6%	6%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2
2=Disagree	1	0	0	2	1	0	2	0	3	2	1	3	0	1	2	2	20
3=Neutral	2	6	7	4	2	4	3	5	7	3	1	7	5	2	1	5	64
4=Agree	8	6	4	6	6	5	0	3	3	8	8	4	5	5	9	6	86
5=Strongly Agree	3	4	3	4	6	7	10	4	2	3	5	1	4	8	3	2	69
	14	16	14	16	15	16	15	12	15	16	15	15	15	16	16	15	241

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%	6.7%	0.0%	6.3%	0.0%	0.8%
2=Disagree	7.1%	0.0%	0.0%	12.5%	6.7%	0.0%	13.3%	0.0%	20.0%	12.5%	6.7%	20.0%	0.0%	6.3%	12.5%	13.3%	8.3%
3=Neutral	14.3%	37.5%	50.0%	25.0%	13.3%	25.0%	20.0%	41.7%	46.7%	18.8%	6.7%	46.7%	33.3%	12.5%	6.3%	33.3%	26.6%
4=Agree	57.1%	37.5%	28.6%	37.5%	40.0%	31.3%	0.0%	25.0%	20.0%	50.0%	53.3%	26.7%	33.3%	31.3%	56.3%	40.0%	35.7%
5=Strongly Agree	21.4%	25.0%	21.4%	25.0%	40.0%	43.8%	66.7%	33.3%	13.3%	18.8%	33.3%	6.7%	26.7%	50.0%	18.8%	13.3%	28.6%
	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]	11.0	No low ratings	No low ratings	5.0	12.0	No low ratings	5.0	No low ratings	1.7	5.5	13.0	1.7	9.0	13.0	4.0	4.0	7.0
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Survey participation: 31 (57.4%)

	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	30	30	30	31	31	31	31	28	31	31	29	31	31	31	30	31	487
Average	4.03	4.07	4.10	3.68	3.87	3.74	4.10	3.64	4.29	3.65	3.86	3.32	3.52	3.84	4.10	3.77	3.85
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	4	4	4	5	4	5	4	5	4	4	3	4	4	4	4	4
Minimum	1	1	2	1	1	1	1	1	2	1	1	1	1	1	2	1	1
Standard Deviation	1.02	1.00	0.87	1.38	1.48	1.54	1.23	1.49	0.85	1.38	1.20	1.28	1.24	1.35	0.98	1.07	1.21
Standard Error (±)	0.19	0.18	0.16	0.25	0.26	0.28	0.22	0.28	0.15	0.25	0.22	0.23	0.22	0.24	0.18	0.19	0.05

<i>No-Response out of 31</i>	1	1	1	0	0	0	0	3	0	0	2	0	0	0	1	0	9
	3%	3%	3%	0%	0%	0%	0%	10%	0%	0%	6%	0%	0%	0%	3%	0%	2%

Ratings Distribution:

1=Strongly Disagree	1	1	0	3	4	5	2	4	0	4	2	3	3	3	0	1	36
2=Disagree	1	1	1	4	3	4	1	3	1	3	1	5	3	4	3	3	41
3=Neutral	6	5	7	6	3	0	7	5	5	4	8	10	8	1	4	7	86
4=Agree	10	11	10	5	4	7	3	3	9	9	6	5	9	10	10	11	122
5=Strongly Agree	12	12	12	13	17	15	18	13	16	11	12	8	8	13	13	9	202
	30	30	30	31	31	31	31	28	31	31	29	31	31	31	30	31	487

1=Strongly Disagree	3.3%	3.3%	0.0%	9.7%	12.9%	16.1%	6.5%	14.3%	0.0%	12.9%	6.9%	9.7%	9.7%	9.7%	0.0%	3.2%	7.4%
2=Disagree	3.3%	3.3%	3.3%	12.9%	9.7%	12.9%	3.2%	10.7%	3.2%	9.7%	3.4%	16.1%	9.7%	12.9%	10.0%	9.7%	8.4%
3=Neutral	20.0%	16.7%	23.3%	19.4%	9.7%	0.0%	22.6%	17.9%	16.1%	12.9%	27.6%	32.3%	25.8%	3.2%	13.3%	22.6%	17.7%
4=Agree	33.3%	36.7%	33.3%	16.1%	12.9%	22.6%	9.7%	10.7%	29.0%	29.0%	20.7%	16.1%	29.0%	32.3%	33.3%	35.5%	25.1%
5=Strongly Agree	40.0%	40.0%	40.0%	41.9%	54.8%	48.4%	58.1%	46.4%	51.6%	35.5%	41.4%	25.8%	25.8%	41.9%	43.3%	29.0%	41.5%
	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]	11.0	11.5	22.0	2.6	3.0	2.4	7.0	2.3	25.0	2.9	6.0	1.6	2.8	3.3	7.7	5.0	4.2
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Survey participation: 23 (30.3%)

	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
Count	23	23	23	22	23	23	23	22	22	23	22	23	23	23	23	23	364
Average	3.78	3.57	3.35	2.86	3.26	3.09	3.48	3.14	2.95	2.61	3.59	2.74	2.70	3.00	3.35	3.13	3.16
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	4	3	3	4	3	4	3	2.5	2	3.5	3	3	3	4	3	3
Minimum	1	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Standard Deviation	0.98	1.01	0.91	1.22	1.29	1.32	1.10	1.36	1.36	1.31	1.03	1.33	1.30	1.35	1.34	1.39	1.22
Standard Error (±)	0.20	0.21	0.19	0.26	0.27	0.27	0.23	0.29	0.29	0.27	0.22	0.28	0.27	0.28	0.28	0.29	0.06

No-Response out of 23	0	0	0	1	0	0	0	1	1	0	1	0	0	0	0	0	4
	0%	0%	0%	4%	0%	0%	0%	4%	4%	0%	4%	0%	0%	0%	0%	0%	1%

Ratings Distribution:

1=Strongly Disagree	1	0	0	4	3	3	1	3	3	6	1	6	6	4	3	3	47
2=Disagree	1	4	4	4	4	5	4	5	8	6	1	3	4	5	4	7	69
3=Neutral	5	7	10	7	4	7	5	5	2	4	9	8	6	5	3	2	89
4=Agree	11	7	6	5	8	3	9	4	5	5	6	3	5	5	8	6	96
5=Strongly Agree	5	5	3	2	4	5	4	5	4	2	5	3	2	4	5	5	63
	23	23	23	22	23	23	23	22	22	23	22	23	23	23	23	23	364

1=Strongly Disagree	4.3%	0.0%	0.0%	18.2%	13.0%	13.0%	4.3%	13.6%	13.6%	26.1%	4.5%	26.1%	26.1%	17.4%	13.0%	13.0%	12.9%
2=Disagree	4.3%	17.4%	17.4%	18.2%	17.4%	21.7%	17.4%	22.7%	36.4%	26.1%	4.5%	13.0%	17.4%	21.7%	17.4%	30.4%	19.0%
3=Neutral	21.7%	30.4%	43.5%	31.8%	17.4%	30.4%	21.7%	22.7%	9.1%	17.4%	40.9%	34.8%	26.1%	21.7%	13.0%	8.7%	24.5%
4=Agree	47.8%	30.4%	26.1%	22.7%	34.8%	13.0%	39.1%	18.2%	22.7%	21.7%	27.3%	13.0%	21.7%	21.7%	34.8%	26.1%	26.4%
5=Strongly Agree	21.7%	21.7%	13.0%	9.1%	17.4%	21.7%	17.4%	22.7%	18.2%	8.7%	22.7%	13.0%	8.7%	17.4%	21.7%	21.7%	17.3%
	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]	8.0	3.0	2.3	0.9	1.7	1.0	2.6	1.1	0.8	0.6	5.5	0.7	0.7	1.0	1.9	1.1	1.4
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Survey participation: 15 (50%)

	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	15	15	13	15	15	15	15	14	13	15	14	15	13	15	15	15	232
Average	3.00	3.27	3.23	2.67	3.40	3.40	3.27	3.29	3.62	2.80	3.64	2.53	2.77	3.07	4.40	3.40	3.23
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	3	3	3	2	3	4	3	3	4	2	3	2	3	3	5	3	3
Minimum	1	2	2	1	2	1	1	1	1	1	3	1	1	1	2	1	1
Standard Deviation	1.26	1.00	0.89	1.25	0.95	1.20	1.12	1.10	1.00	1.33	0.81	1.54	1.58	1.39	0.88	1.08	1.15
Standard Error (±)	0.33	0.26	0.25	0.32	0.25	0.31	0.29	0.29	0.28	0.34	0.22	0.40	0.44	0.36	0.23	0.28	0.08

<i>No-Response out of 15</i>	0	0	2	0	0	0	0	1	2	0	1	0	2	0	0	0	8
	0%	0%	13%	0%	0%	0%	0%	7%	13%	0%	7%	0%	13%	0%	0%	0%	3%

Ratings Distribution:

1=Strongly Disagree	1	0	0	2	0	1	1	1	1	2	0	6	5	2	0	1	23
2=Disagree	6	4	3	7	3	3	3	2	0	6	0	3	1	5	1	1	48
3=Neutral	3	5	5	2	5	3	4	5	4	3	8	0	1	1	1	7	57
4=Agree	2	4	4	2	5	5	5	4	6	1	3	4	4	4	4	3	60
5=Strongly Agree	3	2	1	2	2	3	2	2	2	3	3	2	2	3	9	3	44
	15	15	13	15	15	15	15	14	13	15	14	15	13	15	15	15	232

1=Strongly Disagree	6.7%	0.0%	0.0%	13.3%	0.0%	6.7%	6.7%	7.1%	7.7%	13.3%	0.0%	40.0%	38.5%	13.3%	0.0%	6.7%	9.9%
2=Disagree	40.0%	26.7%	23.1%	46.7%	20.0%	20.0%	20.0%	14.3%	0.0%	40.0%	0.0%	20.0%	7.7%	33.3%	6.7%	6.7%	20.7%
3=Neutral	20.0%	33.3%	38.5%	13.3%	33.3%	20.0%	26.7%	35.7%	30.8%	20.0%	57.1%	0.0%	7.7%	6.7%	6.7%	46.7%	24.6%
4=Agree	13.3%	26.7%	30.8%	13.3%	33.3%	33.3%	33.3%	28.6%	46.2%	6.7%	21.4%	26.7%	30.8%	26.7%	26.7%	20.0%	25.9%
5=Strongly Agree	20.0%	13.3%	7.7%	13.3%	13.3%	20.0%	13.3%	14.3%	15.4%	20.0%	21.4%	13.3%	15.4%	20.0%	60.0%	20.0%	19.0%
	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]	0.7	1.5	1.7	0.4	2.3	2.0	1.8	2.0	8.0	0.5	No low ratings	0.7	1.0	1.0	13.0	3.0	1.5
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Survey participation: 18 (62.1%)

	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	17	18	16	18	18	18	17	14	17	18	16	16	16	18	18	17	272
Average	4.82	4.67	4.69	4.83	4.83	4.78	4.82	4.64	4.53	4.78	4.69	4.75	4.81	4.72	4.78	4.53	4.73
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	4	3	4	4	4	4	3	3	4	3	3	4	2	4	3	2
Standard Deviation	0.38	0.47	0.58	0.37	0.37	0.42	0.38	0.61	0.70	0.42	0.58	0.56	0.39	0.73	0.42	0.70	0.50
Standard Error (±)	0.09	0.11	0.15	0.09	0.09	0.10	0.09	0.16	0.17	0.10	0.15	0.14	0.10	0.17	0.10	0.17	0.03

