

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
<b>Statistics</b>																	
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%

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

Survey participation: 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
<b>Statistics</b>																	
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%

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

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
<b>Statistics</b>																	
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

<i>No-Response out of 23</i>	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%

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

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
<b>Statistics</b>																	
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%

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