

# Bugao Xu

CMHT - 2017 Merchandising/Digital Retailing Chair Evaluation

May 26th 2017, 2:35 pm CDT

## CHAIR'S LEADERSHIP AND ADMINISTRATION

#	Question	Poor	Fair	Good	Very Good	Excellent	Total
1	Effectively communicates with faculty to develop the vision and goals for the department	2	1	1	2	0	6
2	Effectively works with faculty to develop the vision and goals for the department	2	2	0	2	0	6
3	Effectively oversees recruitment and retention of faculty	2	1	0	0	1	4
4	Actively supports / encourages faculty in scholarship	1	2	1	0	2	6
5	Actively supports / encourages faculty in professional development	1	1	3	0	1	6
6	Actively supports / encourages faculty in teaching	1	2	2	0	1	6
7	Actively encourages faculty in service	1	1	2	1	1	6
10	Ensures that faculty complaints are handled in a fair and timely manner	2	1	0	1	0	4
8	Recommends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities	0	0	0	0	1	1
9	Defends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities	0	0	0	0	1	1

11	Effectively manages academic spaces (offices, labs) as applicable	0	1	0	0	1	2
12	Makes effective use of available resources.	1	2	0	0	0	3
13	Manages budgets in a transparent and effective manner.	2	1	0	0	0	3
Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	
Effectively communicates with faculty to develop the vision and goals for the department	1.00	4.00	2.50	1.26	1.58	6	
Effectively works with faculty to develop the vision and goals for the department	1.00	4.00	2.33	1.25	1.56	6	
Effectively oversees recruitment and retention of faculty	1.00	5.00	2.25	1.64	2.69	4	
Actively supports / encourages faculty in scholarship	1.00	5.00	3.00	1.53	2.33	6	
Actively supports / encourages faculty in professional development	1.00	5.00	2.83	1.21	1.47	6	
Actively supports / encourages faculty in teaching	1.00	5.00	2.67	1.25	1.56	6	
Actively encourages faculty in service	1.00	5.00	3.00	1.29	1.67	6	
Ensures that faculty complaints are handled in a fair and timely manner	1.00	4.00	2.00	1.22	1.50	4	
Recommends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities	5.00	5.00	5.00	0.00	0.00	1	
Defends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities	5.00	5.00	5.00	0.00	0.00	1	

Effectively manages academic spaces (offices, labs) as applicable	2.00	5.00	3.50	1.50	2.25	2
Makes effective use of available resources.	1.00	2.00	1.67	0.47	0.22	3
Manages budgets in a transparent and effective manner.	1.00	2.00	1.33	0.47	0.22	3

## CHAIR'S REPRESENTATION OF THE DEPARTMENT

#	Question	Poor	Fair	Good	Very Good	Excellent	Total
1	Effectively communicates the vision and goals of the department to the College and the University	1	3	1	1	0	6
2	Effectively manages departmental planning	3	2	0	1	0	6
3	Appropriately shares governance with departmental faculty	1	4	1	0	0	6
4	Ensures that the department is in compliance with accrediting organizations, as applicable	0	0	1	1	0	2
5	Plans and participates in fund-raising activities, as applicable	0	1	1	0	0	2
6	Acts as an effective liaison between the department and professional associations, as appropriate	0	1	0	0	0	1
Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	
Plans and participates in fund-raising activities, as applicable	2.00	3.00	2.50	0.50	0.25	2	
Ensures that the department is in compliance with accrediting organizations, as applicable	3.00	4.00	3.50	0.50	0.25	2	
Effectively manages departmental planning	1.00	4.00	1.83	1.07	1.14	6	
Effectively communicates the vision and goals of the	1.00	4.00	2.33	0.94	0.89	6	

department to the College and the University						
Appropriately shares governance with departmental faculty	1.00	3.00	2.00	0.58	0.33	6
Acts as an effective liaison between the department and professional associations, as appropriate	2.00	2.00	2.00	0.00	0.00	1

