**Report to the Faculty Senate Executive Committee**

X

 **Mid-year report X Year-end report**

**Date:** May 21, 2020

**Committee Name**: Committee on the Evaluation of University Administrators

**Chair or Co-Chairs:** Rose Baker

**Meetings for the term/year**:

Electronic meeting October 12, 2019; via email in Spring 2020

Face-to-Face meetings: November 15, 2019 9:00 am – 11:00 am, November 15, 2019 3:00 pm – 5:00 pm.

**Membership and Attendance** (year-to-date attendance record):

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Group Represented, committee office, if applicable** | **Name** | **Department or administrative unit affiliation** | **Term End****(if applicable)** | **Meetings Attended**(F2F – Email) | **Meetings Absent (# Excused)** |
| Group I | Carmen Terry | WLLC | 2020 | 5 | 0 |
| Group II | \*Rose Baker | LTEC | 2020 | 4 | 0 |
| Group III | Srinivasan Srivilliputhur | MTSE | 2020 | 5 | 0 |
| Group IV | Adam Trahan | CJUS | 2020 | 4 | 0 |
| Group V | Jihye (Ellie) Min | HTM | 2019 | 4 | 0 |
| Group VI | Barbara Pazey | TEA | 2020 | 4 | 0 |
| Group VII | Hong Wang | CHEM | 2020 | 4 | 0 |
| Group VIII | Barbara Cox | DANC | 2021 | 4 | 0 |
| Chair’s Academy | Gary Webb | Chair’s Academy |  | 3 | 0 |
| Vice Provost for Academic Affairs | Mike McPherson | Vice Provost for Academic Affairs |  | 3 | 0 |
| Faculty Senate Executive Committee | Denise Catalano or Sheri Broyles | Faculty Senate Executive Committee |  | 4 | 0 |
|  |  |  |  |  |  |
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\* Chair

**Accomplishments (including items submitted for review or approval to the Executive Committee or Faculty Senate):**

*Evaluation of Senior Administrators*

The survey of the UNT System Chancellor, UNT President, Provost, members of the President’s Cabinet, and selected senior administrators took place between mid-April to May 1, 2020. Within this same window, the survey to evaluate the Deans, Associate Deans, and Department chairs was implemented. Faculty received a direct email from the Faculty Senate office to alert them to look for the survey link emails in their inbox, junk, clutter, focused, or other folders. Emails and email reminders to those who had not finished the survey were sent on the first day, the mid-point, and before the final day. Several faculty expressed interest to participate in the surveys after the May 1, 2020, deadline. The surveys were closed and the data was downloaded on May 9, 2020, to allow these faculty and any others time to finish. Reports were sent to the Faculty Senate office for distribution beginning on May 10, 2020, and completed on May 16, 2020. There were 20 reports created for senior administrators, 14 reports created for deans, 28 reports created for associate deans, and 71 reports created for department chairs. Reports were not created for any administrators in the College at Frisco and the Honors College due to no participation. Two department chair reports were not created due to no participation by the faculty in those departments.

The goal of this surveys were to rate the effectiveness of administrative performance, assess the level of confidence in abilities to perform the assigned role, and gather recommendations and suggestions for the improvement of performance.

*Senior Administration Evaluation*

Within the survey for each administrator (20 in total) evaluated were three representative activities to provide an example of how each directly works with faculty. The completion of the survey was expected to take less than 10 minutes.

2020 Senior Administrator list included the following administrators.

1.    UNT System Chancellor, Lesa Roe

2.    UNT President, Neal Smatresk

3.    Provost and Vice President for Academic Affairs, Jennifer Cowley

4.    Senior Vice President for Finance and Administration, Bob Brown

5.    Vice President for Student Affairs, Elizabeth With

6.    Vice President for Equity and Diversity, Joanne Woodard

7.    Vice President for Enrollment, Shannon Goodman

8.    Vice President for Digital Strategy and Innovation, Adam Fein

9.    Vice President for Research and Innovation, Mark McLellan

10.    Vice President for Planning and Chief of Staff, Debbie Rohwer

11.    Vice Provost for Academic Resources, Jennifer Stevenson

12.    Associate Vice Provost for Faculty Success, Bertina Combes

13.    Vice Provost for Student Success, Michael McPherson

14.    Vice Provost for Curricular Innovation and Academic Partnerships, Brenda Kihl

15.    Provost & Dean International Affairs, Pia Wood

16.    Toulouse School of Graduate Studies, Dean, Victor Prybutok

17.    Associate Dean of the Graduate School, Joseph Oppong

18.    Dean of Students / Assistant Vice President for Student Affairs, Maureen McGuinness

19.    Chief of Police, Ed Reynolds

20.    Assistant VP for Digital Strategy & Innovation, Executive Director for CLEAR, Rudi Thompson

The descriptions included in the survey for each of the senior administrators included three representative activities.

