

# Evaluation of University Administrators Committee 2014-2015 Report

## Committee Membership

- **Group I:** Marie-Christine Koop (WLLC) - Term End 2017
- **Group II:** Michael Spector (LTEC) - Term Ends 2017
- **Group III:** Jose Perez (PHYS) - Term Ends 2017
- **Group IV:** @Emile Sahliyah (PSCI) - Term Ends 2015\*
- **Group V:** Ching-Chung Kuo (MGMT) - Term Ends 2016
- **Group VI:** Bill Camp (TEA) - Term Ends 2017
- **Group VII:** Ami Moore (SOCl) - Term Ends 2016
- **Group VIII:** Barbara Cox (DANC) - Term Ends 2018

## Administrative Reps:

- Herman Totten, Dean, Library & Info Sciences
- Dr. Jerry Thomas, Dean, College of Education
- Dr. Costas Tsatsoulis, Dean, College of Engineering
- Vacant
- Vacant

Starting in the fall semester 2014, the Evaluation of University Administrators Committee scheduled monthly meeting to review the evaluation process, the surveys content, and ways to increase faculty participation.

The evaluation process moved to an electronic format using Qualtrics surveys in 2011. This improved the time and feasibility to produce the evaluation reports, but not faculty participation in the process. Some factors for this could be faculty fatigue because of the large number of evaluation surveys available to them; the lack of feedback on the impact of the faculty evaluations results on the overall evaluation of each administrator, and the lack of administrators' accountability.

Some of the options discussed by the committee to improve faculty participation were:

- To ask the Faculty Senate to randomly select a group of faculty who will be encouraged to do the evaluations. Randomly selected participants must represent at least 50% of each

department. Departments with a small number of faculty should have a minimum of 6 randomly selected faculty. However, this process will not allow all faculty to voice their opinion and might raise issues of negative shared governance.

- To ask administrators to share with the Faculty Senate their annual accomplishments prior to the faculty evaluation process. This report would be linked to the evaluation survey so that faculty sampled will then have specific information on each administrator's work and accomplishment to base their evaluation on.

Taking into consideration the transitions in the University administration during academic year 2014-2015, the Faculty Senate recommended to include in the evaluation process all administrators in their first and last year in the position, and allow the process participation of lecturers on a 5-year contract.

The Committee's recommendations for the next evaluation cycle are:

- To ask administrators for their achievements and goals for their positions during the summer 2015, and make them available for faculty to review during the fall semester 2015.
- Invite the Qualtrics team to explain to the Committee the program's security and distribution options available.
- To consider extending an invitation to the President and the Provost for them to elaborate on how the faculty evaluations of administrators are used.

After serving two consecutive terms, Dr. Sahliyah's last semester as Committee chair will be Spring 2015. Dr. Mike Spector was elected to serve as chair for the year 2015-2016.

## 2014-2015 Evaluation of Administrators Qualtrics Report of Faculty Participation

### President's Cabinet

<b>2015 Tom McCoy-Vice President for Research and Economic Dev</b> Modified on: May 4, 2015	<b>15</b>
<b>2015 Rick Villarreal-Director of Athletics</b> Modified on: May 4, 2015	<b>10</b>
<b>2015 Neal Smatresk, UNT President (2)</b> Modified on: May 4, 2015	<b>101</b>
<b>2015 Lee F. Jackson-UNT System Chancellor</b> Modified on: May 4, 2015	<b>44</b>
<b>2015 Jean Keller, Interim VP for Equity and Diversity</b> Modified on: May 4, 2015	<b>10</b>
<b>2015 Jean Keller, Interim Vice President for Community Engagement</b> Modified on: May 8, 2015	<b>12</b>
<b>2015 Elizabeth With-Vice President for Student Affairs</b> Modified on: May 4, 2015	<b>9</b>
<b>2015 Eileen Moran, Acting VP Advancement</b> Modified on: May 4, 2015	<b>8</b>
<b>2015 Deborah Leliaert-Vice President for University Relations and Planning</b> Modified on: May 4, 2015	<b>13</b>
<b>2015 Bob Brown-Vice President for Finance and Administration</b> Modified on: May 4, 2015	<b>6</b>