<i>No-Response out of 18</i>	1	0	2	0	0	0	1	4	1	0	2	2	2	0	0	1	16
	6%	0%	11%	0%	0%	0%	6%	22%	6%	0%	11%	11%	11%	0%	0%	6%	6%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
3=Neutral	0	0	1	0	0	0	0	1	2	0	1	1	0	0	0	2	8
4=Agree	3	6	3	3	3	4	3	3	4	4	3	2	3	2	4	4	54
5=Strongly Agree	14	12	12	15	15	14	14	10	11	14	12	13	13	15	14	11	209
	17	18	16	18	18	18	17	14	17	18	16	16	16	18	18	17	272

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%	0.0%	0.0%	0.0%
2=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%	5.6%	0.0%	0.0%	0.4%
3=Neutral	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	7.1%	11.8%	0.0%	6.3%	6.3%	0.0%	0.0%	0.0%	11.8%	2.9%
4=Agree	17.6%	33.3%	18.8%	16.7%	16.7%	22.2%	17.6%	21.4%	23.5%	22.2%	18.8%	12.5%	18.8%	11.1%	22.2%	23.5%	19.9%
5=Strongly Agree	82.4%	66.7%	75.0%	83.3%	83.3%	77.8%	82.4%	71.4%	64.7%	77.8%	75.0%	81.3%	81.3%	83.3%	77.8%	64.7%	76.8%
	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	17.0	No low ratings	No low ratings	263.0													
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Survey participation: 12 (50%)

	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	12	12	12	12	12	12	12	12	11	12	12	12	12	12	12	12	191
Average	3.58	4.58	3.33	3.58	3.08	3.17	3.67	3.50	3.09	3.00	3.58	3.50	3.58	2.92	4.00	3.08	3.45
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	5	4	4.5	3.5	4	4.5	4.5	3	3.5	4	4.5	4.5	2.5	5	3.5	4
Minimum	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Standard Deviation	1.38	0.49	1.37	1.61	1.71	1.72	1.65	1.71	1.56	1.78	1.55	1.66	1.61	1.71	1.47	1.44	1.53
Standard Error (±)	0.40	0.14	0.40	0.46	0.49	0.50	0.48	0.49	0.47	0.51	0.45	0.48	0.46	0.49	0.42	0.42	0.11

<i>No-Response out of 12</i>	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	0%	0%	0%	0%	0%	1%

Ratings Distribution:

1=Strongly Disagree	1	0	2	2	4	4	3	3	3	5	2	2	2	4	2	3	42
2=Disagree	3	0	2	2	1	1	0	1	1	0	2	3	2	2	0	1	21
3=Neutral	0	0	0	1	1	0	1	1	2	1	0	0	1	1	1	2	12
4=Agree	4	5	6	1	2	3	2	1	2	2	3	1	1	1	2	4	40
5=Strongly Agree	4	7	2	6	4	4	6	6	3	4	5	6	6	4	7	2	76
	12	12	12	12	12	12	12	12	11	12	12	12	12	12	12	12	191

1=Strongly Disagree	8.3%	0.0%	16.7%	16.7%	33.3%	33.3%	25.0%	25.0%	27.3%	41.7%	16.7%	16.7%	16.7%	33.3%	16.7%	25.0%	22.0%
2=Disagree	25.0%	0.0%	16.7%	16.7%	8.3%	8.3%	0.0%	8.3%	9.1%	0.0%	16.7%	25.0%	16.7%	16.7%	0.0%	8.3%	11.0%
3=Neutral	0.0%	0.0%	0.0%	8.3%	8.3%	0.0%	8.3%	8.3%	18.2%	8.3%	0.0%	0.0%	8.3%	8.3%	8.3%	16.7%	6.3%
4=Agree	33.3%	41.7%	50.0%	8.3%	16.7%	25.0%	16.7%	8.3%	18.2%	16.7%	25.0%	8.3%	8.3%	8.3%	16.7%	33.3%	20.9%
5=Strongly Agree	33.3%	58.3%	16.7%	50.0%	33.3%	33.3%	50.0%	50.0%	27.3%	33.3%	41.7%	50.0%	50.0%	33.3%	58.3%	16.7%	39.8%
	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]	2.0	No low ratings	2.0	1.8	1.2	1.4	2.7	1.8	1.3	1.2	2.0	1.4	1.8	0.8	4.5	1.5	1.8
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Survey participation: 12 (34.3%)

	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	12	12	12	12	12	12	12	11	12	12	11	12	12	12	12	12	190
Average	4.83	4.83	4.75	4.92	4.92	5.00	5.00	5.00	4.83	5.00	5.00	4.75	4.83	4.92	4.75	4.75	4.88
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	4	4	4	4	5	5	5	4	5	5	4	4	4	3	4	3
Standard Deviation	0.37	0.37	0.43	0.28	0.28	0.00	0.00	0.00	0.37	0.00	0.00	0.43	0.37	0.28	0.60	0.43	0.26
Standard Error (±)	0.11	0.11	0.13	0.08	0.08	0.00	0.00	0.00	0.11	0.00	0.00	0.13	0.11	0.08	0.17	0.13	0.02

<i>No-Response out of 12</i>	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2
	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	8%	0%	0%	0%	0%	0%	1%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3=Neutral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
4=Agree	2	2	3	1	1	0	0	0	2	0	0	3	2	1	1	3	21
5=Strongly Agree	10	10	9	11	11	12	12	11	10	12	11	9	10	11	10	9	168
	12	12	12	12	12	12	12	11	12	12	11	12	12	12	12	12	190

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%	0.0%	0.0%	0.0%
2=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%	0.0%	0.0%	0.0%
3=Neutral	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%	8.3%	0.0%	0.5%
4=Agree	16.7%	16.7%	25.0%	8.3%	8.3%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	25.0%	16.7%	8.3%	8.3%	25.0%	11.1%
5=Strongly Agree	83.3%	83.3%	75.0%	91.7%	91.7%	100.0%	100.0%	100.0%	83.3%	100.0%	100.0%	75.0%	83.3%	91.7%	83.3%	75.0%	88.4%
	100%	100%	100%	100%	100%	100%	100%	100.0%	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																
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Survey participation: 15 (25.9%)

	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
Count	14	15	15	15	15	15	14	11	13	15	9	14	13	15	15	14	222
Average	4.64	4.53	4.40	3.80	4.13	4.27	4.50	4.36	4.31	3.73	4.44	4.00	4.31	4.07	4.27	4.36	4.26
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	5	5	5	4	5	5	5	5	5	4	5	4.5	5	5	5	5	5
Minimum	4	2	3	1	1	1	3	3	2	1	3	1	1	1	3	3	1
Standard Deviation	0.48	0.88	0.71	1.28	1.36	1.24	0.63	0.77	0.99	1.48	0.68	1.36	1.20	1.48	0.85	0.81	1.01
Standard Error (±)	0.13	0.23	0.18	0.33	0.35	0.32	0.17	0.23	0.27	0.38	0.23	0.36	0.33	0.38	0.22	0.22	0.07

No-Response out of 15	1	0	0	0	0	0	1	4	2	0	6	1	2	0	0	1	18
	7%	0%	0%	0%	0%	0%	7%	27%	13%	0%	40%	7%	13%	0%	0%	7%	8%

Ratings Distribution:

1=Strongly Disagree	0	0	0	1	2	1	0	0	0	2	0	2	1	2	0	0	11
2=Disagree	0	1	0	2	0	1	0	0	1	2	0	0	0	1	0	0	8
3=Neutral	0	1	2	2	1	1	1	2	2	1	1	1	2	1	4	3	25
4=Agree	5	2	5	4	3	2	5	3	2	3	3	4	1	1	3	3	49
5=Strongly Agree	9	11	8	6	9	10	8	6	8	7	5	7	9	10	8	8	129
	14	15	15	15	15	15	14	11	13	15	9	14	13	15	15	14	222

1=Strongly Disagree	0.0%	0.0%	0.0%	6.7%	13.3%	6.7%	0.0%	0.0%	0.0%	13.3%	0.0%	14.3%	7.7%	13.3%	0.0%	0.0%	5.0%
2=Disagree	0.0%	6.7%	0.0%	13.3%	0.0%	6.7%	0.0%	0.0%	7.7%	13.3%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	3.6%
3=Neutral	0.0%	6.7%	13.3%	13.3%	6.7%	6.7%	7.1%	18.2%	15.4%	6.7%	11.1%	7.1%	15.4%	6.7%	26.7%	21.4%	11.3%
4=Agree	35.7%	13.3%	33.3%	26.7%	20.0%	13.3%	35.7%	27.3%	15.4%	20.0%	33.3%	28.6%	7.7%	6.7%	20.0%	21.4%	22.1%
5=Strongly Agree	64.3%	73.3%	53.3%	40.0%	60.0%	66.7%	57.1%	54.5%	61.5%	46.7%	55.6%	50.0%	69.2%	66.7%	53.3%	57.1%	58.1%
	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	13.0	No low ratings	3.3	6.0	6.0	No low ratings	No low ratings	10.0	2.5	No low ratings	5.5	10.0	3.7	No low ratings	No low ratings	9.4
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Survey participation: 5 (38.5%)

	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	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
Average	4.40	4.00	4.20	4.00	4.60	4.60	4.40	4.40	4.40	4.20	4.80	3.80	4.20	4.40	4.40	4.40	4.40	4.33
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	5	4	4	4	5	5	5	5	5	4	5	4	4	4	5	5	5	5
Minimum	3	3	3	3	4	4	3	3	3	3	4	2	3	4	2	3	2	2
Standard Deviation	0.80	0.63	0.75	0.89	0.49	0.49	0.80	0.80	0.80	0.75	0.40	0.98	0.75	0.49	1.20	0.80	0.74	0.74
Standard Error (±)	0.36	0.28	0.33	0.40	0.22	0.22	0.36	0.36	0.36	0.33	0.18	0.44	0.33	0.22	0.54	0.36	0.08	0.08

<i>No-Response out of 5</i>	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%	0%	0%	0%	0%	0%	0%	0%	0%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	2	2
3=Neutral	1	1	1	2	0	0	1	1	1	1	0	0	1	0	0	1	11	11
4=Agree	1	3	2	1	2	2	1	1	1	2	1	3	2	3	0	1	26	26
5=Strongly Agree	3	1	2	2	3	3	3	3	3	2	4	1	2	2	4	3	41	41
	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80	80

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%	0.0%	0.0%	0.0%	0.0%
2=Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	2.5%	2.5%
3=Neutral	20.0%	20.0%	20.0%	40.0%	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	13.8%	13.8%
4=Agree	20.0%	60.0%	40.0%	20.0%	40.0%	40.0%	20.0%	20.0%	20.0%	40.0%	20.0%	60.0%	40.0%	60.0%	0.0%	20.0%	32.5%	32.5%
5=Strongly Agree	60.0%	20.0%	40.0%	40.0%	60.0%	60.0%	60.0%	60.0%	60.0%	40.0%	80.0%	20.0%	40.0%	40.0%	80.0%	60.0%	51.3%	51.3%
	100%	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	4.0	No low ratings	No low ratings	4.0	No low ratings	33.5										
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Survey participation: 8 (32%)

	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	7	8	7	8	8	8	8	3	4	8	4	7	7	8	8	6	109
Average	3.71	3.50	3.43	3.75	3.75	3.75	3.88	3.33	4.00	4.00	4.00	3.71	3.71	3.38	2.88	3.50	3.64
Maximum	5	5	4	4	5	5	5	4	5	5	5	5	5	4	5	5	5
Median	4	4	4	4	4	4	4	3	4	4	4	4	4	4	3	3.5	4
Minimum	2	1	2	2	1	2	2	3	3	1	3	1	2	1	1	2	1
Standard Deviation	0.88	1.12	0.73	0.66	1.09	0.83	0.93	0.47	0.71	1.22	0.71	1.16	0.88	0.99	1.36	0.96	0.92
Standard Error (±)	0.33	0.40	0.28	0.23	0.39	0.29	0.33	0.27	0.35	0.43	0.35	0.44	0.33	0.35	0.48	0.39	0.09

