

Faculty Senate Committee on the Evaluation of University Administrator  
Evaluation of University Administrators  
Spring 2018

Enclosed within this report of the Faculty Senate Committee on the Evaluation of University Administrators are the response rates by academic unit for the Spring 2018 evaluation of department chairs, faculty directors, deans, and associate deans and the Likert scale responses for the questions by administrator level.

The committee's work included a change in the questions asked within the evaluation and development of a combined survey of each administrator. Names of administrators were dynamically populated within the email sent to each faculty member. A single-submission, anonymous link to the evaluation survey was sent to each of the 1,018 faculty members in the list. The evaluation window was Thursday, April 12, 2018, through Tuesday, May 1, 2018. The survey remained open until Tuesday, May 8, 2018, to facilitate any additional survey responses after the window. The initial email was sent on Thursday, April 12, 2018. Reminder emails were sent to faculty through the Qualtrics system to those emails identified by the system as not having completed the survey on Tuesdays within the survey window: April 17, April 24, and May 1, 2018. Evaluation of the President, Provost, and the President's Cabinet will be conducted in Fall 2018.

The committee has representatives from the eight Faculty Senate groups, administrators, Faculty Senate, and the Office of the Faculty Senate administrative support.

Group	Name	Department	Term End
I	Carmen Terry	WLLC	2020
II	@Rose Baker	LTEC	2020
III	Srinivasan Srivilliputhur	MTSE	2020
IV	Adam Trahan	CJUS	2020
V	Elliot Dubin	HTM	2019
VI	Barbara Pazey	TEA	2020
VII	Hong Wang	CHEM	2020
VIII	Barbara Cox	DANC	2018

Administrative and Faculty Senate members

- Christy Crutsinger, Vice Provost for Academic Affairs
- V. Barbara Bush, Chair, 2017-2018, UNT Faculty Senate
- Jill Stover, Faculty Senate Administrative Coordinator

In addition to sharing documents online within Sharepoint, committee meetings were held on the following dates:

- October 2, 2017
- January 22, 2018
- January 25, 2018
- February 22, 2018
- February 25, 2018
- April 12, 2018

The committee chair reported to the Faculty Senate Executive Committee on April 4, 2018, and to the Faculty Senate on April 11, 2018.

College level response rates for the survey ranged from 0% to 59.3%. The overall response rate was 45.2%. Of the 1,018 survey emails sent, 460 valid responses were obtained.

Academic Unit	Participants	Number of Faculty	Response Rate
College of Business	47	105	44.8%
College of Education	58	98	59.2%
College of Engineering	43	87	49.4%
College of Health and Public Service	31	63	49.2%
College of Information	19	38	50.0%
Frank W. and Sue Mayborn School of Journalism	6	16	37.5%
College of Liberal Arts and Social Sciences	128	273	46.9%
College of Merchandising, Hospitality and Tourism	16	27	59.3%
College of Music	38	99	38.4%
College of Science	34	110	30.9%
College of Visual Arts and Design	22	47	46.8%
Honors/TAMS	0	2	0.0%
Libraries	17	49	34.7%
New College at Frisco	0	2	0.0%
Toulouse Graduate School	0	2	0.0%
Total	460	1018	45.2%

Faculty Senate Committee on the Evaluation of University Administrator  
Evaluation of Department Chairs or Faculty Directors  
Spring 2018

During Spring 2018, faculty were requested to evaluate the current department chair or faculty director if the department chair or faculty director had been in the administrative role for at least six months. If the department chair or faculty director had not been in the administrative role for at least six months, then the faculty were requested to complete the evaluation for the prior department chair or no chair. Each faculty member received an email with the name of the department chair to be evaluated. Rather than exclude names of all department chairs evaluated, the evaluation results include names of department chairs with less than six months tenure in the administrative role. The data within this report includes responses for 63 department chairs or faculty directors.

The Qualtrics survey system delivered 1,018 emails using the anonymize function to email addresses obtained from the University of North Texas Budget Office for individuals identified as faculty members without an administrative duty. The Qualtrics system recorded 474 individual survey submissions. Of these, 14 entries did not include any data related to the evaluation of any administrators.

The department chairs and faculty directors were evaluated using four sets of questions on the survey to which the responses are a four point Yes-No Likert scale.

1. Do you have confidence in this administrator's ability to perform his/her current role?
2. Does your administrator involve faculty in the decision-making process?
3. Has your chair or faculty director (dean) communicated the goals and action plans for your department this year? If your department chair or faculty director (dean) communicated this year's goals and action plans, has your department chair or faculty director (dean) made progress on these?
4. Does your administrator promote a positive work environment?

Each question set had an open-ended comment field and an open-ended general comment field. These responses will be provided individually in a separate report to the department chair or faculty director and the dean, provost, or other supervising administrator.