## Provost's Senior Staff

<b>2015 Allen Clark, Vice Provost for Academic Resources</b> Modified on: May 4, 2015	<b>18</b>
<b>2015 Celia Williamson, Vice Provost for Transfer Articulation</b> Modified on: May 4, 2015	<b>15</b>
<b>2015 Christy Crutsinger, Vice Provost for Faculty Success</b> Modified on: May 4, 2015	<b>37</b>
<b>2015 Darlene Callahan, Director, Space Management</b> Modified on: May 4, 2015	<b>9</b>
<b>2015 Jason Simon, Assoc VP for Institutional Research and Effectiveness</b> Modified on: May 4, 2015	<b>12</b>
<b>2015 Patrick Pluscht, Director, Center for Learning Enhancement</b> Modified on: May 4, 2015	<b>20</b>
<b>2015 Provost NO</b> Modified on: Mar 23, 2015	<b>0</b>
<b>2015 Rick Nader, Vice Provost for International Affairs</b> Modified on: May 4, 2015	<b>17</b>
<b>2015 Senior Vice Provost NO</b> Modified on: Mar 23, 2015	<b>0</b>
<b>2015 Todd Spinks, Director, Campus Sustainability Programs</b> Modified on: May 4, 2015	<b>10</b>

## College of Arts and Sciences

<b>2015 CAS - Art Goven, Biological Sciences</b> Modified on: Apr 13, 2015	<b>4</b>
<b>2015 CAS - Daniel Rodeheaver, Sociology</b> Modified on: Apr 13, 2015	<b>7</b>
<b>2015 CAS- Alan Albarran, Media Arts</b> Modified on: Apr 13, 2015	<b>2</b>
<b>2015 CAS- Brenda Sims, Technical Communication</b> Modified on: Apr 13, 2015	<b>9</b>
<b>2015 CAS- Carol Anne Costabile-Heming, WLLC</b> Modified on: Apr 13, 2015	<b>17</b>
<b>2015 CAS- Floyd McDaniel, Assoc Dean for Research</b> Modified on: Apr 13, 2015	<b>10</b>
<b>2015 CAS- James Kennedy, Philosophy and Religion</b> Modified on: Apr 13, 2015	<b>1</b>
<b>2015 CAS- Jean Schaake, Assoc Dean for Academic Affairs -</b> Modified on: Apr 13, 2015	<b>16</b>
<b>2015 CAS- John Allison, Communication Studies</b> Modified on: Apr 13, 2015	<b>1</b>
<b>2015 CAS- John Peters, Acting Chair, English</b> Modified on: Apr 13, 2015	<b>12</b>
<b>2015 CAS- Julie Kirkland, Asst Dean for Student Success</b> Modified on: Apr 10, 2015	<b>5</b>
<b>2015 CAS- Kathryn Gould Cullivan, AssocDean for Fiscal and Human Resources</b> Modified on: Apr 10, 2015	<b>5</b>
<b>2015 CAS- Lorenzo Garcia, Dance and Theatre</b> Modified on: Apr 13, 2015	<b>2</b>
<b>2015 CAS- Michael Greig, Political Science</b> Modified on: Apr 13, 2015	<b>8</b>

## CAS continuation

<b>2015 CAS- Mike McKay, Asst Dean for Undergraduate Curriculum</b> Modified on: Apr 13, 2015	<b>7</b>
<b>2015 CAS- Paul Hudak, Geography</b> Modified on: Apr 13, 2015	<b>9</b>
<b>2015 CAS- Ric Dwinell, Asst Dean for Student Affairs</b> Modified on: Apr 10, 2015	<b>5</b>
<b>2015 CAS- Richard McCaslin, History</b> Modified on: Apr 13, 2015	<b>14</b>
<b>2015 CAS- Steve Cobb, Assoc Dean for Administrative Affairs</b> Modified on: Apr 13, 2015	<b>20</b>
<b>2015 CAS- Su Gao, Mathematics</b> Modified on: Apr 13, 2015	<b>5</b>
<b>2015 CAS- Susan Bullinger, Asst Dean for Academic Services</b> Modified on: Apr 10, 2015	<b>4</b>
<b>2015 CAS- Tim Christian, Asst Dean for Information Technology Services</b> Modified on: Apr 13, 2015	<b>7</b>
<b>2015 CAS- William E. Acree, Chemistry</b> Modified on: Apr 13, 2015	<b>5</b>
<b>2015 CAS-Carlos Ordonez, Physics</b> Modified on: Apr 13, 2015	<b>7</b>
<b>2015 CAS-David Holdeman, Interim Dean</b> Modified on: Apr 13, 2015	<b>40</b>
<b>2015 CAS-David Molina, Economics</b> Modified on: Apr 15, 2015	<b>6</b>
<b>2015 CAS-Vicki Campbell, Psychology</b> Modified on: Apr 13, 2015	<b>9</b>