<i>No-Response out of 8</i>	1	0	1	0	0	0	0	5	4	0	4	1	1	0	0	2	19
	13%	0%	13%	0%	0%	0%	0%	63%	50%	0%	50%	13%	13%	0%	0%	25%	15%

Ratings Distribution:

1=Strongly Disagree	0	1	0	0	1	0	0	0	0	1	0	1	0	1	2	0	7
2=Disagree	1	0	1	1	0	1	1	0	0	0	0	0	1	0	1	1	8
3=Neutral	1	2	2	0	0	1	1	2	1	0	1	0	1	2	2	2	18
4=Agree	4	4	4	7	6	5	4	1	2	4	2	5	4	5	2	2	61
5=Strongly Agree	1	1	0	0	1	1	2	0	1	3	1	1	1	0	1	1	15
	7	8	7	8	8	8	8	3	4	8	4	7	7	8	8	6	109

1=Strongly Disagree	0.0%	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	14.3%	0.0%	12.5%	25.0%	0.0%	6.4%
2=Disagree	14.3%	0.0%	14.3%	12.5%	0.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	12.5%	16.7%	7.3%
3=Neutral	14.3%	25.0%	28.6%	0.0%	0.0%	12.5%	12.5%	66.7%	25.0%	0.0%	25.0%	0.0%	14.3%	25.0%	25.0%	33.3%	16.5%
4=Agree	57.1%	50.0%	57.1%	87.5%	75.0%	62.5%	50.0%	33.3%	50.0%	50.0%	50.0%	71.4%	57.1%	62.5%	25.0%	33.3%	56.0%
5=Strongly Agree	14.3%	12.5%	0.0%	0.0%	12.5%	12.5%	25.0%	0.0%	25.0%	37.5%	25.0%	14.3%	14.3%	25.0%	12.5%	16.7%	13.8%
	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]	5.0	5.0	4.0	7.0	7.0	6.0	6.0	No low ratings	No low ratings	7.0	No low ratings	6.0	5.0	5.0	1.0	3.0	5.1
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Survey participation: 11 (40.7%)

	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	11	11	11	11	11	11	11	11	11	11	11	10	11	11	11	11	175
Average	4.91	4.00	4.27	4.73	4.55	3.64	4.64	4.00	4.18	4.27	4.36	3.90	4.09	3.82	4.45	3.91	4.23
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	5	4	4	5	5	4	5	5	4	5	5	4.5	4	5	5	4	5
Minimum	4	2	3	4	3	1	4	1	3	3	1	2	2	1	3	2	1
Standard Deviation	0.29	0.95	0.75	0.45	0.66	1.55	0.48	1.41	0.72	0.86	1.15	1.22	1.08	1.47	0.78	1.00	0.93
Standard Error (±)	0.09	0.29	0.23	0.13	0.20	0.47	0.15	0.43	0.22	0.26	0.35	0.39	0.33	0.44	0.24	0.30	0.07

<i>No-Response out of 11</i>	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	9%	0%	0%	0%	0%	1%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	2	0	1	0	0	1	0	0	1	0	0	5
2=Disagree	0	1	0	0	0	1	0	1	0	0	0	2	2	2	0	1	10
3=Neutral	0	2	2	0	1	1	0	2	2	3	0	2	0	1	2	3	21
4=Agree	1	4	4	3	3	2	4	0	5	2	3	1	4	1	2	3	42
5=Strongly Agree	10	4	5	8	7	5	7	7	4	6	7	5	5	6	7	4	97
	11	11	11	11	11	11	11	11	11	11	11	10	11	11	11	11	175

1=Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	0.0%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	2.9%
2=Disagree	0.0%	9.1%	0.0%	0.0%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	20.0%	18.2%	18.2%	0.0%	9.1%	5.7%
3=Neutral	0.0%	18.2%	18.2%	0.0%	9.1%	9.1%	0.0%	18.2%	18.2%	27.3%	0.0%	20.0%	0.0%	9.1%	18.2%	27.3%	12.0%
4=Agree	9.1%	36.4%	36.4%	27.3%	27.3%	18.2%	36.4%	0.0%	45.5%	18.2%	27.3%	10.0%	36.4%	9.1%	18.2%	27.3%	24.0%
5=Strongly Agree	90.9%	36.4%	45.5%	72.7%	63.6%	45.5%	63.6%	63.6%	36.4%	54.5%	63.6%	50.0%	45.5%	54.5%	63.6%	36.4%	55.4%
	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	8.0	No low ratings	No low ratings	No low ratings	2.3	No low ratings	3.5	No low ratings	No low ratings	10.0	3.0	4.5	2.3	No low ratings	7.0	9.3
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Survey participation: 9 (45%)

	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	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	144
Average	4.78	4.33	4.00	4.56	4.22	4.22	4.44	4.33	4.56	4.22	4.22	4.44	4.33	4.33	4.56	4.11	4.35
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	5	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5
Minimum	4	3	1	3	2	2	2	3	3	1	3	2	2	2	2	1	1
Standard Deviation	0.42	0.82	1.25	0.68	1.03	1.03	0.96	0.94	0.68	1.31	0.79	0.96	1.05	1.25	0.96	1.37	0.97
Standard Error (±)	0.14	0.27	0.42	0.23	0.34	0.34	0.32	0.31	0.23	0.44	0.26	0.32	0.35	0.42	0.32	0.46	0.08

<i>No-Response out of 9</i>	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%	0%	0%	0%	0%	0%	0%

Ratings Distribution:

1=Strongly Disagree	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	1	3
2=Disagree	0	0	0	0	1	1	1	0	0	0	0	1	1	2	1	0	8
3=Neutral	0	2	1	1	1	1	0	3	1	1	2	0	1	0	0	2	16
4=Agree	2	2	3	2	2	2	2	0	2	1	3	2	1	0	1	0	25
5=Strongly Agree	7	5	4	6	5	5	6	6	6	6	4	6	6	7	7	6	92
	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	144

1=Strongly Disagree	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	2.1%
2=Disagree	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	22.2%	11.1%	0.0%	5.6%
3=Neutral	0.0%	22.2%	11.1%	11.1%	11.1%	11.1%	0.0%	33.3%	11.1%	11.1%	22.2%	0.0%	11.1%	0.0%	0.0%	22.2%	11.1%
4=Agree	22.2%	22.2%	33.3%	22.2%	22.2%	22.2%	22.2%	0.0%	22.2%	11.1%	33.3%	22.2%	11.1%	0.0%	11.1%	0.0%	17.4%
5=Strongly Agree	77.8%	55.6%	44.4%	66.7%	55.6%	55.6%	66.7%	66.7%	66.7%	66.7%	44.4%	66.7%	66.7%	77.8%	77.8%	66.7%	63.9%
	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]	No low ratings	No low ratings	7.0	No low ratings	7.0	7.0	8.0	No low ratings	No low ratings	7.0	No low ratings	8.0	7.0	3.5	8.0	6.0	10.6
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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
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Survey participation: 5 (23.8%)

	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	5	5	5	5	5	5	5	4	5	5	5	5	4	5	5	5	78
Average	4.60	4.60	4.40	4.80	4.80	4.00	4.80	4.25	4.80	4.40	4.20	4.40	4.25	3.60	4.20	4.80	4.43
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	4.5	5	4	4	5	4.5	3	4	5	5
Minimum	4	4	3	4	4	3	4	3	4	4	3	3	3	2	3	4	2
Standard Deviation	0.49	0.49	0.80	0.40	0.40	0.63	0.40	0.83	0.40	0.49	0.75	0.80	0.83	1.20	0.75	0.40	0.63
Standard Error (±)	0.22	0.22	0.36	0.18	0.18	0.28	0.18	0.41	0.18	0.22	0.33	0.36	0.41	0.54	0.33	0.18	0.07

<i>No-Response out of 5</i>	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	2
	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	0%	0%	20%	0%	0%	0%	3%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
3=Neutral	0	0	1	0	0	1	0	1	0	0	1	1	1	2	1	0	9
4=Agree	2	2	1	1	1	3	1	1	1	3	2	1	1	0	2	1	23
5=Strongly Agree	3	3	3	4	4	1	4	2	4	2	2	3	2	2	2	4	45
	5	5	5	5	5	5	5	4	5	5	5	5	4	5	5	5	78

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%	0.0%	0.0%	0.0%
2=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%	20.0%	0.0%	0.0%	1.3%
3=Neutral	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	25.0%	0.0%	0.0%	20.0%	20.0%	25.0%	40.0%	20.0%	0.0%	11.5%
4=Agree	40.0%	40.0%	20.0%	20.0%	20.0%	60.0%	20.0%	25.0%	20.0%	60.0%	40.0%	20.0%	25.0%	0.0%	40.0%	20.0%	29.5%
5=Strongly Agree	60.0%	60.0%	60.0%	80.0%	80.0%	20.0%	80.0%	50.0%	80.0%	40.0%	40.0%	60.0%	50.0%	40.0%	40.0%	80.0%	57.7%
	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]	No low ratings	2.0	No low ratings	No low ratings	68.0													
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Survey participation: 5 (50%)

	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	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	4	78
Average	4.80	4.60	4.40	4.80	4.80	4.80	4.80	5.00	4.80	4.80	5.00	4.60	4.80	4.60	5.00	4.50	4.76
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	4.5	5
Minimum	4	3	3	4	4	4	4	5	4	4	5	4	4	4	5	4	3
Standard Deviation	0.40	0.80	0.80	0.40	0.40	0.40	0.40	0.00	0.40	0.40	0.00	0.49	0.40	0.49	0.00	0.50	0.39
Standard Error (±)	0.18	0.36	0.36	0.18	0.18	0.18	0.18	0.00	0.18	0.18	0.00	0.22	0.18	0.22	0.00	0.25	0.04

<i>No-Response out of 5</i>	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	2
	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	20%	3%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3=Neutral	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
4=Agree	1	0	1	1	1	1	1	0	1	1	0	2	1	2	0	2	15
5=Strongly Agree	4	4	3	4	4	4	4	4	4	4	5	3	4	3	5	2	61
	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	4	78

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%	0.0%	0.0%	0.0%
2=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%	0.0%	0.0%	0.0%
3=Neutral	0.0%	20.0%	20.0%	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%	2.6%
4=Agree	20.0%	0.0%	20.0%	20.0%	20.0%	20.0%	20.0%	0.0%	20.0%	20.0%	0.0%	40.0%	20.0%	40.0%	0.0%	50.0%	19.2%
5=Strongly Agree	80.0%	80.0%	60.0%	80.0%	80.0%	80.0%	80.0%	100.0%	80.0%	80.0%	100.0%	60.0%	80.0%	60.0%	100.0%	50.0%	78.2%
	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]	No low ratings																
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Survey participation: 7 (43.8%)

	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	7	7	7	7	7	7	7	6	7	7	6	7	7	7	7	7	110
Average	4.00	3.57	3.57	3.29	3.29	3.29	3.57	3.17	3.57	3.29	3.17	3.43	4.00	3.29	4.14	3.43	3.50
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	5	5	4	5	5	5	5	3.5	3	5	3.5	5	5	5	5	5	5
Minimum	2	1	1	1	1	1	1	1	2	1	1	1	2	1	2	1	1
Standard Deviation	1.20	1.76	1.50	1.98	1.98	1.98	1.68	1.86	1.29	1.98	1.86	1.84	1.20	1.98	1.12	1.84	1.69
Standard Error (±)	0.45	0.67	0.57	0.75	0.75	0.75	0.63	0.76	0.49	0.75	0.76	0.70	0.45	0.75	0.43	0.70	0.16