1. Do you have confidence in this administrator's ability to perform his/her current role?

Name of Department Chair Evaluated	Confidence level (n)					Confidence level (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Jerome Agrusa	3	2	2	3	10	30%	20%	20%	30%
Douglas Anderson	7	0	1	0	8	88%	0%	13%	0%
Enrique Barbieri	4	1	1	0	6	67%	17%	17%	0%
Donna Barnes	2	1	0	2	5	40%	20%	0%	40%
Abraham Benavides	2	1	0	0	3	67%	33%	0%	0%
Barrett Bryant	10	1	2	3	16	63%	6%	13%	19%
Kim Campbell	5	0	0	0	5	100%	0%	0%	0%
Vicki Campbell	5	3	1	1	10	50%	30%	10%	10%
Chandra Carey	3	1	1	1	6	50%	17%	17%	17%
Charles Conley	5	1	0	1	7	71%	14%	0%	14%
Patricia Cukor-Avila	2	0	0	0	2	100%	0%	0%	0%
Glennison deOliveira	1	0	0	0	1	100%	0%	0%	0%
Lisa Dicke	2	0	0	0	2	100%	0%	0%	0%
Kelly Donahue-Wallace	2	0	1	3	6	33%	0%	17%	50%
Yunfei Du	2	0	1	1	4	50%	0%	25%	25%
Matthew Eshbaugh-Soha	12	1	1	0	14	86%	7%	7%	0%
Reid Ferring	2	1	1	0	4	50%	25%	25%	0%
Molly Fillmore	3	1	0	0	4	75%	25%	0%	0%
Eric Fritsch	5	0	0	0	5	100%	0%	0%	0%
Shengli Fu	5	1	0	0	6	83%	17%	0%	0%
Lorenzo Garcia	2	1	3	2	8	25%	13%	38%	25%
Kamakshi Gopal	1	3	0	0	4	25%	75%	0%	0%
Arthur Goven	8	2	0	1	11	73%	18%	0%	9%
Steven Harlos	4	0	0	0	4	100%	0%	0%	0%
Pamela Harrell	2	1	0	1	4	50%	25%	0%	25%
Suliman Hawamdeh	2	0	1	0	3	67%	0%	33%	0%
Frank Heidlberger	1	3	1	1	6	17%	50%	17%	17%
Warren Henry	1	0	0	0	1	100%	0%	0%	0%
Robin Henson	4	0	0	0	4	100%	0%	0%	0%
Janice Holden	7	1	0	0	8	88%	13%	0%	0%
John Holt	4	1	0	6	11	36%	9%	0%	55%
Kuruvilla John	3	0	0	0	3	100%	0%	0%	0%
Marijn Kaplan	11	0	2	1	14	79%	0%	14%	7%

Name of Department Chair Evaluated	Confidence level (n)					Confidence level (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Leon Kappelman	6	1	0	0	7	86%	14%	0%	0%
Joseph Klein	1	1	0	0	2	50%	50%	0%	0%
Lauren Lake	8	1	1	0	10	80%	10%	10%	0%
James Laney	15	2	0	4	21	71%	10%	0%	19%
Samuel Manickam	7	1	0	5	13	54%	8%	0%	38%
Eugene Martin	7	0	0	0	7	100%	0%	0%	0%
David Molina	7	0	0	0	7	100%	0%	0%	0%
Michael Monticino	4	1	0	1	6	67%	17%	0%	17%
James Mueller	4	2	0	0	6	67%	33%	0%	0%
John Murphy	3	0	0	0	3	100%	0%	0%	0%
John Nauright	9	1	1	8	19	47%	5%	5%	42%
Cathleen Norris	3	3	0	2	8	38%	38%	0%	25%
Wesley Randall	6	1	0	3	10	60%	10%	0%	30%
Brian Richardson	4	1	0	0	5	80%	20%	0%	0%
Michael Richmond	3	1	1	1	6	50%	17%	17%	17%
Jesus Rosales-Ruiz	2	1	1	1	5	40%	20%	20%	20%
Ananth Seetharaman	7	1	5	0	13	54%	8%	38%	0%
Susan Squires	2	0	0	0	2	100%	0%	0%	0%
Marcia Staff	4	0	0	0	4	100%	0%	0%	0%
Harold Tanner	11	0	1	1	13	85%	0%	8%	8%
Abbas Tashakkori	1	1	0	3	5	20%	20%	0%	60%
Lewis Taylor	9	1	1	1	12	75%	8%	8%	8%
Ruthanne Thompson	3	0	1	0	4	75%	0%	25%	0%
Robert Upchurch	13	0	0	0	13	100%	0%	0%	0%
Vijay Vaidyanathan	2	0	0	0	2	100%	0%	0%	0%
Andrey Voevodin	2	0	3	2	7	29%	0%	43%	29%
Hepi Wächter	2	2	1	0	5	40%	40%	20%	0%
Gary Webb	3	0	0	0	3	100%	0%	0%	0%
Nicholas Williams	1	0	0	0	1	100%	0%	0%	0%
Bugao Xu	1	2	1	1	5	20%	40%	20%	20%
Total	280	50	36	59	425	66%	12%	8%	14%

2. Does your administrator involve faculty in the decision-making process?

Name of Department Chair Evaluated	Involve Faculty in Decisions (n)					Involve Faculty in Decision (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Jerome Agrusa	5	3	2	0	10	50%	30%	20%	0%
Douglas Anderson	5	3	0	0	8	63%	38%	0%	0%
Enrique Barbieri	3	3	0	0	6	50%	50%	0%	0%
Donna Barnes	2	2	0	1	5	40%	40%	0%	20%
Abraham Benavides	2	1	0	0	3	67%	33%	0%	0%
Barrett Bryant	7	3	3	3	16	44%	19%	19%	19%
Kim Campbell	5	0	0	0	5	100%	0%	0%	0%
Vicki Campbell	5	3	1	1	10	50%	30%	10%	10%
Chandra Carey	4	1	0	1	6	67%	17%	0%	17%
Charles Conley	6	1	0	0	7	86%	14%	0%	0%
Patricia Cukor-Avila	2	0	0	0	2	100%	0%	0%	0%
Glennison deOliveira	1	0	0	0	1	100%	0%	0%	0%
Lisa Dicke	2	0	0	0	2	100%	0%	0%	0%
Kelly Donahue-Wallace	1	1	1	3	6	17%	17%	17%	50%
Yunfei Du	2	1	1	0	4	50%	25%	25%	0%
Matthew Eshbaugh-Soha	13	1	0	0	14	93%	7%	0%	0%
Reid Ferring	3	1	0	0	4	75%	25%	0%	0%
Molly Fillmore	3	1	0	0	4	75%	25%	0%	0%
Eric Fritsch	5	0	0	0	5	100%	0%	0%	0%
Shengli Fu	5	1	0	0	6	83%	17%	0%	0%
Lorenzo Garcia	1	4	2	1	8	13%	50%	25%	13%
Kamakshi Gopal	1	2	1	0	4	25%	50%	25%	0%
Arthur Goven	8	1	2	0	11	73%	9%	18%	0%
Steven Harlos	3	1	0	0	4	75%	25%	0%	0%
Pamela Harrell	1	1	1	1	4	25%	25%	25%	25%
Suliman Hawamdeh	2	0	1	0	3	67%	0%	33%	0%
Frank Heidberger	1	1	3	1	6	17%	17%	50%	17%
Warren Henry	1	0	0	0	1	100%	0%	0%	0%
Robin Henson	4	0	0	0	4	100%	0%	0%	0%
Janice Holden	4	3	1	0	8	50%	38%	13%	0%
John Holt	2	0	4	5	11	18%	0%	36%	45%
Kuruvilla John	3	0	0	0	3	100%	0%	0%	0%
Marijn Kaplan	9	1	1	2	13	69%	8%	8%	15%