1. UNT System Chancellor, Lesa Roe
	1. Continuous enhancement of academic programming by UNT System universities
	2. Key initiatives: strategic growth, research, inclusiveness, operational efficiency, and employee engagement
	3. General oversight of 10,000+ employees and three UNT system campuses
2. UNT President, Neal Smatresk
	1. Fosters and maintains public-private partnerships
	2. Supports academic programs for research and education innovation
	3. Improves processes and infrastructure for students’ positive experience at UNT
3. Provost and Vice President for Academic Affairs, Jennifer Cowley
	1. Leads the development and supervision of the university’s academic programs and curriculum
	2. Works in conjunction with deans and faculty representatives
	3. Promotes faculty and student scholarship in collaboration with the Office of Research and Economic Development
4. Senior Vice President for Finance and Administration, Bob Brown
	1. Supports the university’s academic missions
	2. Ensures the university’s financial well-being
	3. Provides for a safe, secure, and technology rich environment for the campus community
5. Vice President for Student Affairs, Elizabeth With
	1. Supports students with a wide array of intentional programs, services, and activities
	2. Enhances student experience
	3. Maintains facilities, provides services, and promotes programs for the campus community
6. Vice President for Equity and Diversity, Joanne Woodard
	1. Champions equity, access, and engagement
	2. Creates a welcoming campus community for all
	3. Provides a safe zone for all
7. Vice President for Enrollment, Shannon Goodman
	1. Improves quality, quantity, and diversity of UNT student population
	2. Conducts effective enrollment management to balance quality and accessibility
	3. Develops strategic enrollment strategies for sustainable enrollment growth
8. Vice President for Digital Strategy and Innovation, Adam Fein
	1. Supports and promoted open and shared educational resources
	2. Supports and promotes innovative assessment of student learning
	3. Evaluates and recommends policy development to support UNT and CLEAR goals
9. Vice President for Research and Innovation, Mark McLellan
	1. Promotes research, scholarship, and creative activities to expand the university’s research growth, breadth and impact
	2. Oversees federally funded research projects and shared instrumentation facilities
	3. Engages faculty, research scientists, students and external collaborative partners
10. Vice President for Planning and Chief of Staff, Debbie Rohwer
	1. Advises President Smatresk and his executive leadership team on the conceptualization and execution of innovative organizational strategies and objectives
	2. Develops and leads strategic, cross-divisional presidential projects and initiatives that have potential impact for the future direction of the university
	3. Assembles teams from across the university that problem solve and work toward improved processes
11. Vice Provost for Academic Resources, Jennifer Stevenson
	1. Provides oversight of budget development, financial analytics, and operations support for Academic Affairs.
	2. General oversight of Faculty HR and Faculty Information System (FIS).
	3. Works collaboratively with academic leadership and financial officers in utilization of academic resources to support UNT’s strategic plan.
12. Associate Vice Provost for Faculty Success, Bertina Combes
	1. Provides programming, services, and access to resources for faculty for success in teaching, scholarly, and leadership endeavors
	2. Fosters recognition for faculty at local, national, and international levels for teaching, scholarship, and community outreach
	3. Develops communication networks to help improve campus climate and to serve as an information source
13. Vice Provost for Student Success, Michael McPherson
	1. Works with chairs and associate deans on issues affecting student success, including opening additional sections, academic processes, and academic sections
	2. Works with faculty as needed as a liaison with the Dean of Students and the Care Team
	3. Manages the Office of Academic Advising and provides management and support for the Academic Integrity Office, the Learning Center, and the Office of Strategic Retention
14. Vice Provost for Curricular Innovation and Academic Partnerships, Brenda Kihl
	1. Coordinates the development and implementation of new programs and changes to existing programs
	2. Provides leadership for development, implementation and evaluation of partnerships such as dual credit, curricular enhancement, and transfer articulations with community colleges
	3. Oversees university accreditation and strategic planning, quality enhancement plan, academic assessment and academic program review processes
15. Vice Provost & Dean International Affairs, Pia Wood
	1. Oversees international student and scholar services
	2. Supports study abroad and global engagement initiatives
	3. Serves as the senior international officer
16. Toulouse School of Graduate Studies, Dean, Victor Prybutok
	1. Oversees the management and fiscal operations of the graduate school
	2. Oversees graduate programs and development of post-baccalaureate academic programs
	3. Develops policies related to graduate admissions, programs, and curriculum
17. Associate Dean of the Graduate School, Joseph Oppong
	1. Supports the management and fiscal operations of the graduate school
	2. Supports graduate programs and development of post-baccalaureate academic programs
	3. Develops policies related to graduate admissions, programs, and curriculum
18. Dean of Students / Assistant Vice President for Student Affairs, Maureen McGuinness
	1. Oversees student services such as CARE Team, Clery reporting, and the Food Pantry
	2. Evaluates and manages student support services
	3. Oversees and encourages participation in the Center for Leadership and Service
19. Chief of Police, Ed Reynolds
	1. Oversees campus security to promote an environment that supports a safe learning environment
	2. Provides professional service to all customers and problem-solving collaboration with UNT students, faculty, staff, visitors and the community
	3. Serve as a model police department and a model department at UNT
20. Assistant VP for Digital Strategy & Innovation, Executive Director for CLEAR, Rudi Thompson
	1. Oversees CLEAR’s Teams for course project management, course design, creative productive, learning research and accessibility, teaching excellence, and faculty LMS support
	2. Supports and promotes innovative assessment of student learning
	3. Evaluates and recommends policy development to support UNT and CLEAR goals