<i>No-Response out of 7</i>	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2
	0%	0%	0%	0%	0%	0%	0%	14%	0%	0%	14%	0%	0%	0%	0%	0%	2%

Ratings Distribution:

1=Strongly Disagree	0	2	1	3	3	3	1	2	0	3	2	2	0	3	0	2	27
2=Disagree	1	0	1	0	0	0	2	1	2	0	1	1	1	0	1	1	12
3=Neutral	2	1	1	0	0	0	0	0	2	0	0	0	2	0	1	0	9
4=Agree	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	2
5=Strongly Agree	4	4	3	4	4	4	4	3	3	4	3	4	4	4	4	4	60
	7	7	7	7	7	7	7	6	7	7	6	7	7	7	7	7	110

1=Strongly Disagree	0.0%	28.6%	14.3%	42.9%	42.9%	42.9%	14.3%	33.3%	0.0%	42.9%	33.3%	28.6%	0.0%	42.9%	0.0%	28.6%	24.5%
2=Disagree	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	28.6%	16.7%	28.6%	0.0%	16.7%	14.3%	14.3%	0.0%	14.3%	14.3%	10.9%
3=Neutral	28.6%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	28.6%	0.0%	14.3%	0.0%	8.2%
4=Agree	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	1.8%
5=Strongly Agree	57.1%	57.1%	42.9%	57.1%	57.1%	57.1%	57.1%	50.0%	42.9%	57.1%	50.0%	57.1%	57.1%	57.1%	57.1%	57.1%	54.5%
	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]	4.0	2.0	2.0	1.3	1.3	1.3	1.3	1.0	1.5	1.3	1.0	1.3	4.0	1.3	5.0	1.3	1.6
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Survey participation: 9 (42.9%)

	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	9	9	9	9	9	9	9	1	9	9	7	9	7	9	8	8	130
Average	4.44	4.22	4.33	4.00	4.33	4.11	4.44	4.00	4.33	4.22	4.43	3.56	4.00	4.00	4.75	3.88	4.19
Maximum	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
Median	5	4	5	4	5	4	5	4	5	5	4	4	4	4	5	4	4
Minimum	2	2	2	1	1	1	2	4	1	1	4	2	2	1	3	1	1
Standard Deviation	0.96	0.92	0.94	1.25	1.25	1.20	0.96	0.00	1.25	1.23	0.49	0.83	0.93	1.25	0.66	1.27	0.96
Standard Error (±)	0.32	0.31	0.31	0.42	0.42	0.40	0.32	0.00	0.42	0.41	0.19	0.28	0.35	0.42	0.23	0.45	0.08

<i>No-Response out of 9</i>	0	0	0	0	0	0	0	8	0	0	2	0	2	0	1	1	14
	0%	0%	0%	0%	0%	0%	0%	89%	0%	0%	22%	0%	22%	0%	11%	11%	10%

Ratings Distribution:

1=Strongly Disagree	0	0	0	1	1	1	0	0	1	1	0	0	0	1	0	1	7
2=Disagree	1	1	1	0	0	0	1	0	0	0	0	1	1	0	0	0	6
3=Neutral	0	0	0	1	0	0	0	0	0	0	0	3	0	1	1	1	7
4=Agree	2	4	3	3	2	4	2	1	2	3	4	4	4	3	0	3	44
5=Strongly Agree	6	4	5	4	6	4	6	0	6	5	3	1	2	4	7	3	66
	9	9	9	9	9	9	9	1	9	9	7	9	7	9	8	8	130

1=Strongly Disagree	0.0%	0.0%	0.0%	11.1%	11.1%	11.1%	0.0%	0.0%	11.1%	11.1%	0.0%	0.0%	0.0%	11.1%	0.0%	12.5%	5.4%
2=Disagree	11.1%	11.1%	11.1%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	14.3%	0.0%	0.0%	0.0%	4.6%
3=Neutral	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	11.1%	12.5%	12.5%	5.4%
4=Agree	22.2%	44.4%	33.3%	33.3%	22.2%	44.4%	22.2%	100.0%	22.2%	33.3%	57.1%	44.4%	57.1%	33.3%	0.0%	37.5%	33.8%
5=Strongly Agree	66.7%	44.4%	55.6%	44.4%	66.7%	44.4%	66.7%	0.0%	66.7%	55.6%	42.9%	11.1%	28.6%	44.4%	87.5%	37.5%	50.8%
	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	8.0	8.0	7.0	8.0	8.0	8.0	No low ratings	8.0	8.0	No low ratings	5.0	6.0	7.0	No low ratings	6.0	8.5
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Survey participation: 10 (71.4%)

	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	10	10	10	10	10	10	10	10	10	10	9	10	10	10	10	10	159
Average	4.40	3.80	3.90	4.10	4.30	4.30	4.40	4.20	4.10	4.10	4.44	3.90	4.40	4.30	4.60	4.00	4.20
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	5	4.5	4.5	5	5	5	5	5	4.5	4.5	5	4.5	5	5	5	5	5
Minimum	2	1	2	2	2	2	2	1	2	1	2	1	2	1	4	1	1
Standard Deviation	0.92	1.47	1.22	1.22	1.00	1.00	0.92	1.25	1.14	1.22	1.07	1.37	0.92	1.19	0.49	1.41	1.11
Standard Error (±)	0.29	0.46	0.39	0.39	0.32	0.32	0.29	0.39	0.36	0.39	0.36	0.43	0.29	0.38	0.15	0.45	0.09

<i>No-Response out of 10</i>	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	0%	1%

Ratings Distribution:

1=Strongly Disagree	0	1	0	0	0	0	0	1	0	1	0	1	0	1	0	1	6
2=Disagree	1	2	2	2	1	1	1	0	2	0	1	1	1	0	0	0	16
3=Neutral	0	0	2	1	1	1	0	1	0	1	1	1	0	0	0	1	10
4=Agree	3	2	1	1	2	2	3	2	3	3	0	2	3	3	4	1	35
5=Strongly Agree	6	5	5	6	6	6	6	6	5	5	7	5	6	6	6	6	92
	10	10	10	10	10	10	10	10	10	10	9	10	10	10	10	10	159

1=Strongly Disagree	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	10.0%	0.0%	10.0%	0.0%	10.0%	0.0%	10.0%	3.8%
2=Disagree	10.0%	20.0%	20.0%	20.0%	10.0%	10.0%	10.0%	0.0%	20.0%	0.0%	11.1%	10.0%	10.0%	0.0%	0.0%	10.0%	10.1%
3=Neutral	0.0%	0.0%	20.0%	10.0%	10.0%	10.0%	0.0%	10.0%	0.0%	10.0%	11.1%	10.0%	0.0%	0.0%	0.0%	10.0%	6.3%
4=Agree	30.0%	20.0%	10.0%	10.0%	20.0%	20.0%	30.0%	20.0%	30.0%	30.0%	0.0%	20.0%	30.0%	30.0%	40.0%	10.0%	22.0%
5=Strongly Agree	60.0%	50.0%	50.0%	60.0%	60.0%	60.0%	60.0%	60.0%	50.0%	50.0%	77.8%	50.0%	60.0%	60.0%	60.0%	60.0%	57.9%
	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	2.3	3.0	3.5	8.0	8.0	9.0	8.0	4.0	8.0	7.0	3.5	9.0	9.0	No low ratings	3.5	5.8
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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
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Survey participation: 14 (73.7%)

	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	13	13	13	13	13	13	13	13	13	14	13	13	12	13	13	13	208
Average	3.85	4.38	4.00	3.46	3.92	3.46	4.15	3.92	3.92	3.93	4.00	3.38	3.67	3.46	4.23	3.69	3.84
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	5	4	3	4	3	4	4	4	4.5	4	3	3.5	3	5	4	4
Minimum	2	2	2	1	2	1	2	2	2	2	2	1	2	1	2	2	1
Standard Deviation	1.10	0.92	0.96	1.28	1.14	1.39	1.03	1.07	1.14	1.16	1.11	1.21	0.94	1.55	0.97	1.20	1.14
Standard Error (±)	0.30	0.26	0.27	0.35	0.32	0.39	0.28	0.30	0.32	0.31	0.31	0.34	0.27	0.43	0.27	0.33	0.08

<i>No-Response out of 14</i>	1	1	1	1	1	1	1	1	1	0	1	1	2	1	1	1	16
	7%	7%	7%	7%	7%	7%	7%	7%	7%	0%	7%	7%	14%	7%	7%	7%	7%

Ratings Distribution:

1=Strongly Disagree	0	0	0	1	0	1	0	0	0	0	0	1	0	2	0	0	5
2=Disagree	2	1	1	2	2	3	2	2	2	2	2	2	1	2	1	3	30
3=Neutral	3	1	3	4	3	3	0	2	3	4	2	4	5	3	2	3	45
4=Agree	3	3	4	2	2	1	5	4	2	1	3	3	3	0	3	2	41
5=Strongly Agree	5	8	5	4	6	5	6	5	6	7	6	3	3	6	7	5	87
	13	13	13	13	13	13	13	13	13	14	13	13	12	13	13	13	208

1=Strongly Disagree	0.0%	0.0%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	15.4%	0.0%	0.0%	2.4%
2=Disagree	15.4%	7.7%	7.7%	15.4%	15.4%	23.1%	15.4%	15.4%	15.4%	14.3%	15.4%	15.4%	8.3%	15.4%	7.7%	23.1%	14.4%
3=Neutral	23.1%	7.7%	23.1%	30.8%	23.1%	23.1%	0.0%	15.4%	23.1%	28.6%	15.4%	30.8%	41.7%	23.1%	15.4%	23.1%	21.6%
4=Agree	23.1%	23.1%	30.8%	15.4%	15.4%	7.7%	38.5%	30.8%	15.4%	7.1%	23.1%	23.1%	25.0%	0.0%	23.1%	15.4%	19.7%
5=Strongly Agree	38.5%	61.5%	38.5%	30.8%	46.2%	38.5%	46.2%	38.5%	46.2%	50.0%	46.2%	23.1%	25.0%	46.2%	53.8%	38.5%	41.8%
	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]	4.0	11.0	9.0	2.0	4.0	1.5	5.5	4.5	4.0	4.0	4.5	2.0	6.0	1.5	10.0	2.3	3.7
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Survey participation: 23 (41.8%)

	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	23	23	21	23	23	22	21	17	18	23	16	21	16	23	22	20	332
Average	3.83	3.96	3.86	3.96	4.04	4.05	4.10	4.24	4.28	3.83	4.19	3.62	4.31	4.13	4.32	3.70	4.02
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	4	4	5	4	4.5	5	5	5	4	5	4	5	5	5	4	4.75
Minimum	1	1	1	1	1	1	1	3	2	1	1	1	3	1	1	1	1
Standard Deviation	1.27	1.27	1.28	1.40	1.23	1.15	1.31	0.88	0.93	1.34	1.13	1.40	0.85	1.19	1.14	1.42	1.20
Standard Error (±)	0.27	0.26	0.28	0.29	0.26	0.24	0.28	0.21	0.22	0.28	0.28	0.30	0.21	0.25	0.24	0.32	0.07

No-Response out of 23	0	0	2	0	0	1	2	6	5	0	7	2	7	0	1	3	36
	0%	0%	9%	0%	0%	4%	9%	26%	22%	0%	30%	9%	30%	0%	4%	13%	10%

Ratings Distribution:

1=Strongly Disagree	3	2	2	3	2	1	2	0	0	3	1	3	0	2	1	2	27
2=Disagree	0	1	1	1	1	1	1	0	1	0	0	1	0	0	1	2	11
3=Neutral	3	4	4	2	2	5	2	5	3	5	3	5	4	3	3	6	59
4=Agree	9	5	5	5	7	4	4	3	4	5	3	4	3	6	2	0	69
5=Strongly Agree	8	11	9	12	11	11	12	9	10	10	9	8	9	12	15	10	166
	23	23	21	23	23	22	21	17	18	23	16	21	16	23	22	20	332