Name of Department Chair Evaluated	Involve Faculty in Decisions (n)					Involve Faculty in Decision (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Leon Kappelman	7	0	0	0	7	100%	0%	0%	0%
Joseph Klein	1	1	0	0	2	50%	50%	0%	0%
Lauren Lake	6	2	2	0	10	60%	20%	20%	0%
James Laney	17	0	3	1	21	81%	0%	14%	5%
Samuel Manickam	7	0	3	3	13	54%	0%	23%	23%
Eugene Martin	7	0	0	0	7	100%	0%	0%	0%
David Molina	6	1	0	0	7	86%	14%	0%	0%
Michael Monticino	4	0	0	2	6	67%	0%	0%	33%
James Mueller	1	5	0	0	6	17%	83%	0%	0%
John Murphy	2	1	0	0	3	67%	33%	0%	0%
John Nauright	7	3	2	7	19	37%	16%	11%	37%
Cathleen Norris	3	2	2	1	8	38%	25%	25%	13%
Wesley Randall	4	2	2	2	10	40%	20%	20%	20%
Brian Richardson	4	1	0	0	5	80%	20%	0%	0%
Michael Richmond	2	2	0	2	6	33%	33%	0%	33%
Jesus Rosales-Ruiz	2	0	3	0	5	40%	0%	60%	0%
Ananth Seetharaman	4	2	4	3	13	31%	15%	31%	23%
Susan Squires	2	0	0	0	2	100%	0%	0%	0%
Marcia Staff	3	1	0	0	4	75%	25%	0%	0%
Harold Tanner	10	2	0	1	13	77%	15%	0%	8%
Abbas Tashakkori	0	2	1	2	5	0%	40%	20%	40%
Lewis Taylor	8	1	1	2	12	67%	8%	8%	17%
Ruthanne Thompson	1	2	0	1	4	25%	50%	0%	25%
Robert Upchurch	12	1	0	0	13	92%	8%	0%	0%
Vijay Vaidyanathan	1	1	0	0	2	50%	50%	0%	0%
Andrey Voevodin	2	0	3	2	7	29%	0%	43%	29%
Hepi Wächter	3	2	0	0	5	60%	40%	0%	0%
Gary Webb	3	0	0	0	3	100%	0%	0%	0%
Nicholas Williams	1	0	0	0	1	100%	0%	0%	0%
Bugao Xu	2	2	0	1	5	40%	40%	0%	20%
Total	252	75	49	48	424	59%	18%	12%	11%

3a. Has your chair or faculty director (dean) communicated the goals and action plans for your department this year?

Name of Department Chair Evaluated	Communicated Goals (n)					Communicated Goals (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Jerome Agrusa	4	3	2	1	10	40%	30%	20%	10%
Douglas Anderson	5	1	1	1	8	63%	13%	13%	13%
Enrique Barbieri	4	2	0	0	6	67%	33%	0%	0%
Donna Barnes	0	3	1	1	5	0%	60%	20%	20%
Abraham Benavides	2	0	1	0	3	67%	0%	33%	0%
Barrett Bryant	7	3	1	5	16	44%	19%	6%	31%
Kim Campbell	5	0	0	0	5	100%	0%	0%	0%
Vicki Campbell	4	2	3	1	10	40%	20%	30%	10%
Chandra Carey	1	2	1	1	5	20%	40%	20%	20%
Charles Conley	2	3	1	1	7	29%	43%	14%	14%
Patricia Cukor-Avila	2	0	0	0	2	100%	0%	0%	0%
Glennison deOliveira	1	0	0	0	1	100%	0%	0%	0%
Lisa Dicke	2	0	0	0	2	100%	0%	0%	0%
Kelly Donahue-Wallace	2	1	0	3	6	33%	17%	0%	50%
Yunfei Du	3	0	0	1	4	75%	0%	0%	25%
Matthew Eshbaugh-Soha	11	2	1	0	14	79%	14%	7%	0%
Reid Ferring	3	0	0	1	4	75%	0%	0%	25%
Molly Fillmore	3	1	0	0	4	75%	25%	0%	0%
Eric Fritsch	4	0	1	0	5	80%	0%	20%	0%
Shengli Fu	5	0	0	1	6	83%	0%	0%	17%
Lorenzo Garcia	1	3	1	3	8	13%	38%	13%	38%
Kamakshi Gopal	2	2	0	0	4	50%	50%	0%	0%
Arthur Goven	5	3	3	0	11	45%	27%	27%	0%
Steven Harlos	4	0	0	0	4	100%	0%	0%	0%
Pamela Harrell	2	0	0	2	4	50%	0%	0%	50%
Suliman Hawamdeh	2	0	0	1	3	67%	0%	0%	33%
Frank Heidberger	2	1	1	2	6	33%	17%	17%	33%
Warren Henry	1	0	0	0	1	100%	0%	0%	0%
Robin Henson	3	0	0	0	3	100%	0%	0%	0%
Janice Holden	3	4	0	1	8	38%	50%	0%	13%
John Holt	1	2	1	7	11	9%	18%	9%	64%
Kuruvilla John	3	0	0	0	3	100%	0%	0%	0%