## College of Business

<b>2015 COB- Cengiz Capan, Assoc Dean for Tech and Operations</b> Modified on: Apr 13, 2015	<b>5</b>
<b>2015 COB- Desiree Robinson, Asst Dean for Undergraduate Programs</b> Modified on: Apr 13, 2015	<b>3</b>
<b>2015 COB- Don Finn, Accounting Chair</b> Modified on: Apr 13, 2015	<b>8</b>
<b>2015 COB- Jeff Sager, Marketing and Logistics</b> Modified on: Apr 13, 2015	<b>5</b>
<b>2015 COB- Lew Taylor, Management Chair</b> Modified on: Apr 13, 2015	<b>8</b>
<b>2015 COB- Marcia Staff, Chair FIREL</b> Modified on: Apr 15, 2015	<b>10</b>
<b>2015 COB- Marilyn Wiley, Senior Associate Dean</b> Modified on: Apr 13, 2015	<b>8</b>
<b>2015 COB- Mary Jones, Chair Information Technology &amp; Decision Sciences</b> Modified on: Apr 13, 2015	<b>3</b>
<b>2015 COB- Niranjan Tripathy, Director of the PhD Program and Research</b> Modified on: Apr 13, 2015	<b>2</b>
<b>2015 COB- Victor Prybutok, Assoc Dean for Graduate Programs and Research</b> Modified on: Apr 13, 2015	<b>9</b>
<b>2015 COB- Wiley, Interim Dean NO</b> Modified on: Apr 7, 2015	<b>0</b>
<b>2015 COB-Finley Graves, Dean</b> Modified on: Apr 13, 2015	<b>11</b>

## College of Education

**2015 COE- Abbas Tashakkori, Ed Psychology**

Modified on: Apr 14, 2015

**12**

**2015 COE- Allen Jackson, Kinesiology, Health Promotion and Recreation**

Modified on: Apr 14, 2015

**8**

**2015 COE- James Laney, TEA**

Modified on: Apr 14, 2015

**9**

**2015 COE- Jan Holden, Counseling and Higher Education**

Modified on: Apr 14, 2015

**6**

**2015 COE- Jerry Thomas, Dean**

Modified on: Apr 14, 2015

**19**

**2015 COE- Lisbeth Dixon-Krauss, Assoc Dean for Educator Preparation Programs**

Modified on: Apr 14, 2015

**7**



## College of Engineering

<b>2015 ENG- Barrett Bryant, Computer Science</b> Modified on: Apr 14, 2015	<b>14</b>
<b>2015 ENG- Costas Tsatsoulis, Dean</b> Modified on: Apr 14, 2015	<b>25</b>
<b>2015 ENG- Enrique Barbieri, Engineering Technology</b> Modified on: Apr 14, 2015	<b>6</b>
<b>2015 ENG- Kuruvilla John, Associate Dean for Research</b> Modified on: Apr 14, 2015	<b>10</b>
<b>2015 ENG- Vijay Vaidyanathan, Assoc Dean for Academic Studies</b> Modified on: Apr 15, 2015	<b>8</b>
<b><u>2015 ENG- Vijay Vaidyanathan, Biomedical Engineering NO</u></b> Modified on: Apr 15, 2015	<b>0</b>
<b>2015 ENG- Yong Tao, Mechanical and Energy Engineering</b> Modified on: Apr 15, 2015	<b>3</b>
<b>2015 ENG-Nigel Shepherd, Materials Science and Engineering NEW</b> Modified on: Apr 14, 2015	<b>10</b>
<b>2015 ENG-Shengli Fu, Electrical Engineering</b> Modified on: Apr 15, 2015	<b>5</b>

