

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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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%

<b>Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements]</b>	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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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%

<b>Ratio of high ratings to low ratings</b> (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	
<b>Statistics</b>																		
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%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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%	0.0%	12.5%	16.7%	13.8%
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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%

<b>Ratio of high ratings to low ratings</b> (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
<b>Statistics</b>																	
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

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

<b>Ratio of high ratings to low ratings (4+5)/(1+2)[all agreements divided by all disagreements]</b>	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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