Name of Department Chair Evaluated	Communicated Goals (n)					Communicated Goals (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Marijn Kaplan	10	1	0	2	13	77%	8%	0%	15%
Leon Kappelman	7	0	0	0	7	100%	0%	0%	0%
Joseph Klein	1	1	0	0	2	50%	50%	0%	0%
Lauren Lake	7	1	2	0	10	70%	10%	20%	0%
James Laney	13	3	1	4	21	62%	14%	5%	19%
Samuel Manickam	9	2	0	2	13	69%	15%	0%	15%
Eugene Martin	7	0	0	0	7	100%	0%	0%	0%
David Molina	7	0	0	0	7	100%	0%	0%	0%
Michael Monticino	3	0	1	1	5	60%	0%	20%	20%
James Mueller	2	1	2	1	6	33%	17%	33%	17%
John Murphy	3	0	0	0	3	100%	0%	0%	0%
John Nauright	7	2	1	9	19	37%	11%	5%	47%
Cathleen Norris	3	5	0	0	8	38%	63%	0%	0%
Wesley Randall	6	2	0	2	10	60%	20%	0%	20%
Brian Richardson	4	1	0	0	5	80%	20%	0%	0%
Michael Richmond	3	0	1	2	6	50%	0%	17%	33%
Jesus Rosales-Ruiz	2	0	2	1	5	40%	0%	40%	20%
Ananth Seetharaman	8	5	0	0	13	62%	38%	0%	0%
Susan Squires	2	0	0	0	2	100%	0%	0%	0%
Marcia Staff	4	0	0	0	4	100%	0%	0%	0%
Harold Tanner	9	3	0	1	13	69%	23%	0%	8%
Abbas Tashakkori	2	2	0	1	5	40%	40%	0%	20%
Lewis Taylor	8	3	1	0	12	67%	25%	8%	0%
Ruthanne Thompson	2	1	0	1	4	50%	25%	0%	25%
Robert Upchurch	11	2	0	0	13	85%	15%	0%	0%
Vijay Vaidyanathan	2	0	0	0	2	100%	0%	0%	0%
Andrey Voevodin	2	3	0	1	6	33%	50%	0%	17%
Hepi Wächter	2	2	1	0	5	40%	40%	20%	0%
Gary Webb	3	0	0	0	3	100%	0%	0%	0%
Nicholas Williams	1	0	0	0	1	100%	0%	0%	0%
Bugao Xu	2	0	1	2	5	40%	0%	20%	40%
Total	249	78	32	61	420	59%	19%	8%	15%

3b. If your department chair or faculty director (dean) communicated this year's goals and action plans, has your department chair or faculty director (dean) made progress on these?

Name of Department Chair Evaluated	Progress on Goals (n)					Progress on Goals (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Jerome Agrusa	1	4	1	2	8	13%	50%	13%	25%
Douglas Anderson	4	2	1	1	8	50%	25%	13%	13%
Enrique Barbieri	4	0	0	2	6	67%	0%	0%	33%
Donna Barnes	0	3	0	1	4	0%	75%	0%	25%
Abraham Benavides	2	1	0	0	3	67%	33%	0%	0%
Barrett Bryant	6	3	2	5	16	38%	19%	13%	31%
Kim Campbell	4	1	0	0	5	80%	20%	0%	0%
Vicki Campbell	3	0	3	2	8	38%	0%	38%	25%
Chandra Carey	2	1	2	0	5	40%	20%	40%	0%
Charles Conley	1	3	0	1	5	20%	60%	0%	20%
Patricia Cukor-Avila	2	0	0	0	2	100%	0%	0%	0%
Glennison deOliveira	1	0	0	0	1	100%	0%	0%	0%
Lisa Dicke	2	0	0	0	2	100%	0%	0%	0%
Kelly Donahue-Wallace	2	0	1	2	5	40%	0%	20%	40%
Yunfei Du	1	2	0	1	4	25%	50%	0%	25%
Matthew Eshbaugh-Soha	9	3	1	0	13	69%	23%	8%	0%
Reid Ferring	2	0	0	1	3	67%	0%	0%	33%
Molly Fillmore	3	1	0	0	4	75%	25%	0%	0%
Eric Fritsch	4	0	0	0	4	100%	0%	0%	0%
Shengli Fu	5	0	0	1	6	83%	0%	0%	17%
Lorenzo Garcia	1	2	1	4	8	13%	25%	13%	50%
Kamakshi Gopal	1	2	1	0	4	25%	50%	25%	0%
Arthur Goven	5	3	1	0	9	56%	33%	11%	0%
Steven Harlos	4	0	0	0	4	100%	0%	0%	0%
Pamela Harrell	2	0	0	2	4	50%	0%	0%	50%
Suliman Hawamdeh	2	0	0	1	3	67%	0%	0%	33%
Frank Heidberger	1	2	0	1	4	25%	50%	0%	25%
Warren Henry	1	0	0	0	1	100%	0%	0%	0%
Robin Henson	3	0	0	0	3	100%	0%	0%	0%
Janice Holden	3	4	0	0	7	43%	57%	0%	0%
John Holt	1	0	2	6	9	11%	0%	22%	67%
Kuruvilla John	3	0	0	0	3	100%	0%	0%	0%