## College of Information

<b>2015 COI- Greg Jones, Assoc Dean for Academic Affairs NEW</b> Modified on: Apr 14, 2015	<b>7</b>
<b>2015 CAS- Patricia Cukor-Avila, Linguistics NEW DIRECTOR</b> Modified on: Apr 14, 2015	<b>1</b>
<b>2015 COI- Herman Totten, Dean</b> Modified on: Apr 13, 2015	<b>6</b>
<b>2015 COI- Jeff Allen, Learning Technologies NEW</b> Modified on: Apr 14, 2015	<b>6</b>
<b>2015 COI- Suliman Hawamdeh, Library and Information Sciences</b> Modified on: Apr 14, 2015	<b>12</b>

## College of Music

<b>2015 MUSIC- Frank Heidelberger, Music History</b> Modified on: Apr 14, 2015	<b>9</b>
<b>2015 MUSIC- James C. Scott, Dean</b> Modified on: Apr 14, 2015	<b>14</b>
<b>2015 MUSIC- John C. Scott, Asso Dean for Admissions -Spring 201</b> Modified on: Apr 14, 2015	<b>4</b>
<b>2015 MUSIC- John Holt, Instrumental Studies</b> Modified on: Apr 14, 2015	<b>7</b>
<b>2015 MUSIC- John Murphy, Jazz Studies</b> Modified on: Apr 14, 2015	<b>2</b>
<b>2015 MUSIC- Jon Nelson, Assoc Dean for Operations</b> Modified on: Apr 14, 2015	<b>5</b>
<b>2015 MUSIC- Joseph Klein, Composition Studies</b> Modified on: Apr 14, 2015	<b>1</b>
<b>2015 MUSIC- Raymond Rowell, Asst Dean for Scholarship</b> Modified on: Apr 14, 2015	<b>9</b>
<b>2015 MUSIC- Richard Sparks, Conducting and Ensembles</b> Modified on: Apr 14, 2015	<b>1</b>
<b>2015 MUSIC- Stephen Austin, Vocal Studies</b> Modified on: Apr 14, 2015	<b>3</b>
<b>2015 MUSIC- Steven Harlos, Keyboard Studies</b> Modified on: Apr 14, 2015	<b>2</b>
<b>2015 MUSIC- Warren Henry, Assoc Dean for Academic Affairs</b> Modified on: Apr 14, 2015	<b>11</b>
<b>2015- Debbie Rohwer, Music Education</b> Modified on: Apr 14, 2015	<b>0</b>

## College of Public Affairs and Community Service

<b>2015 PACS- Abraham Benavides, Public Administration</b> Modified on: Apr 14, 2015	<b>4</b>
<b>2015 PACS- Applied Gerontology</b> Modified on: Apr 15, 2015	<b>0</b>
<b>2015 PACS- Brenda McCoy, Community and Professional Program</b> Modified on: Apr 14, 2015	<b>3</b>
<b>2015 PACS- Eric Fritsch, Criminal Justice</b> Modified on: Apr 14, 2015	<b>5</b>
<b>2015 PACS- Ernest Moore, Speech and Hearing Sciences</b> Modified on: Apr 14, 2015	<b>4</b>
<b>2015 PACS- Linda Holloway, Disability and Addiction Rehabilitation</b> Modified on: Apr 14, 2015	<b>6</b>
<b>2015 PACS- Lisa Henry, Anthropology</b> Modified on: Apr 14, 2015	<b>5</b>
<b>2015 PACS- Marcy Haag, Associate Dean</b> Modified on: Apr 14, 2015	<b>6</b>
<b>2015 PACS- Nicole Dash, Associate Dean</b> Modified on: Apr 14, 2015	<b>9</b>
<b>2015 PACS- Richard Smith, Behavior Analysis</b> Modified on: Apr 14, 2015	<b>3</b>
<b>2015 PACS- Thomas Evenson, Dean</b> Modified on: Apr 14, 2015	<b>19</b>