1=Strongly Disagree	13.0%	8.7%	9.5%	13.0%	8.7%	4.5%	9.5%	0.0%	0.0%	13.0%	6.3%	14.3%	0.0%	8.7%	4.5%	10.0%	8.1%
2=Disagree	0.0%	4.3%	4.8%	4.3%	4.3%	4.5%	4.8%	0.0%	5.6%	0.0%	0.0%	4.8%	0.0%	0.0%	4.5%	10.0%	3.3%
3=Neutral	13.0%	17.4%	19.0%	8.7%	8.7%	22.7%	9.5%	29.4%	16.7%	21.7%	18.8%	23.8%	25.0%	13.0%	13.6%	30.0%	17.8%
4=Agree	39.1%	21.7%	23.8%	21.7%	30.4%	18.2%	19.0%	17.6%	22.2%	21.7%	18.8%	19.0%	18.8%	26.1%	9.1%	0.0%	20.8%
5=Strongly Agree	34.8%	47.8%	42.9%	52.2%	47.8%	50.0%	57.1%	52.9%	55.6%	43.5%	56.3%	38.1%	56.3%	52.2%	68.2%	50.0%	50.0%
	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	5.3	4.7	4.3	6.0	7.5	5.3	No low ratings	14.0	5.0	12.0	3.0	No low ratings	9.0	8.5	2.5	6.2
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Survey participation: 21 (35.6%)

	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	21	21	21	21	21	21	15	20	21	19	21	15	21	20	20	318
Average	4.00	4.38	3.86	3.71	3.38	3.33	3.86	3.47	3.55	3.48	3.47	3.48	3.60	3.52	3.95	3.75	3.67
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	3.5	4	3	3	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	1.14	0.90	1.12	1.28	1.43	1.39	1.12	1.50	1.32	1.50	1.35	1.14	1.08	1.33	1.12	1.26	1.25
Standard Error (±)	0.25	0.20	0.25	0.28	0.31	0.30	0.25	0.39	0.30	0.33	0.31	0.25	0.28	0.29	0.25	0.28	0.07

<i>No-Response out of 21</i>	1	0	0	0	0	0	0	6	1	0	2	0	6	0	1	1	18
	5%	0%	0%	0%	0%	0%	0%	29%	5%	0%	10%	0%	29%	0%	5%	5%	5%

Ratings Distribution:

1=Strongly Disagree	1	1	1	2	3	3	1	2	2	3	3	1	0	2	1	2	28
2=Disagree	1	0	2	2	4	4	2	3	2	4	0	3	3	4	1	1	36
3=Neutral	4	0	3	3	2	2	3	2	6	2	7	7	4	2	4	4	55
4=Agree	5	9	8	7	6	7	8	2	3	4	3	5	4	7	6	6	90
5=Strongly Agree	9	11	7	7	6	5	7	6	7	8	6	5	4	6	8	7	109
	20	21	21	21	21	21	21	15	20	21	19	21	15	21	20	20	318

1=Strongly Disagree	5.0%	4.8%	4.8%	9.5%	14.3%	14.3%	4.8%	13.3%	10.0%	14.3%	15.8%	4.8%	0.0%	9.5%	5.0%	10.0%	8.8%
2=Disagree	5.0%	0.0%	9.5%	9.5%	19.0%	19.0%	9.5%	20.0%	10.0%	19.0%	0.0%	14.3%	20.0%	19.0%	5.0%	5.0%	11.3%
3=Neutral	20.0%	0.0%	14.3%	14.3%	9.5%	9.5%	14.3%	13.3%	30.0%	9.5%	36.8%	33.3%	26.7%	9.5%	20.0%	20.0%	17.3%
4=Agree	25.0%	42.9%	38.1%	33.3%	28.6%	33.3%	38.1%	13.3%	15.0%	19.0%	15.8%	23.8%	26.7%	33.3%	30.0%	30.0%	28.3%
5=Strongly Agree	45.0%	52.4%	33.3%	33.3%	28.6%	23.8%	33.3%	40.0%	35.0%	38.1%	31.6%	23.8%	26.7%	28.6%	40.0%	35.0%	34.3%
	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]	7.0	20.0	5.0	3.5	1.7	1.7	5.0	1.6	2.5	1.7	3.0	2.5	2.7	2.2	7.0	4.3	3.1
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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
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Survey participation: 11 (64.7%)

	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	11	11	11	11	10	10	11	9	11	11	10	10	10	11	11	11	169
Average	4.82	4.55	4.36	4.64	4.40	3.90	4.27	4.78	4.64	4.27	4.30	4.30	4.30	3.91	4.45	3.91	4.36
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	5	5	5	5	5	5	5
Minimum	3	2	2	3	3	1	2	4	3	2	3	2	2	1	3	2	1
Standard Deviation	0.57	0.89	0.88	0.64	0.92	1.37	1.05	0.42	0.64	1.05	0.90	1.10	1.10	1.38	0.78	1.31	0.94
Standard Error (±)	0.17	0.27	0.27	0.19	0.29	0.43	0.32	0.14	0.19	0.32	0.28	0.35	0.35	0.42	0.24	0.40	0.07

<i>No-Response out of 11</i>	0	0	0	0	1	1	0	2	0	0	1	1	1	0	0	0	7
	0%	0%	0%	0%	9%	9%	0%	18%	0%	0%	9%	9%	9%	0%	0%	0%	4%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	2
2=Disagree	0	1	1	0	0	1	1	0	0	1	0	1	1	1	0	3	11
3=Neutral	1	0	0	1	3	1	2	0	1	2	3	2	2	2	2	1	23
4=Agree	0	2	4	2	0	2	1	2	2	1	1	0	0	1	2	1	21
5=Strongly Agree	10	8	6	8	7	5	7	7	8	7	6	7	7	6	7	6	112
	11	11	11	11	10	10	11	9	11	11	10	10	10	11	11	11	169

1=Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	1.2%
2=Disagree	0.0%	9.1%	9.1%	0.0%	0.0%	10.0%	9.1%	0.0%	0.0%	9.1%	0.0%	10.0%	10.0%	9.1%	0.0%	27.3%	6.5%
3=Neutral	9.1%	0.0%	0.0%	9.1%	30.0%	10.0%	18.2%	0.0%	9.1%	18.2%	30.0%	20.0%	20.0%	18.2%	18.2%	9.1%	13.6%
4=Agree	0.0%	18.2%	36.4%	18.2%	0.0%	20.0%	9.1%	22.2%	18.2%	9.1%	10.0%	0.0%	0.0%	9.1%	18.2%	9.1%	12.4%
5=Strongly Agree	90.9%	72.7%	54.5%	72.7%	70.0%	50.0%	63.6%	77.8%	72.7%	63.6%	60.0%	70.0%	70.0%	54.5%	63.6%	54.5%	66.3%
	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]	No low ratings	10.0	10.0	No low ratings	No low ratings	3.5	8.0	No low ratings	No low ratings	8.0	No low ratings	7.0	7.0	3.5	No low ratings	2.3	10.2
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Survey participation: 8 (61.5%)

	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	8	8	8	7	8	8	8	8	5	8	8	8	5	8	8	8	121
Average	3.00	2.63	2.75	2.43	2.38	2.00	2.50	1.88	3.00	2.00	2.63	2.88	3.00	2.00	3.13	2.25	2.53
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	2.5	2.5	2.5	2	2	1	2	1	3	1	2	3	3	1	3.5	1.5	2
Minimum	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Standard Deviation	1.22	1.32	1.39	1.50	1.58	1.73	1.58	1.54	1.41	1.73	1.65	1.45	1.79	1.50	1.36	1.48	1.52
Standard Error (±)	0.43	0.47	0.49	0.57	0.56	0.61	0.56	0.54	0.63	0.61	0.58	0.51	0.80	0.53	0.48	0.52	0.14

<i>No-Response out of 8</i>	0	0	0	1	0	0	0	0	3	0	0	0	3	0	0	0	7
	0%	0%	0%	13%	0%	0%	0%	0%	38%	0%	0%	0%	38%	0%	0%	0%	5%

Ratings Distribution:

1=Strongly Disagree	0	2	2	3	3	6	3	6	1	6	3	2	2	5	2	4	50
2=Disagree	4	2	2	1	3	0	2	0	1	0	2	2	0	1	0	1	21
3=Neutral	2	2	1	1	0	0	1	0	1	0	0	0	1	0	2	1	12
4=Agree	0	1	2	1	0	0	0	1	1	0	1	3	0	1	3	1	15
5=Strongly Agree	2	1	1	1	2	2	2	1	1	2	2	1	2	1	1	1	23
	8	8	8	7	8	8	8	8	5	8	8	8	5	8	8	8	121

1=Strongly Disagree	0.0%	25.0%	25.0%	42.9%	37.5%	75.0%	37.5%	75.0%	20.0%	75.0%	37.5%	25.0%	40.0%	62.5%	25.0%	50.0%	41.3%
2=Disagree	50.0%	25.0%	25.0%	14.3%	37.5%	0.0%	25.0%	0.0%	20.0%	0.0%	25.0%	25.0%	0.0%	12.5%	0.0%	12.5%	17.4%
3=Neutral	25.0%	25.0%	12.5%	14.3%	0.0%	0.0%	12.5%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	0.0%	25.0%	12.5%	9.9%
4=Agree	0.0%	12.5%	25.0%	14.3%	0.0%	0.0%	0.0%	12.5%	20.0%	0.0%	12.5%	37.5%	0.0%	12.5%	37.5%	12.5%	12.4%
5=Strongly Agree	25.0%	12.5%	12.5%	14.3%	25.0%	25.0%	25.0%	12.5%	20.0%	25.0%	25.0%	12.5%	40.0%	12.5%	12.5%	12.5%	19.0%
	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]	0.5	0.5	0.8	0.5	0.3	0.3	0.4	0.3	1.0	0.3	0.6	1.0	1.0	0.3	2.0	0.4	0.5
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Survey participation: 12 (42.9%)

	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	12	12	12	12	12	12	12	12	12	12	11	12	12	12	12	11	190
Average	3.75	4.00	3.75	2.83	3.67	3.58	3.83	3.67	3.75	3.08	3.27	2.50	3.58	3.08	4.00	3.45	3.49
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	4	4	2	3.5	4	4	4	4	3	3	2	3.5	3	4	4	4
Minimum	2	2	2	2	1	1	2	2	2	1	1	1	2	1	2	2	1
Standard Deviation	1.09	1.00	1.09	1.14	1.31	1.32	0.90	1.03	0.92	1.26	1.21	1.32	0.86	1.44	0.91	0.99	1.11
Standard Error (±)	0.31	0.29	0.31	0.33	0.38	0.38	0.26	0.30	0.27	0.36	0.37	0.38	0.25	0.42	0.26	0.30	0.08

<i>No-Response out of 12</i>	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%	0%	0%	0%	0%	8%	1%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	1	1	0	0	0	2	1	3	0	2	0	0	10
2=Disagree	2	1	2	7	1	2	1	2	1	1	2	5	1	3	1	3	35
3=Neutral	3	3	3	2	4	2	3	3	4	5	3	0	5	2	2	1	45
4=Agree	3	3	3	1	1	3	5	4	4	2	3	3	4	2	5	6	52
5=Strongly Agree	4	5	4	2	5	4	3	3	3	2	2	1	2	3	4	1	48
	12	12	12	12	12	12	12	12	12	12	11	12	12	12	12	11	190