Name of Department Chair Evaluated	Progress on Goals (n)					Progress on Goals (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Marijn Kaplan	10	1	0	2	13	77%	8%	0%	15%
Leon Kappelman	5	1	0	0	6	83%	17%	0%	0%
Joseph Klein	1	1	0	0	2	50%	50%	0%	0%
Lauren Lake	7	2	1	0	10	70%	20%	10%	0%
James Laney	11	2	3	3	19	58%	11%	16%	16%
Samuel Manickam	9	1	0	3	13	69%	8%	0%	23%
Eugene Martin	6	1	0	0	7	86%	14%	0%	0%
David Molina	7	0	0	0	7	100%	0%	0%	0%
Michael Monticino	3	0	0	1	4	75%	0%	0%	25%
James Mueller	1	2	2	1	6	17%	33%	33%	17%
John Murphy	3	0	0	0	3	100%	0%	0%	0%
John Nauright	7	2	1	9	19	37%	11%	5%	47%
Cathleen Norris	2	5	1	0	8	25%	63%	13%	0%
Wesley Randall	4	4	0	2	10	40%	40%	0%	20%
Brian Richardson	4	1	0	0	5	80%	20%	0%	0%
Michael Richmond	3	0	1	2	6	50%	0%	17%	33%
Jesus Rosales-Ruiz	0	2	0	0	2	0%	100%	0%	0%
Ananth Seetharaman	8	4	1	0	13	62%	31%	8%	0%
Susan Squires	2	0	0	0	2	100%	0%	0%	0%
Marcia Staff	4	0	0	0	4	100%	0%	0%	0%
Harold Tanner	6	5	1	1	13	46%	38%	8%	8%
Abbas Tashakkori	2	0	2	1	5	40%	0%	40%	20%
Lewis Taylor	8	1	1	0	10	80%	10%	10%	0%
Ruthanne Thompson	2	1	0	1	4	50%	25%	0%	25%
Robert Upchurch	11	1	0	0	12	92%	8%	0%	0%
Vijay Vaidyanathan	2	0	0	0	2	100%	0%	0%	0%
Andrey Voevodin	2	1	2	1	6	33%	17%	33%	17%
Hepi Wächter	2	2	1	0	5	40%	40%	20%	0%
Gary Webb	3	0	0	0	3	100%	0%	0%	0%
Nicholas Williams	0	1	0	0	1	0%	100%	0%	0%
Bugao Xu	1	1	1	1	4	25%	25%	25%	25%
Total	219	79	34	59	391	56%	20%	9%	15%

4. Does your administrator promote a positive work environment?

Name of Department Chair Evaluated	Positive Work Environment (n)					Positive Work Environment (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Jerome Agrusa	4	2	2	2	10	40%	20%	20%	20%
Douglas Anderson	7	0	1	0	8	88%	0%	13%	0%
Enrique Barbieri	3	2	1	0	6	50%	33%	17%	0%
Donna Barnes	1	3	0	1	5	20%	60%	0%	20%
Abraham Benavides	2	0	1	0	3	67%	0%	33%	0%
Barrett Bryant	9	0	4	3	16	56%	0%	25%	19%
Kim Campbell	5	0	0	0	5	100%	0%	0%	0%
Vicki Campbell	3	4	1	2	10	30%	40%	10%	20%
Chandra Carey	4	0	1	1	6	67%	0%	17%	17%
Charles Conley	6	0	1	0	7	86%	0%	14%	0%
Patricia Cukor-Avila	2	0	0	0	2	100%	0%	0%	0%
Glennison deOliveira	1	0	0	0	1	100%	0%	0%	0%
Lisa Dicke	2	0	0	0	2	100%	0%	0%	0%
Kelly Donahue-Wallace	1	1	0	4	6	17%	17%	0%	67%
Yunfei Du	3	1	0	0	4	75%	25%	0%	0%
Matthew Eshbaugh-Soha	10	2	2	0	14	71%	14%	14%	0%
Reid Ferring	3	1	0	0	4	75%	25%	0%	0%
Molly Fillmore	4	0	0	0	4	100%	0%	0%	0%
Eric Fritsch	5	0	0	0	5	100%	0%	0%	0%
Shengli Fu	6	0	0	0	6	100%	0%	0%	0%
Lorenzo Garcia	3	0	2	3	8	38%	0%	25%	38%
Kamakshi Gopal	1	1	2	0	4	25%	25%	50%	0%
Arthur Goven	8	2	0	1	11	73%	18%	0%	9%
Steven Harlos	4	0	0	0	4	100%	0%	0%	0%
Pamela Harrell	1	2	0	1	4	25%	50%	0%	25%
Suliman Hawamdeh	2	0	1	0	3	67%	0%	33%	0%
Frank Heidberger	3	0	3	0	6	50%	0%	50%	0%
Warren Henry	1	0	0	0	1	100%	0%	0%	0%
Robin Henson	4	0	0	0	4	100%	0%	0%	0%
Janice Holden	3	5	0	0	8	38%	63%	0%	0%
John Holt	4	2	2	3	11	36%	18%	18%	27%
Kuruvilla John	3	0	0	0	3	100%	0%	0%	0%
Marijn Kaplan	10	1	1	2	14	71%	7%	7%	14%

