

Survey participation: 50 (46.3%)

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

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

Ratings Distribution:

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

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

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

Survey participation: 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
---	-----	-----	-----	-----	-----	-----	-----	-----	----------------	-----	-----	-----	----------------	-----	-----	----------------	-----

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																

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
---	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

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
---	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

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

No-Response out of 9	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																
--	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------

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							
---	----------------	----------------	----------------	----------------	----------------	----------------	----------------	----------------	-----	----------------	-----	----------------	----------------	----------------	----------------	-----	-----	------