1=Strongly Disagree	0.0%	0.0%	0.0%	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%	16.7%	9.1%	25.0%	0.0%	16.7%	0.0%	0.0%	5.3%
2=Disagree	16.7%	8.3%	16.7%	58.3%	8.3%	16.7%	8.3%	16.7%	8.3%	8.3%	18.2%	41.7%	8.3%	25.0%	8.3%	27.3%	18.4%
3=Neutral	25.0%	25.0%	25.0%	16.7%	33.3%	16.7%	25.0%	25.0%	33.3%	41.7%	27.3%	0.0%	41.7%	16.7%	16.7%	9.1%	23.7%
4=Agree	25.0%	25.0%	25.0%	8.3%	8.3%	25.0%	41.7%	33.3%	33.3%	16.7%	27.3%	25.0%	33.3%	16.7%	41.7%	54.5%	27.4%
5=Strongly Agree	33.3%	41.7%	33.3%	16.7%	41.7%	33.3%	25.0%	25.0%	25.0%	16.7%	18.2%	8.3%	16.7%	25.0%	33.3%	9.1%	25.3%
	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]	3.5	8.0	3.5	0.4	3.0	2.3	8.0	3.5	7.0	1.3	1.7	0.5	6.0	1.0	9.0	2.3	2.2
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Survey participation: 12 (34.3%)

	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	12	12	12	12	12	12	11	9	11	12	10	11	11	12	12	11	182
Average	3.50	4.00	3.67	3.75	4.08	4.42	4.18	3.78	3.82	3.92	3.60	3.55	4.00	4.25	4.33	3.73	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	4.5	5	4	4	4	4	4	4	4	5	4.5	4	4
Minimum	1	2	1	1	1	1	3	3	1	1	2	2	2	2	2	1	1
Standard Deviation	1.12	0.91	1.03	1.23	1.19	1.11	0.83	0.63	1.19	1.19	1.02	0.99	0.95	1.16	0.85	1.35	1.05
Standard Error (±)	0.32	0.26	0.30	0.36	0.34	0.32	0.25	0.21	0.36	0.34	0.32	0.30	0.29	0.34	0.25	0.41	0.08

No-Response out of 12	0	0	0	0	0	0	1	3	1	0	2	1	1	0	0	1	10
	0%	0%	0%	0%	0%	0%	8%	25%	8%	0%	17%	8%	8%	0%	0%	8%	5%

Ratings Distribution:

1=Strongly Disagree	1	0	1	1	1	1	0	0	1	1	0	0	0	0	0	1	8
2=Disagree	1	1	0	1	0	0	0	0	0	0	2	2	1	2	1	1	12
3=Neutral	3	2	3	2	2	0	3	3	3	3	2	3	2	1	0	3	35
4=Agree	5	5	6	4	3	3	3	5	3	3	4	4	4	1	5	1	59
5=Strongly Agree	2	4	2	4	6	8	5	1	4	5	2	2	4	8	6	5	68
	12	12	12	12	12	12	11	9	11	12	10	11	11	12	12	11	182

1=Strongly Disagree	8.3%	0.0%	8.3%	8.3%	8.3%	8.3%	0.0%	0.0%	9.1%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	4.4%
2=Disagree	8.3%	8.3%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	18.2%	9.1%	16.7%	8.3%	9.1%	6.6%
3=Neutral	25.0%	16.7%	25.0%	16.7%	16.7%	0.0%	27.3%	33.3%	27.3%	25.0%	20.0%	27.3%	18.2%	8.3%	0.0%	27.3%	19.2%
4=Agree	41.7%	41.7%	50.0%	33.3%	25.0%	25.0%	27.3%	55.6%	27.3%	25.0%	40.0%	36.4%	36.4%	8.3%	41.7%	9.1%	32.4%
5=Strongly Agree	16.7%	33.3%	16.7%	33.3%	50.0%	66.7%	45.5%	11.1%	36.4%	41.7%	20.0%	18.2%	36.4%	66.7%	50.0%	45.5%	37.4%
	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]	3.5	9.0	8.0	4.0	9.0	11.0	No low ratings	No low ratings	7.0	8.0	3.0	3.0	8.0	4.5	11.0	3.0	6.4
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Survey participation: 7 (58.3%)

	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	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	112
Average	3.71	3.14	3.29	3.57	3.29	3.71	3.43	3.71	3.14	3.00	3.00	3.29	3.57	3.43	3.71	3.00	3.38
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	3	3	3	3	3	4	4	3	4
Minimum	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Standard Deviation	1.48	1.73	1.75	1.50	1.75	1.48	1.68	1.48	1.73	1.85	1.85	1.67	1.40	1.68	1.28	1.85	1.63
Standard Error (±)	0.56	0.65	0.66	0.57	0.66	0.56	0.63	0.56	0.65	0.70	0.70	0.63	0.53	0.63	0.48	0.70	0.15

No-Response out of 7	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%	0%	0%	0%	0%	0%	0%

Ratings Distribution:

1=Strongly Disagree	1	2	2	1	2	1	2	1	2	3	3	2	1	2	1	3	29
2=Disagree	1	1	1	1	1	1	0	1	1	0	0	0	0	0	0	0	8
3=Neutral	0	1	0	1	0	0	1	0	1	1	1	2	3	1	1	1	14
4=Agree	2	0	1	1	1	2	1	2	0	0	0	0	0	1	3	0	14
5=Strongly Agree	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	47
	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	112

1=Strongly Disagree	14.3%	28.6%	28.6%	14.3%	28.6%	14.3%	28.6%	14.3%	28.6%	42.9%	42.9%	28.6%	14.3%	28.6%	14.3%	42.9%	25.9%
2=Disagree	14.3%	14.3%	14.3%	14.3%	14.3%	14.3%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%
3=Neutral	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	14.3%	0.0%	14.3%	14.3%	14.3%	28.6%	42.9%	14.3%	14.3%	14.3%	12.5%
4=Agree	28.6%	0.0%	14.3%	14.3%	14.3%	28.6%	14.3%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	42.9%	0.0%	12.5%
5=Strongly Agree	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	42.9%	28.6%	42.9%	42.0%
	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]	2.5	1.0	1.3	2.0	1.3	2.5	2.0	2.5	1.0	1.0	1.0	1.5	3.0	2.0	5.0	1.0	1.6
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Survey participation: 13 (31.7%)

	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	13	13	13	12	13	13	11	10	12	13	7	12	11	13	13	11	190
Average	3.77	4.31	4.08	4.42	4.08	4.46	4.36	4.20	3.92	4.31	3.86	3.75	4.09	4.31	4.15	4.18	4.14
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	5	4.5	4	4	4	3.5	4	5	4	4	4
Minimum	1	3	3	3	2	3	3	3	3	3	3	3	3	2	3	3	1
Standard Deviation	0.97	0.61	0.73	0.76	0.83	0.63	0.77	0.87	0.86	0.72	0.83	0.83	0.67	0.91	0.77	0.57	0.77
Standard Error (±)	0.27	0.17	0.20	0.22	0.23	0.18	0.23	0.28	0.25	0.20	0.31	0.24	0.20	0.25	0.21	0.17	0.06

<i>No-Response out of 13</i>	0	0	0	1	0	0	2	3	1	0	6	1	2	0	0	2	18
	0%	0%	0%	8%	0%	0%	15%	23%	8%	0%	46%	8%	15%	0%	0%	15%	9%

Ratings Distribution:

1=Strongly Disagree	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
2=Disagree	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	2
3=Neutral	2	1	3	2	1	1	2	3	5	2	3	6	2	1	3	1	38
4=Agree	8	7	6	3	7	5	3	2	3	5	2	3	6	4	5	7	76
5=Strongly Agree	2	5	4	7	4	7	6	5	4	6	2	3	3	7	5	3	73
	13	13	13	12	13	13	11	10	12	13	7	12	11	13	13	11	190

1=Strongly Disagree	7.7%	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%	0.0%	0.5%
2=Disagree	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	1.1%
3=Neutral	15.4%	7.7%	23.1%	16.7%	7.7%	7.7%	18.2%	30.0%	41.7%	15.4%	42.9%	50.0%	18.2%	7.7%	23.1%	9.1%	20.0%
4=Agree	61.5%	53.8%	46.2%	25.0%	53.8%	38.5%	27.3%	20.0%	25.0%	38.5%	28.6%	25.0%	54.5%	30.8%	38.5%	63.6%	40.0%
5=Strongly Agree	15.4%	38.5%	30.8%	58.3%	30.8%	53.8%	54.5%	50.0%	33.3%	46.2%	28.6%	25.0%	27.3%	53.8%	38.5%	27.3%	38.4%
	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]	10.0	No low ratings	No low ratings	No low ratings	11.0	No low ratings	11.0	No low ratings	No low ratings	49.7								
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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
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Survey participation: 8 (53.3%)

	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	8	8	8	8	8	8	8	6	8	8	7	8	8	8	8	8	125
Average	4.88	4.63	4.63	4.88	5.00	4.75	4.75	4.83	4.63	4.75	4.71	4.88	5.00	4.88	4.75	4.63	4.78
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	4	4	4	5	4	4	4	4	4	4	4	5	4	4	4	4
Standard Deviation	0.33	0.48	0.48	0.33	0.00	0.43	0.43	0.37	0.48	0.43	0.45	0.33	0.00	0.33	0.43	0.48	0.36
Standard Error (±)	0.12	0.17	0.17	0.12	0.00	0.15	0.15	0.15	0.17	0.15	0.17	0.12	0.00	0.12	0.15	0.17	0.03

<i>No-Response out of 8</i>	0	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	3
	0%	0%	0%	0%	0%	0%	0%	25%	0%	0%	13%	0%	0%	0%	0%	0%	2%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3=Neutral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4=Agree	1	3	3	1	0	2	2	1	3	2	2	1	0	1	2	3	27
5=Strongly Agree	7	5	5	7	8	6	6	5	5	6	5	7	8	7	6	5	98
	8	8	8	8	8	8	8	6	8	8	7	8	8	8	8	8	125

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%	0.0%	0.0%	0.0%
2=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%	0.0%	0.0%	0.0%
3=Neutral	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%	0.0%	0.0%	0.0%
4=Agree	12.5%	37.5%	37.5%	12.5%	0.0%	25.0%	25.0%	16.7%	37.5%	25.0%	28.6%	12.5%	0.0%	12.5%	25.0%	37.5%	21.6%
5=Strongly Agree	87.5%	62.5%	62.5%	87.5%	100.0%	75.0%	75.0%	83.3%	62.5%	75.0%	71.4%	87.5%	100.0%	87.5%	75.0%	62.5%	78.4%
	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																
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Survey participation: 5 (50%)

	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	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
Average	4.40	4.20	4.20	4.40	4.60	4.60	4.80	4.80	4.20	4.20	4.40	4.40	4.20	3.40	3.40	4.60	4.30
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5
Median	4	4	4	5	5	5	5	5	4	5	5	5	4	4	3	5	5
Minimum	4	3	3	3	3	4	4	4	4	2	3	3	3	1	3	4	1
Standard Deviation	0.49	0.75	0.75	0.80	0.80	0.49	0.40	0.40	0.40	1.17	0.80	0.80	0.75	1.36	0.49	0.49	0.70
Standard Error (±)	0.22	0.33	0.33	0.36	0.36	0.22	0.18	0.18	0.18	0.52	0.36	0.36	0.33	0.61	0.22	0.22	0.08

No-Response out of 5	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%	0%	0%	0%	0%	0%	0%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
2=Disagree	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
3=Neutral	0	1	1	1	1	0	0	0	0	0	1	1	1	1	3	0	11
4=Agree	3	2	2	1	0	2	1	1	4	1	1	1	2	2	2	2	27
5=Strongly Agree	2	2	2	3	4	3	4	4	1	3	3	3	2	1	0	3	40
	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80