Name of Department Chair Evaluated	Positive Work Environment (n)					Positive Work Environment (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Leon Kappelman	6	1	0	0	7	86%	14%	0%	0%
Joseph Klein	1	1	0	0	2	50%	50%	0%	0%
Lauren Lake	7	1	0	1	9	78%	11%	0%	11%
James Laney	15	0	3	2	20	75%	0%	15%	10%
Samuel Manickam	4	3	1	5	13	31%	23%	8%	38%
Eugene Martin	7	0	0	0	7	100%	0%	0%	0%
David Molina	7	0	0	0	7	100%	0%	0%	0%
Michael Monticino	4	1	0	1	6	67%	17%	0%	17%
James Mueller	3	3	0	0	6	50%	50%	0%	0%
John Murphy	2	1	0	0	3	67%	33%	0%	0%
John Nauright	10	0	1	8	19	53%	0%	5%	42%
Cathleen Norris	3	1	3	1	8	38%	13%	38%	13%
Wesley Randall	7	0	0	3	10	70%	0%	0%	30%
Brian Richardson	4	1	0	0	5	80%	20%	0%	0%
Michael Richmond	3	0	3	0	6	50%	0%	50%	0%
Jesus Rosales-Ruiz	2	1	1	1	5	40%	20%	20%	20%
Ananth Seetharaman	4	3	5	1	13	31%	23%	38%	8%
Susan Squires	2	0	0	0	2	100%	0%	0%	0%
Marcia Staff	4	0	0	0	4	100%	0%	0%	0%
Harold Tanner	7	4	1	1	13	54%	31%	8%	8%
Abbas Tashakkori	1	0	1	3	5	20%	0%	20%	60%
Lewis Taylor	9	1	1	1	12	75%	8%	8%	8%
Ruthanne Thompson	2	1	0	1	4	50%	25%	0%	25%
Robert Upchurch	13	0	0	0	13	100%	0%	0%	0%
Vijay Vaidyanathan	1	1	0	0	2	50%	50%	0%	0%
Andrey Voevodin	2	1	2	2	7	29%	14%	29%	29%
Hepi Wächter	2	3	0	0	5	40%	60%	0%	0%
Gary Webb	3	0	0	0	3	100%	0%	0%	0%
Nicholas Williams	1	0	0	0	1	100%	0%	0%	0%
Bugao Xu	2	0	2	1	5	40%	0%	40%	20%
Total	265	55	49	54	423	63%	13%	12%	13%

Faculty Senate Committee on the Evaluation of University Administrator  
Evaluation of Deans  
Spring 2018

During Spring 2018, faculty were requested to evaluate the current dean of the college or library if the dean had been in the administrative role for at least six months. If the dean had not been in the administrative role for at least six months, then the faculty were requested to complete the evaluation for the prior dean. Each faculty member received an email with the name of the department chair to be evaluated. The data within this report includes responses for 12 deans.

The Qualtrics survey system delivered 1,018 emails using the anonymize function to email addresses obtained from the University of North Texas Budget Office for individuals identified as faculty members without an administrative duty. The Qualtrics system recorded 474 individual survey submissions. Of these, 14 entries did not include any data related to the evaluation of any administrators. Not all faculty evaluated the dean of their college. The number of valid responses for the questions were 392, 386, 382, 356, and 382.

The deans were evaluated using four sets of questions on the survey to which the responses are a four point Yes-No Likert scale.

1. Do you have confidence in this administrator's ability to perform his/her current role?
2. Does your administrator involve faculty in the decision-making process?
3. Has your chair or faculty director (dean) communicated the goals and action plans for your department this year? If your department chair or faculty director (dean) communicated this year's goals and action plans, has your department chair or faculty director (dean) made progress on these?
4. Does your administrator promote a positive work environment?

Each question set had an open-ended comment field and an open-ended general comment field. These responses will be provided individually in a separate report to the dean and the provost or other supervising administrator.

1. Do you have confidence in this administrator's ability to perform his/her current role?

Name of Dean Evaluated	Confidence level (n)					Confidence level (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Dorothy Bland	0	2	2	2	6	0%	33%	33%	33%
Robert (Randy) Bomer	24	12	9	7	52	46%	23%	17%	13%
Judith Forney	3	1	3	6	13	23%	8%	23%	46%
Su Gao	17	6	5	4	32	53%	19%	16%	13%
Cathy Nelson Hartman	11	1	1	1	14	79%	7%	7%	7%
David Holdeman	69	20	6	7	102	68%	20%	6%	7%
Linda Holloway	18	7	0	1	26	69%	27%	0%	4%
John Richmond	16	5	5	3	29	55%	17%	17%	10%
Costas Tsatsoulis	14	9	3	13	39	36%	23%	8%	33%
Greg Watts	6	2	5	7	20	30%	10%	25%	35%
Marilyn Wiley	21	6	9	5	41	51%	15%	22%	12%
Kinshuk	8	4	0	6	18	44%	22%	0%	33%
Total	207	75	48	62	392	53%	19%	12%	16%

2. Does your administrator involve faculty in the decision-making process?

Name of Dean Evaluated	Involve Faculty in Decisions (n)					Involve Faculty in Decision (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Dorothy Bland	2	0	3	1	6	33%	0%	50%	17%
Robert (Randy) Bomer	24	13	7	6	50	48%	26%	14%	12%
Judith Forney	3	2	3	5	13	23%	15%	23%	38%
Su Gao	13	7	8	3	31	42%	23%	26%	10%
Cathy Nelson Hartman	6	3	1	3	13	46%	23%	8%	23%
David Holdeman	47	36	8	10	101	47%	36%	8%	10%
Linda Holloway	10	10	2	3	25	40%	40%	8%	12%
Kinshuk	7	4	1	6	18	39%	22%	6%	33%
John Richmond	8	12	6	3	29	28%	41%	21%	10%
Costas Tsatsoulis	6	11	7	15	39	15%	28%	18%	38%
Greg Watts	2	4	2	12	20	10%	20%	10%	60%
Marilyn Wiley	13	10	11	7	41	32%	24%	27%	17%
Total	141	112	59	74	386	37%	29%	15%	19%



3a. Has your dean communicated the goals and action plans for your department this year?

