2013-2014 Evaluation of Denise Baxter, Chair
Art Education / Art History Department, College of Visual Arts and Design

1. CHAIR'S LEADERSHIP AND WORK WITH DEPARTMENT PERSONNEL

#	Question	Poor	Fair	Good	Very Good	Excellent	Total Responses	Mean
1	1. Effectively communicates with faculty to develop the vision and goals for the department	1	2	1	1	2	7	3.14
2	2. Effectively works with faculty to develop the vision and goals for the department	2	2	0	1	2	7	2.86
3	3. Effectively oversees recruitment and retention of faculty	2	2	0	1	2	7	2.86
4	4. Actively supports / encourages faculty in scholarship	4	0	0	1	2	7	2.57
5	5. Actively supports / encourages faculty in professional development	4	0	1	0	2	7	2.43
6	6. Actively supports / encourages faculty in teaching	1	1	3	0	2	7	3.14
7	7. Actively encourages faculty in service	0	0	3	1	2	6	3.83
8	8. Recommends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities	3	1	1	0	2	7	2.57
9	9. Defends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities	2	2	1	0	2	7	2.71
10	10. Ensures that faculty complaints are handled in a fair and timely manner	2	0	2	0	2	6	3.00
11	11. Effectively manages academic spaces (offices, labs,) as applicable	1	0	1	3	2	7	3.71

Statistic	1. Effectively communicates with faculty to develop the vision and goals for the department	2. Effectively works with faculty to develop the vision and goals for the department	3. Effectively oversees recruitment and retention of faculty	4. Actively supports / encourages faculty in scholarship	5. Actively supports / encourages faculty in professional development	6. Actively supports / encourages faculty in teaching	7. Actively encourages faculty in service	8. Recommends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities	9. Defends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities	10. Ensures that faculty complaints are handled in a fair and timely manner	11. Effectively manages academic spaces (offices, labs,) as applicable
Min Value	1	1	1	1	1	1	3	1	1	1	1
Max Value	5	5	5	5	5	5	5	5	5	5	5
Mean	3.14	2.86	2.86	2.57	2.43	3.14	3.83	2.57	2.71	3.00	3.71
Variance	2.48	3.14	3.14	3.95	3.62	2.14	0.97	3.29	2.90	3.20	1.90
Standard Deviation	1.57	1.77	1.77	1.99	1.90	1.46	0.98	1.81	1.70	1.79	1.38
Total Responses	7	7	7	7	7	7	6	7	7	6	7

2. CHAIR'S REPRESENTATION OF THE DEPARTMENT

#	Question	Poor	Fair	Good	Very Good	Excellent	Total Responses	Mean
1	1. Effectively communicates the vision and goals of the department to the College and the University	1	0	2	0	2	5	3.40
2	2. Effectively manages departmental planning	0	2	1	0	2	5	3.40
3	3. Appropriately shares governance with departmental faculty	2	0	2	0	2	6	3.00
4	4. Ensures that the department is in compliance with accrediting organizations, as applicable	0	1	2	1	2	6	3.67
5	5. Plans and participates in fund-raising activities, as applicable	0	1	0	0	2	3	4.00
6	6. Acts as an effective liaison between the department and professional associations, as appropriate	1	0	0	0	2	3	3.67

Statistic	1. Effectively communicates the vision and goals of the department to the College and the University	2. Effectively manages departmental planning	3. Appropriately shares governance with departmental faculty	4. Ensures that the department is in compliance with accrediting organizations, as applicable	5. Plans and participates in fund-raising activities, as applicable	6. Acts as an effective liaison between the department and professional associations, as appropriate
Min Value	1	2	1	2	2	1
Max Value	5	5	5	5	5	5
Mean	3.40	3.40	3.00	3.67	4.00	3.67
Variance	2.80	2.30	3.20	1.47	3.00	5.33
Standard Deviation	1.67	1.52	1.79	1.21	1.73	2.31
Total Responses	5	5	6	6	3	3

3. CHAIR'S MANAGEMENT OF STUDENT AFFAIRS

#	Question	Poor	Fair	Good	Very Good	Excellent	Total Responses	Mean
1	1. Ensures that student complaints are handled in a fair and timely manner	0	0	2	0	2	4	4.00
2	2. Ensures that student appeals are handled in a fair and timely manner	0	0	2	0	2	4	4.00
3	3. Effectively supports and oversees the recruitment of the graduate students	1	1	0	0	2	4	3.25
4	4.Effectively supports and oversees the retention of graduate students	1	1	0	1	1	4	3.00
5	5. Effectively oversees the process of training the student teaching staff (TF's, TA's, etc.)	1	0	1	0	1	3	3.00

Statistic	1. Ensures that student complaints are handled in a fair and timely manner	2. Ensures that student appeals are handled in a fair and timely manner	3. Effectively supports and oversees the recruitment of the graduate students	4.Effectively supports and oversees the retention of graduate students	5. Effectively oversees the process of training the student teaching staff (TF's, TA's, etc.)
Min Value	3	3	1	1	1
Max Value	5	5	5	5	5
Mean	4.00	4.00	3.25	3.00	3.00
Variance	1.33	1.33	4.25	3.33	4.00
Standard Deviation	1.15	1.15	2.06	1.83	2.00
Total Responses	4	4	4	4	3

4. CHAIR'S ACCESSIBILITY

#	Question	Poor	Fair	Good	Very Good	Excellent	Total Responses	Mean
1	1. Demonstrates fairness to Students	0	1	0	1	1	3	3.67
2	2. Demonstrates fairness to Faculty	3	0	0	1	2	6	2.83
3	3. Demonstrates fairness to Staff	0	1	0	0	1	2	3.50
4	4. Demonstrates trustworthiness to Students	0	1	0	0	2	3	4.00
5	5.Demonstrates trustworthiness to Faculty	2	1	0	1	2	6	3.00
6	6. Demonstrates trustworthiness to Staff	0	1	0	0	1	2	3.50
7	7. Is accessible to Students	0	0	1	0	2	3	4.33
8	8. Is accessible to Faculty	1	0	2	1	2	6	3.50
9	9. Is accessible to Staff	0	0	1	0	1	2	4.00

Statistic	1. Demonstrates fairness to Students	2. Demonstrates fairness to Faculty	3. Demonstrates fairness to Staff	4. Demonstrates trustworthiness to Students	5.Demonstrates trustworthiness to Faculty	6. Demonstrates trustworthiness to Staff	7. Is accessible to Students	8. Is accessible to Faculty	9. Is accessible to Staff
Min Value	2	1	2	2	1	2	3	1	3
Max Value	5	5	5	5	5	5	5	5	5
Mean	3.67	2.83	3.50	4.00	3.00	3.50	4.33	3.50	4.00
Variance	2.33	4.17	4.50	3.00	3.60	4.50	1.33	2.30	2.00
Standard Deviation	1.53	2.04	2.12	1.73	1.90	2.12	1.15	1.52	1.41
Total Responses	3	6	2	3	6	2	3	6	2