## College of Merchandising, Hospitality and Tourism

<b>2015 CMHT- Dee Knight, Merchandising/Digital Retail ACTING CHAIR</b>	<b>12</b>
Modified on: Apr 15, 2015	
<b>2015 CMHT- Judith Forney, Dean</b>	<b>16</b>
Modified on: Apr 14, 2015	
<b>2015 CMHT- Young Hoon Kim, Hospitality / Tourism Management</b>	<b>7</b>
Modified on: Apr 15, 2015	
<b>2015- CMHT Dee Knight, Associate Dean</b>	<b>12</b>
Modified on: Apr 14, 2015	

## College of Visual Arts and Design

<b>2015 - Eric Ligon, Interim Dean</b>	<b>8</b>
Modified on: Apr 15, 2015	
<b>2015 CVAD- Annette Lawrence, Studio</b>	<b>4</b>
Modified on: Apr 15, 2015	
<b>2015 CVAD- Cynthia Mohr, Design</b>	<b>4</b>
Modified on: Apr 15, 2015	
<b>2015 CVAD- Denise Baxter, Associate Dean</b>	<b>4</b>
Modified on: Apr 15, 2015	
<b>2015 CVAD- Mickey Abel, Art Education/Art History</b>	<b>6</b>
Modified on: Apr 15, 2015	

## Libraries

<b>2015 LIBR-Suzanne Sears, Assistant Dean for Public Services</b> Modified on: Apr 13, 2015	<b>7</b>
<b>2015 LIBR-Susan Paz, Assistant Dean for Finance and Administration</b> Modified on: Apr 13, 2015	<b>3</b>
<b>2015 LIBR-Sian Brannon, Assistant Dean for Collection Management</b> Modified on: Apr 10, 2015	<b>8</b>
<b>2015 LIBR-Scott Jackson, Director of Library Facilities and Systems</b> Modified on: Apr 10, 2015	<b>0</b>
<b>2015 LIBR-Martin Halbert, Dean</b> Modified on: Apr 13, 2015	<b>28</b>
<b>2015 LIBR-Mark Phillips Assistant Dean for Digital Libraries</b> Modified on: Apr 10, 2015	<b>5</b>
<b>2015 LIBR-Cathy Hartman, Academic Associate Dean</b> Modified on: Apr 13, 2015	<b>12</b>
<b>2015 LIBR- Sue Parks, Assistant Dean for Special Libraries</b> Modified on: Apr 13, 2015	<b>3</b>
<b>2015 LIBR- Dreanna Belden, Assistant Dean External Relations</b> Modified on: Apr 13, 2015	<b>4</b>

## Mayborn School of Journalism

**2015 JOUR- Cory Armstrong, Director Mayborn School of Journalism** 8  
Modified on: Apr 15, 2015

**2015 JOUR-Dorothy Bland, Dean** 8  
Modified on: Apr 15, 2015

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## Toulouse Graduate School

**2015 Toulouse- Joseph Oppong, Assoc Dean, Research** 16  
Modified on: Apr 13, 2015

**2015 Toulouse- Mark Wardell, Dean** 24  
Modified on: Apr 13, 2015

## Texas Academy of Mathematics and Science

**2015 TAMS - Glenisson de Oliveira** 3  
Modified on: May 8, 2015





<b>2015 ENG- Barrett Bryant, Computer Science</b> Modified on: Apr 14, 2015	<b>14</b>
<b>2015 ENG- Costas Tsatsoulis, Dean</b> Modified on: Apr 14, 2015	<b>25</b>
<b>2015 ENG- Enrique Barbieri, Engineering Technology</b> Modified on: Apr 14, 2015	<b>6</b>
<b>2015 ENG- Kuruvilla John, Associate Dean for Research</b> Modified on: Apr 14, 2015	<b>10</b>
<b>2015 ENG- Vijay Vaidyanathan, Assoc Dean for Academic Studies</b> Modified on: Apr 15, 2015	<b>8</b>
<b><u><a href="#">2015 ENG- Vijay Vaidyanathan, Biomedical Engineering NO</a></u></b> Modified on: Apr 15, 2015	<b>1</b>
<b>2015 ENG- Yong Tao, Mechanical and Energy Engineering</b> Modified on: Apr 15, 2015	<b>3</b>
<b>2015 ENG-Nigel Shepherd, Materials Science and Engineering NEW</b> Modified on: Apr 14, 2015	<b>10</b>
<b>2015 ENG-Shengli Fu, Electrical Engineering</b> Modified on: Apr 15, 2015	<b>5</b>