Name of Dean Evaluated	Communicated Goals (n)					Communicated Goals (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Dorothy Bland	3	2	1	0	6	50%	33%	17%	0%
Robert (Randy) Bomer	24	9	8	10	51	47%	18%	16%	20%
Judith Forney	4	0	5	4	13	31%	0%	38%	31%
Su Gao	17	6	4	4	31	55%	19%	13%	13%
Cathy Nelson Hartman	4	7	1	1	13	31%	54%	8%	8%
David Holdeman	62	17	9	11	99	63%	17%	9%	11%
Linda Holloway	5	11	1	7	24	21%	46%	4%	29%
Kinshuk	12	0	3	3	18	67%	0%	17%	17%
John Richmond	15	6	7	1	29	52%	21%	24%	3%
Costas Tsatsoulis	10	10	5	14	39	26%	26%	13%	36%
Greg Watts	2	4	6	8	20	10%	20%	30%	40%
Marilyn Wiley	18	9	5	7	39	46%	23%	13%	18%
Total	176	81	55	70	382	46%	21%	14%	18%

3b. If your dean communicated this year's goals and action plans, has your dean made progress on these?

Name of Dean Evaluated	Progress on Goals (n)					Progress on Goals (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Dorothy Bland	0	4	1	1	6	0%	67%	17%	17%
Robert (Randy) Bomer	19	15	5	10	49	39%	31%	10%	20%
Judith Forney	2	2	4	4	12	17%	17%	33%	33%
Su Gao	15	6	4	4	29	52%	21%	14%	14%
Cathy Nelson Hartman	7	3	2	1	13	54%	23%	15%	8%
David Holdeman	46	27	8	10	91	51%	30%	9%	11%
Linda Holloway	4	11	2	2	19	21%	58%	11%	11%
Kinshuk	9	3	2	4	18	50%	17%	11%	22%
John Richmond	15	2	7	2	26	58%	8%	27%	8%
Costas Tsatsoulis	7	11	5	15	38	18%	29%	13%	39%
Greg Watts	3	5	5	4	17	18%	29%	29%	24%
Marilyn Wiley	16	10	7	5	38	42%	26%	18%	13%
Total	143	99	52	62	356	40%	28%	15%	17%

4. Does your administrator promote a positive work environment?

Name of Dean Evaluated	Positive Work Environment (n)					Positive Work Environment (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Dorothy Bland	0	3	1	2	6	0%	50%	17%	33%
Robert (Randy) Bomer	23	14	3	12	52	44%	27%	6%	23%
Judith Forney	3	0	6	4	13	23%	0%	46%	31%
Su Gao	18	3	7	3	31	58%	10%	23%	10%
Cathy Nelson Hartman	9	1	1	2	13	69%	8%	8%	15%
David Holdeman	57	23	5	11	96	59%	24%	5%	11%
Linda Holloway	19	4	2	1	26	73%	15%	8%	4%
Kinshuk	11	0	2	5	18	61%	0%	11%	28%
John Richmond	13	8	5	2	28	46%	29%	18%	7%
Costas Tsatsoulis	11	12	5	11	39	28%	31%	13%	28%
Greg Watts	4	2	3	11	20	20%	10%	15%	55%
Marilyn Wiley	18	10	7	5	40	45%	25%	18%	13%
Total	186	80	47	69	382	49%	21%	12%	18%

Faculty Senate Committee on the Evaluation of University Administrator  
Evaluation of Associate Deans  
Spring 2018

During Spring 2018, faculty were requested to evaluate the current associate dean(s) for each college if the associate dean had been in the administrative role for at least six months. If the associate dean had not been in the administrative role for at least six months, then the faculty were requested to complete the evaluation for the prior associate dean or no associate dean. Each faculty member received an email with the name of the associate dean(s) to be evaluated. The data within this report includes responses for 28 associate deans.

The Qualtrics survey system delivered 1,018 emails using the anonymize function to email addresses obtained from the University of North Texas Budget Office for individuals identified as faculty members without an administrative duty. The Qualtrics system recorded 474 individual survey submissions. Of these, 14 entries did not include any data related to the evaluation of any administrators.

The associate deans were evaluated using a set of three questions on the survey to which the responses are a four point Yes-No Likert scale.

1. Do you have confidence in this administrator's ability to perform his/her current role?
2. Does your administrator involve faculty in the decision-making process?
3. Does your administrator promote a positive work environment?

Each question set had an open-ended comment field and an open-ended general comment field. These responses will be provided individually in a separate report to the dean, provost, or other supervising administrator.

1. Do you have confidence in this administrator's ability to perform his/her current role?

Name of Associate Dean Evaluated	Confidence level (n)					Confidence level (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Denise Baxter	13	3	2	1	19	68%	16%	11%	5%
Sian Brannon	7	1	0	0	8	88%	13%	0%	0%
Shobhana Chelliah	6	6	1	0	13	46%	46%	8%	0%
Steven Cobb	52	15	8	4	79	66%	19%	10%	5%
Bertina Combes	27	3	8	4	42	64%	7%	19%	10%
Nandika D'Souza	16	8	2	6	32	50%	25%	6%	19%
Nicole Dash	13	2	2	4	21	62%	10%	10%	19%
Tracy Dietz	12	6	1	1	20	60%	30%	5%	5%
Yunfei Du	10	3	3	0	16	63%	19%	19%	0%
James Duban	1	0	0	0	1	100%	0%	0%	0%
Eric Gruver	1	0	0	0	1	100%	0%	0%	0%
Pamela Harrell	11	7	6	5	29	38%	24%	21%	17%
Warren Henry	19	3	1	1	24	79%	13%	4%	4%
Yan Huang	16	9	2	7	34	47%	26%	6%	21%
Delores Knight	5	0	2	6	13	38%	0%	15%	46%
Alexandra Leavell-Carter	20	4	0	0	24	83%	17%	0%	0%
John Eric Ligon	8	8	3	0	19	42%	42%	16%	0%
James Mueller	4	0	0	0	4	100%	0%	0%	0%
Jon Christopher Nelson	13	4	2	0	19	68%	21%	11%	0%
Pamela Esprivalo Padilla	13	7	0	1	21	62%	33%	0%	5%
Susan Parks	4	1	1	1	7	57%	14%	14%	14%
Audhesh Kumar Paswan	9	8	3	7	27	33%	30%	11%	26%
Mark Phillips	5	2	0	0	7	71%	29%	0%	0%
Terrance Pohlen	17	5	1	3	26	65%	19%	4%	12%
John Quintanilla	17	4	1	1	23	74%	17%	4%	4%
Raymond Rowell	1	0	0	0	1	100%	0%	0%	0%
Jean Schaake	34	13	10	10	67	51%	19%	15%	15%
Mary Ann Venner	8	1	0	0	9	89%	11%	0%	0%
Total	362	123	59	62	606	60%	20%	10%	10%