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%	20.0%	0.0%	0.0%	1.3%
2=Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%
3=Neutral	0.0%	20.0%	20.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%	60.0%	0.0%	13.8%
4=Agree	60.0%	40.0%	40.0%	20.0%	0.0%	40.0%	20.0%	20.0%	80.0%	20.0%	20.0%	20.0%	40.0%	40.0%	40.0%	40.0%	33.8%
5=Strongly Agree	40.0%	40.0%	40.0%	60.0%	80.0%	60.0%	80.0%	80.0%	20.0%	60.0%	60.0%	60.0%	60.0%	20.0%	0.0%	60.0%	50.0%
	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	4.0	No low ratings	No low ratings	No low ratings	No low ratings	3.0	No low ratings	No low ratings	33.5								
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Survey participation: 8 (44.4%)

	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	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	128
Average	3.50	3.25	3.63	3.75	3.50	3.50	3.88	3.25	3.50	3.25	3.00	3.25	3.63	3.13	3.38	3.00	3.40
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	5
Median	3.5	4	4	4	4	4	4.5	3.5	3.5	3.5	3.5	3.5	4	4	4	3	4
Minimum	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1
Standard Deviation	1.22	1.56	1.41	1.30	1.50	1.58	1.36	1.20	1.41	1.20	1.41	1.48	1.11	1.27	0.99	1.00	1.31
Standard Error (±)	0.43	0.55	0.50	0.46	0.53	0.56	0.48	0.42	0.50	0.42	0.50	0.52	0.39	0.45	0.35	0.35	0.12

<i>No-Response out of 8</i>	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%	0%	0%	0%	0%	0%	0%

Ratings Distribution:

1=Strongly Disagree	1	2	1	1	2	2	1	1	1	1	2	2	0	2	1	1	21
2=Disagree	0	1	1	0	0	0	0	1	1	1	1	0	2	0	0	1	9
3=Neutral	3	0	1	2	0	1	2	2	2	2	1	2	1	1	2	3	25
4=Agree	2	3	2	2	4	2	1	3	1	3	3	2	3	5	5	3	44
5=Strongly Agree	2	2	3	3	2	3	4	1	3	1	1	2	2	0	0	0	29
	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	128

1=Strongly Disagree	12.5%	25.0%	12.5%	12.5%	25.0%	25.0%	12.5%	12.5%	12.5%	12.5%	25.0%	25.0%	0.0%	25.0%	12.5%	12.5%	16.4%
2=Disagree	0.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	12.5%	12.5%	12.5%	0.0%	25.0%	0.0%	0.0%	12.5%	7.0%
3=Neutral	37.5%	0.0%	12.5%	25.0%	0.0%	12.5%	25.0%	25.0%	25.0%	25.0%	12.5%	25.0%	12.5%	12.5%	25.0%	37.5%	19.5%
4=Agree	25.0%	37.5%	25.0%	25.0%	50.0%	25.0%	12.5%	37.5%	12.5%	37.5%	37.5%	25.0%	37.5%	62.5%	62.5%	37.5%	34.4%
5=Strongly Agree	25.0%	25.0%	37.5%	37.5%	25.0%	37.5%	50.0%	12.5%	37.5%	12.5%	12.5%	25.0%	25.0%	0.0%	0.0%	0.0%	22.7%
	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]	4.0	1.7	2.5	5.0	3.0	2.5	5.0	2.0	2.0	2.0	1.3	2.0	2.5	2.5	5.0	1.5	2.4
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Survey participation: 9 (33.3%)

	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	9	9	8	8	9	9	8	0	7	9	3	9	8	9	9	6	120
Average	3.78	3.00	3.63	3.50	2.67	2.44	3.63	0.00	3.00	3.11	3.33	3.33	3.25	2.56	4.00	4.00	3.08
Maximum	5	5	5	5	5	4	5	0	4	5	4	5	5	5	5	5	5
Median	4	3	4	3.5	3	3	4	0	3	3	3	4	3	3	4	4	3
Minimum	2	1	1	2	1	1	1	0	2	1	3	1	2	1	3	3	0
Standard Deviation	1.13	1.05	1.22	0.87	1.25	0.96	1.11	0.00	0.76	1.20	0.47	1.41	0.97	1.50	0.67	0.82	0.96
Standard Error (±)	0.38	0.35	0.43	0.31	0.42	0.32	0.39	0.00	0.29	0.40	0.27	0.47	0.34	0.50	0.22	0.33	0.09

<i>No-Response out of 9</i>	0	0	1	1	0	0	1	9	2	0	6	0	1	0	0	3	24
	0%	0%	11%	11%	0%	0%	11%	100%	22%	0%	67%	0%	11%	0%	0%	33%	17%

Ratings Distribution:

1=Strongly Disagree	0	1	1	0	2	2	1	0	0	1	0	2	0	4	0	0	14
2=Disagree	2	1	0	1	2	2	0	0	2	2	0	0	2	0	0	0	14
3=Neutral	1	5	2	3	3	4	1	0	3	2	2	2	3	2	2	2	37
4=Agree	3	1	3	3	1	1	5	0	2	3	1	3	2	2	5	2	37
5=Strongly Agree	3	1	2	1	1	0	1	0	0	1	0	2	1	1	2	2	18
	9	9	8	8	9	9	8	0	7	9	3	9	8	9	9	6	120

1=Strongly Disagree	0.0%	11.1%	12.5%	0.0%	22.2%	22.2%	12.5%	0.0%	0.0%	11.1%	0.0%	22.2%	0.0%	44.4%	0.0%	0.0%	11.7%
2=Disagree	22.2%	11.1%	0.0%	12.5%	22.2%	22.2%	0.0%	0.0%	28.6%	22.2%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	11.7%
3=Neutral	11.1%	55.6%	25.0%	37.5%	33.3%	44.4%	12.5%	0.0%	42.9%	22.2%	66.7%	22.2%	37.5%	22.2%	22.2%	33.3%	30.8%
4=Agree	33.3%	11.1%	37.5%	37.5%	11.1%	11.1%	62.5%	0.0%	28.6%	33.3%	33.3%	33.3%	25.0%	22.2%	55.6%	33.3%	30.8%
5=Strongly Agree	33.3%	11.1%	25.0%	12.5%	11.1%	0.0%	12.5%	0.0%	0.0%	11.1%	0.0%	22.2%	12.5%	11.1%	22.2%	33.3%	15.0%
	100%	100%	100%	100%	100%	100%	100%	0%	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]	3.0	1.0	5.0	4.0	0.5	0.3	6.0	No low ratings	1.0	1.3	No low ratings	2.5	1.5	0.8	No low ratings	No low ratings	2.0
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Survey participation: 12 (57.1%)

	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	12	12	11	12	12	12	12	10	11	12	10	12	10	12	12	12	184
Average	4.25	3.83	3.91	4.08	4.00	4.17	3.67	3.80	4.36	4.08	3.80	3.33	4.20	3.83	4.42	3.83	3.97
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	3.5	4	5	4	4	3	4.5	4	5	4	4
Minimum	3	1	2	3	2	2	1	1	3	2	1	1	3	2	3	1	1
Standard Deviation	0.72	1.07	1.00	0.86	1.00	0.99	1.18	1.25	0.77	0.95	1.25	1.43	0.87	1.14	0.76	1.14	1.02
Standard Error (±)	0.21	0.31	0.30	0.25	0.29	0.28	0.34	0.39	0.23	0.28	0.39	0.41	0.28	0.33	0.22	0.33	0.08

<i>No-Response out of 12</i>	0	0	1	0	0	0	0	2	1	0	2	0	2	0	0	0	8
	0%	0%	8%	0%	0%	0%	0%	17%	8%	0%	17%	0%	17%	0%	0%	0%	4%

Ratings Distribution:

1=Strongly Disagree	0	1	0	0	0	0	1	1	0	0	1	2	0	0	0	1	7
2=Disagree	0	0	1	0	1	1	0	0	0	1	0	1	0	2	0	0	7
3=Neutral	2	2	3	4	3	2	5	3	2	2	3	4	3	3	2	3	46
4=Agree	5	6	3	3	3	3	2	2	3	4	2	1	2	2	3	4	48
5=Strongly Agree	5	3	4	5	5	6	4	4	6	5	4	4	5	5	7	4	76
	12	12	11	12	12	12	12	10	11	12	10	12	10	12	12	12	184

1=Strongly Disagree	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	8.3%	10.0%	0.0%	0.0%	10.0%	16.7%	0.0%	0.0%	0.0%	8.3%	3.8%
2=Disagree	0.0%	0.0%	9.1%	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%	8.3%	0.0%	8.3%	0.0%	16.7%	0.0%	0.0%	3.8%
3=Neutral	16.7%	16.7%	27.3%	33.3%	25.0%	16.7%	41.7%	30.0%	18.2%	16.7%	30.0%	33.3%	30.0%	25.0%	16.7%	25.0%	25.0%
4=Agree	41.7%	50.0%	27.3%	25.0%	25.0%	25.0%	16.7%	20.0%	27.3%	33.3%	20.0%	8.3%	20.0%	16.7%	25.0%	33.3%	26.1%
5=Strongly Agree	41.7%	25.0%	36.4%	41.7%	41.7%	50.0%	33.3%	40.0%	54.5%	41.7%	40.0%	33.3%	50.0%	41.7%	58.3%	33.3%	41.3%
	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]	No low ratings	9.0	7.0	No low ratings	8.0	9.0	6.0	6.0	No low ratings	9.0	6.0	1.7	No low ratings	3.5	No low ratings	8.0	8.9
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Survey participation: 7 (50%)

	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	7	7	7	7	7	7	7	7	6	7	7	7	7	7	7	7	111
Average	4.43	4.43	4.14	4.57	4.71	4.43	4.71	4.43	4.17	4.43	4.14	4.14	4.57	4.29	3.43	4.14	4.32
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	4	4	4	5	5	5	5	5	4.5	4	4	4	5	5	4	4	4.25
Minimum	4	4	3	3	4	2	4	3	3	4	2	3	4	2	1	3	1
Standard Deviation	0.49	0.49	0.64	0.73	0.45	1.05	0.45	0.73	0.90	0.49	0.99	0.83	0.49	1.03	1.40	0.83	0.75
Standard Error (±)	0.19	0.19	0.24	0.28	0.17	0.40	0.17	0.28	0.37	0.19	0.37	0.31	0.19	0.39	0.53	0.31	0.07

No-Response out of 7	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	14%	0%	0%	0%	0%	0%	0%	0%	1%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
2=Disagree	0	0	0	0	0	1	0	0	0	0	1	0	0	1	1	1	0	4
3=Neutral	0	0	1	1	0	0	0	1	2	0	0	2	0	0	1	2	2	10
4=Agree	4	4	4	1	2	1	2	2	1	4	3	2	3	2	2	2	2	39
5=Strongly Agree	3	3	2	5	5	5	5	4	3	3	3	3	4	4	2	3	57	
	7	7	7	7	7	7	7	7	6	7	7	7	7	7	7	7	111	

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%	0.0%	14.3%	0.0%	0.9%
2=Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	14.3%	14.3%	0.0%	3.6%	
3=Neutral	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	14.3%	33.3%	0.0%	0.0%	28.6%	0.0%	0.0%	14.3%	28.6%	9.0%	
4=Agree	57.1%	57.1%	57.1%	14.3%	28.6%	14.3%	28.6%	28.6%	16.7%	57.1%	42.9%	28.6%	42.9%	28.6%	28.6%	28.6%	28.6%	35.1%
5=Strongly Agree	42.9%	42.9%	28.6%	71.4%	71.4%	71.4%	71.4%	57.1%	50.0%	42.9%	42.9%	42.9%	57.1%	57.1%	28.6%	42.9%	51.4%	
	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	6.0	No low ratings	No low ratings	No low ratings	No low ratings	6.0	No low ratings	No low ratings	6.0	2.0	No low ratings	19.2				
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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								
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Survey participation: 7 (38.9%)