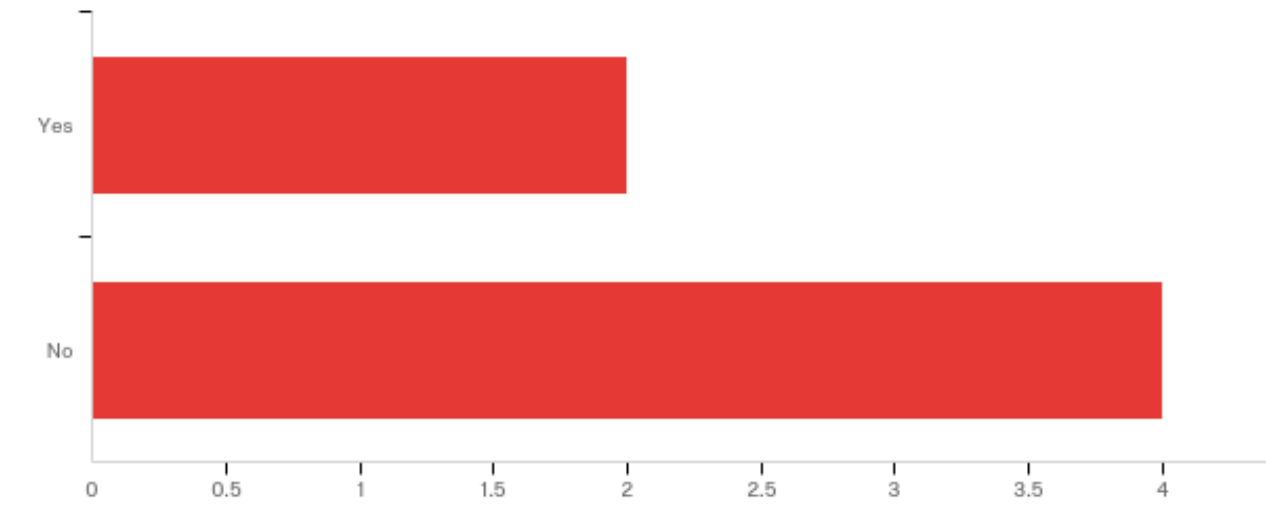
## CHAIR'S MANAGEMENT OF STUDENT AFFAIRS

#	Question	Poor	Fair	Good	Very Good	Excellent	Total
1	Ensures that student complaints are handled in a fair and timely manner	0	0	3	0	1	4
2	Ensures that student appeals are handled in a fair and timely manner	0	0	1	0	1	2
3	Effectively supports and oversees the recruitment of the graduate students	0	0	2	1	0	3
4	Effectively supports and oversees the retention of graduate students	0	0	1	1	0	2
5	Effectively oversees the process of training the student teaching staff (TF's, TA's, etc.)	1	0	1	0	0	2
Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count	
Ensures that student complaints are handled in a fair and timely manner	3.00	5.00	3.50	0.87	0.75	4	
Ensures that student appeals are handled in a fair and timely manner	3.00	5.00	4.00	1.00	1.00	2	
Effectively supports and oversees the recruitment of the graduate students	3.00	4.00	3.33	0.47	0.22	3	
Effectively supports and oversees the retention of graduate students	3.00	4.00	3.50	0.50	0.25	2	
Effectively oversees the process of training the student teaching staff (TF's, TA's, etc.)	1.00	3.00	2.00	1.00	1.00	2	

## CHAIR'S ACCESSIBILITY

#	Question	Poor	Fair	Good	Very Good	Excellent	Total
1	Demonstrates fairness to Students	0	0	2	0	0	2
2	Demonstrates fairness to Faculty	1	3	0	2	0	6
3	Demonstrates fairness to Staff	0	1	1	0	0	2
4	Demonstrates trustworthiness to Students	0	0	1	0	0	1
5	Demonstrates trustworthiness to Faculty	1	4	1	0	0	6
6	Demonstrates trustworthiness to Staff	0	0	1	0	0	1
7	Is accessible to Students	0	1	0	1	0	2
8	Is accessible to Faculty	1	2	1	1	1	6
9	Is accessible to Staff	0	0	1	0	0	1
Field		Minimum	Maximum	Mean	Std Deviation	Variance	Count
Demonstrates fairness to Students		3.00	3.00	3.00	0.00	0.00	2
Demonstrates fairness to Faculty		1.00	4.00	2.50	1.12	1.25	6
Demonstrates fairness to Staff		2.00	3.00	2.50	0.50	0.25	2
Demonstrates trustworthiness to Students		3.00	3.00	3.00	0.00	0.00	1
Demonstrates trustworthiness to Faculty		1.00	3.00	2.00	0.58	0.33	6
Demonstrates trustworthiness to Staff		3.00	3.00	3.00	0.00	0.00	1
Is accessible to Students		2.00	4.00	3.00	1.00	1.00	2
Is accessible to Faculty		1.00	5.00	2.83	1.34	1.81	6
Is accessible to Staff		3.00	3.00	3.00	0.00	0.00	1

**Do you have confidence in this Chair's abilities to perform his/her current role?**



#	Answer	%	Count
5	Yes	33.33%	2
6	No	66.67%	4
	Total	100%	6