2. Does your administrator involve faculty in the decision-making process?

N Name of Associate Dean Evaluated	Involve Faculty in Decisions (n)					Involve Faculty in Decision (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Denise Baxter	9	2	2	5	18	50%	11%	11%	28%
Sian Brannon	4	4	0	0	8	50%	50%	0%	0%
Shobhana Chelliah	5	5	3	0	13	38%	38%	23%	0%
Steven Cobb	38	19	13	4	74	51%	26%	18%	5%
Bertina Combes	21	11	2	6	40	53%	28%	5%	15%
Nandika D'Souza	8	9	5	9	31	26%	29%	16%	29%
Nicole Dash	5	7	4	4	20	25%	35%	20%	20%
Tracy Dietz	6	8	3	3	20	30%	40%	15%	15%
Yunfei Du	6	5	3	2	16	38%	31%	19%	13%
James Duban	1	0	0	0	1	100%	0%	0%	0%
Eric Gruver	1	0	0	0	1	100%	0%	0%	0%
Pamela Harrell	8	6	6	8	28	29%	21%	21%	29%
Warren Henry	17	3	2	1	23	74%	13%	9%	4%
Yan Huang	11	7	5	9	32	34%	22%	16%	28%
Delores Knight	3	2	2	6	13	23%	15%	15%	46%
Alexandra Leavell-Carter	17	5	2	0	24	71%	21%	8%	0%
John Eric Ligon	4	7	5	2	18	22%	39%	28%	11%
James Mueller	2	1	0	1	4	50%	25%	0%	25%
Jon Christopher Nelson	10	4	3	1	18	56%	22%	17%	6%
Pamela Esprivalo Padilla	10	4	3	2	19	53%	21%	16%	11%
Susan Parks	1	1	2	1	5	20%	20%	40%	20%
Audhesh Kumar Paswan	8	6	6	7	27	30%	22%	22%	26%
Mark Phillips	2	3	0	0	5	40%	60%	0%	0%
Terrance Pohlen	8	7	3	6	24	33%	29%	13%	25%
John Quintanilla	15	5	3	0	23	65%	22%	13%	0%
Raymond Rowell	1	0	0	0	1	100%	0%	0%	0%
Jean Schaake	29	13	12	11	65	45%	20%	18%	17%
Mary Ann Venner	8	1	0	0	9	89%	11%	0%	0%
Total	258	145	89	88	580	44%	25%	15%	15%

3. Does your administrator promote a positive work environment?

Name of Associate Dean Evaluated	Positive Work Environment (n)					Positive Work Environment (%)			
	Yes	y	n	No	Total	%Yes	%y	%n	%No
Denise Baxter	10	3	3	3	19	53%	16%	16%	16%
Sian Brannon	6	2	0	0	8	75%	25%	0%	0%
Shobhana Chelliah	6	6	0	0	12	50%	50%	0%	0%
Steven Cobb	52	14	4	7	77	68%	18%	5%	9%
Bertina Combes	27	7	2	5	41	66%	17%	5%	12%
Nandika D'Souza	14	8	2	6	30	47%	27%	7%	20%
Nicole Dash	10	4	3	4	21	48%	19%	14%	19%
Tracy Dietz	11	5	3	1	20	55%	25%	15%	5%
Yunfei Du	10	6	0	0	16	63%	38%	0%	0%
James Duban	1	0	0	0	1	100%	0%	0%	0%
Eric Gruver	1	0	0	0	1	100%	0%	0%	0%
Pamela Harrell	9	5	7	7	28	32%	18%	25%	25%
Warren Henry	20	1	0	3	24	83%	4%	0%	13%
Yan Huang	15	6	4	6	31	48%	19%	13%	19%
Delores Knight	4	2	2	4	12	33%	17%	17%	33%
Alexandra Leavell-Carter	20	4	1	0	25	80%	16%	4%	0%
John Eric Ligon	7	9	2	0	18	39%	50%	11%	0%
James Mueller	2	2	0	0	4	50%	50%	0%	0%
Jon Christopher Nelson	13	3	3	0	19	68%	16%	16%	0%
Pamela Esprivalo Padilla	13	4	1	1	19	68%	21%	5%	5%
Susan Parks	4	0	1	2	7	57%	0%	14%	29%
Audhesh Kumar Paswan	11	8	3	5	27	41%	30%	11%	19%
Mark Phillips	4	2	0	0	6	67%	33%	0%	0%
Terrance Pohlen	15	4	1	5	25	60%	16%	4%	20%
John Quintanilla	15	3	2	0	20	75%	15%	10%	0%
Raymond Rowell	1	0	0	0	1	100%	0%	0%	0%
Jean Schaake	29	16	10	10	65	45%	25%	15%	15%
Mary Ann Venner	8	1	0	0	9	89%	11%	0%	0%
Total	338	125	54	69	586	58%	21%	9%	12%