	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	7	7	7	7	7	7	7	6	7	7	5	7	7	7	6	7	108
Average	4.71	4.57	4.57	4.43	4.57	4.71	4.43	4.33	4.29	4.43	4.60	4.43	4.29	4.57	3.83	4.71	4.47
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	4	1
Standard Deviation	0.45	0.73	0.73	1.05	0.73	0.45	0.90	0.94	0.88	0.90	0.80	0.90	1.16	0.73	1.67	0.45	0.84
Standard Error (±)	0.17	0.28	0.28	0.40	0.28	0.17	0.34	0.38	0.33	0.34	0.36	0.34	0.44	0.28	0.68	0.17	0.08

No-Response out of 7	0	0	0	0	0	0	0	1	0	0	2	0	0	0	1	0	4
	0%	0%	0%	0%	0%	0%	0%	14%	0%	0%	29%	0%	0%	0%	14%	0%	4%

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	2	2	2	1	2	1	1	0	0	16
4=Agree	2	1	1	1	1	2	0	0	1	0	0	0	0	1	0	2	12
5=Strongly Agree	5	5	5	5	5	5	5	4	4	5	4	5	5	5	4	5	76
	7	7	7	7	7	7	7	6	7	7	5	7	7	7	6	7	108

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%	16.7%	0.0%	0.9%
2=Disagree	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	16.7%	0.0%	2.8%
3=Neutral	0.0%	14.3%	14.3%	0.0%	14.3%	0.0%	28.6%	33.3%	28.6%	28.6%	20.0%	28.6%	14.3%	14.3%	0.0%	0.0%	14.8%
4=Agree	28.6%	14.3%	14.3%	14.3%	14.3%	28.6%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	28.6%	11.1%
5=Strongly Agree	71.4%	71.4%	71.4%	71.4%	71.4%	71.4%	71.4%	66.7%	57.1%	71.4%	80.0%	71.4%	71.4%	71.4%	66.7%	71.4%	70.4%
	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	6.0	No low ratings	5.0	No low ratings	2.0	No low ratings	22.0								
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Survey participation: 5 (50%)

	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	5	5	5	5	5	5	5	4	4	5	5	5	5	5	5	5	78	
Average	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	4.80	5.00	4.99
Maximum	5	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	5
Minimum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	4
Standard Deviation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.40	0.00	0.03
Standard Error (±)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.18	0.00	0.00

<i>No-Response out of 5</i>	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2
	0%	0%	0%	0%	0%	0%	0%	20%	20%	0%	0%	0%	0%	0%	0%	0%	3%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2=Disagree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3=Neutral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4=Agree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
5=Strongly Agree	5	5	5	5	5	5	5	4	4	5	5	5	5	5	4	5	77
	5	5	5	5	5	5	5	4	4	5	5	5	5	5	5	5	78

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%	0.0%	0.0%	0.0%	
2=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%	0.0%	0.0%	0.0%	
3=Neutral	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%	0.0%	0.0%	0.0%	
4=Agree	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%	20.0%	0.0%	1.3%	
5=Strongly Agree	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	80.0%	100.0%	98.7%
	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]	No low ratings																
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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
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Survey participation: 22 (53.7%)

	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	22	22	22	22	22	22	22	20	21	22	19	22	22	22	22	22	346
Average	3.32	3.86	3.86	3.36	3.27	3.36	3.50	3.80	4.10	3.23	3.89	2.95	3.32	3.14	3.68	3.45	3.51
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	3.5	4	4	4	3.5	4	4	4	5	4	4	3	3.5	3	4	4	4
Minimum	1	1	2	1	1	1	1	2	1	1	1	1	1	1	1	1	1
Standard Deviation	1.52	1.25	0.92	1.49	1.39	1.55	1.41	0.98	1.23	1.62	1.29	1.43	1.39	1.58	1.29	1.56	1.37
Standard Error (±)	0.32	0.27	0.20	0.32	0.30	0.33	0.30	0.22	0.27	0.35	0.30	0.30	0.30	0.34	0.28	0.33	0.07

<i>No-Response out of 22</i>	0	0	0	0	0	0	0	2	1	0	3	0	0	0	0	0	6
	0%	0%	0%	0%	0%	0%	0%	9%	5%	0%	14%	0%	0%	0%	0%	0%	2%

Ratings Distribution:

1=Strongly Disagree	3	1	0	4	4	4	3	0	2	6	2	5	3	5	2	4	48
2=Disagree	6	3	1	3	2	4	3	2	0	2	1	4	4	4	3	3	45
3=Neutral	2	4	8	3	5	2	3	6	3	2	2	4	4	3	2	3	56
4=Agree	3	4	6	5	6	4	6	6	5	5	6	5	5	3	8	3	80
5=Strongly Agree	8	10	7	7	5	8	7	6	11	7	8	4	6	7	7	9	117
	22	22	22	22	22	22	22	20	21	22	19	22	22	22	22	22	346

1=Strongly Disagree	13.6%	4.5%	0.0%	18.2%	18.2%	18.2%	13.6%	0.0%	9.5%	27.3%	10.5%	22.7%	13.6%	22.7%	9.1%	18.2%	13.9%
2=Disagree	27.3%	13.6%	4.5%	13.6%	9.1%	18.2%	13.6%	10.0%	0.0%	9.1%	5.3%	18.2%	18.2%	18.2%	13.6%	13.6%	13.0%
3=Neutral	9.1%	18.2%	36.4%	13.6%	22.7%	9.1%	13.6%	30.0%	14.3%	9.1%	10.5%	18.2%	18.2%	13.6%	9.1%	13.6%	16.2%
4=Agree	13.6%	18.2%	27.3%	22.7%	27.3%	18.2%	27.3%	30.0%	23.8%	22.7%	31.6%	22.7%	22.7%	13.6%	36.4%	13.6%	23.1%
5=Strongly Agree	36.4%	45.5%	31.8%	31.8%	22.7%	36.4%	31.8%	30.0%	52.4%	31.8%	42.1%	18.2%	27.3%	31.8%	31.8%	40.9%	33.8%
	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]	1.2	3.5	13.0	1.7	1.8	1.5	2.2	6.0	8.0	1.5	4.7	1.0	1.6	1.1	3.0	1.7	2.1
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Survey participation: 27 (46.6%)

	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	27	27	27	27	27	27	27	27	27	27	26	27	27	27	27	26	430
Average	4.37	4.56	4.70	4.67	4.37	4.15	4.59	4.44	4.37	4.48	4.35	4.52	4.70	4.26	4.33	4.42	4.46
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	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	1
Standard Deviation	1.09	1.07	0.81	0.82	1.09	1.27	0.95	1.20	0.99	1.10	1.07	0.96	0.81	1.11	1.05	0.79	1.01
Standard Error (±)	0.21	0.21	0.16	0.16	0.21	0.24	0.18	0.23	0.19	0.21	0.21	0.18	0.16	0.21	0.20	0.16	0.05

<i>No-Response out of 27</i>	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%	0%	0%	0%	0%	4%	0%

Ratings Distribution:

1=Strongly Disagree	2	2	1	1	1	2	1	2	1	2	1	1	1	2	1	0	21
2=Disagree	0	0	0	0	2	1	1	1	0	0	1	1	0	0	1	0	8
3=Neutral	1	0	0	0	1	5	0	1	4	1	3	0	0	2	3	5	26
4=Agree	7	4	4	5	5	2	4	2	5	4	4	6	4	8	5	5	74
5=Strongly Agree	17	21	22	21	18	17	21	21	17	20	17	19	22	15	17	16	301
	27	27	27	27	27	27	27	27	27	27	26	27	27	27	27	26	430

1=Strongly Disagree	7.4%	7.4%	3.7%	3.7%	3.7%	7.4%	3.7%	7.4%	3.7%	7.4%	3.8%	3.7%	3.7%	7.4%	3.7%	0.0%	4.9%
2=Disagree	0.0%	0.0%	0.0%	0.0%	7.4%	3.7%	3.7%	3.7%	0.0%	0.0%	3.8%	3.7%	0.0%	0.0%	3.7%	0.0%	1.9%
3=Neutral	3.7%	0.0%	0.0%	0.0%	3.7%	18.5%	0.0%	3.7%	14.8%	3.7%	11.5%	0.0%	0.0%	7.4%	11.1%	19.2%	6.0%
4=Agree	25.9%	14.8%	14.8%	18.5%	18.5%	7.4%	14.8%	7.4%	18.5%	14.8%	15.4%	22.2%	14.8%	29.6%	18.5%	19.2%	17.2%
5=Strongly Agree	63.0%	77.8%	81.5%	77.8%	66.7%	63.0%	77.8%	77.8%	63.0%	74.1%	65.4%	70.4%	81.5%	55.6%	63.0%	61.5%	70.0%
	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]	12.0	12.5	26.0	26.0	7.7	6.3	12.5	7.7	22.0	12.0	10.5	12.5	26.0	11.5	11.0	No low ratings	12.9
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Survey participation: 10 (43.5%)

	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	10	10	10	10	10	10	10	10	9	10	10	10	10	10	10	10	159
Average	4.30	4.20	4.40	3.70	3.30	2.70	3.80	3.60	3.00	3.20	2.70	2.90	2.90	2.40	3.90	3.30	3.39
Maximum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Median	5	4	4.5	4	3	2	4	4	3	3	2	3	2.5	2	4	3	3
Minimum	2	3	3	2	2	1	2	1	1	1	1	1	1	1	1	1	1
Standard Deviation	1.00	0.75	0.66	1.27	1.27	1.55	1.08	1.20	1.33	1.25	1.42	1.22	1.45	1.56	1.14	1.19	1.21
Standard Error (±)	0.32	0.24	0.21	0.40	0.40	0.49	0.34	0.38	0.44	0.39	0.45	0.39	0.46	0.49	0.36	0.38	0.10

<i>No-Response out of 10</i>	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	0%	0%	0%	1%

Ratings Distribution:

1=Strongly Disagree	0	0	0	0	0	3	0	1	1	1	2	2	2	4	1	1	18
2=Disagree	1	0	0	3	4	3	2	1	3	2	4	1	3	3	0	1	31
3=Neutral	1	2	1	1	2	0	1	1	2	3	1	4	1	0	1	4	25
4=Agree	2	4	4	2	1	2	4	5	1	2	1	2	2	1	5	2	40
5=Strongly Agree	6	4	5	4	3	2	3	2	2	2	2	1	2	2	3	2	45
	10	10	10	10	10	10	10	10	9	10	10	10	10	10	10	10	159

1=Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	0.0%	10.0%	11.1%	10.0%	20.0%	20.0%	20.0%	40.0%	10.0%	10.0%	11.3%
2=Disagree	10.0%	0.0%	0.0%	30.0%	40.0%	30.0%	20.0%	10.0%	33.3%	20.0%	40.0%	10.0%	30.0%	30.0%	0.0%	10.0%	19.5%
3=Neutral	10.0%	20.0%	10.0%	10.0%	20.0%	0.0%	10.0%	10.0%	22.2%	30.0%	10.0%	40.0%	10.0%	0.0%	10.0%	40.0%	15.7%
4=Agree	20.0%	40.0%	40.0%	20.0%	10.0%	20.0%	40.0%	50.0%	11.1%	20.0%	10.0%	20.0%	20.0%	10.0%	50.0%	20.0%	25.2%
5=Strongly Agree	60.0%	40.0%	50.0%	40.0%	30.0%	20.0%	30.0%	20.0%	22.2%	20.0%	20.0%	10.0%	20.0%	20.0%	30.0%	20.0%	28.3%
	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]	8.0	No low ratings	No low ratings	2.0	1.0	0.7	3.5	3.5	0.8	1.3	0.5	1.0	0.8	0.4	8.0	2.0	1.7
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