Questions in the Senior Administrator survey

Two new questions were added to the survey to further assess the types and frequency of interactions with the senior administrators. These questions were added due to the large number of no opinion and do not responses in the 2018-2019 survey results.

The new questions were

1. In the past year, how have you interacted with this administrator? (Mark all that apply.)
	1. No interaction
	2. Read email(s)
	3. Read newsletter(s)
	4. Seen in meeting(s)
	5. Asked questions of administrator in meeting(s)
	6. Have had one-to-one or small group conversation(s)
	7. Other (text entry)
2. Over the past year, on average what was the frequency of any interactions with this administrator?
	1. I have not interacted with this administrator
	2. Once or twice during the past year
	3. Once or twice each month during the past year
	4. Weekly or almost weekly
	5. Daily or almost daily

The remainder of the questions remained the same as the 2018-2019 survey administration for comparability.

1. Questions for the chancellor, president, and provost are more extensive than the questions for the other administrators to be evaluated.
	1. UNT System Chancellor
		1. Thinking about the performance of Chancellor Lesa Roe,rate the following questions as Poor, Fair, Good, Excellent, No Opinion, Do Not Know.
			1. Effectively articulates a coherent and realistic vision for UNT
			2. Provides transparent and effective leadership
			3. Supports faculty and the academic mission of UNT
		2. Do you have confidence in the Chancellor's abilities to perform her current role? Definitely yes, Probably yes, Probably not, Definitely not
		3. Based on your knowledge of the functions of the Office of the Chancellor, what actions do you recommend for the Chancellor to be more effective?
		4. What actions do you recommend the Chancellor to take to help improve the quality of life at UNT?
		5. What additional comments or concerns would you like to share with the Chancellor?
	2. UNT President
		1. Thinking about the performance of UNT President Neal Smatresk rate the following questions as Poor, Fair, Good, Excellent, No Opinion, Do Not Know.
			1. Provides transparent and effective leadership
			2. Effectively articulates a coherent and realistic vision for UNT
			3. Management of UNT’s resources
			4. Communication to faculty of UNT’s needs and opportunities
			5. Support of faculty and the academic mission of UNT
			6. Involvement of faculty in the assessment and planning of university operations
			7. Accessibility to the faculty
			8. Representation of UNT Denton to Chancellor
			9. Promotion of UNT to external constituencies
			10. Fostering of an environment for exemplary teaching
			11. Trustworthiness
			12. Fair treatment of people
			13. Fair treatment of people
		2. Do you have confidence in the President's abilities to perform his current role? Definitely yes, Probably yes, Probably not, Definitely not
		3. What two or three top priorities would you recommend to be addressed by the President in the coming year?
		4. Based on your knowledge of the functions of the Office of the President, what actions do you recommend for the President to be more effective?
		5. What actions do you recommend the President to take to help improve the quality of life at UNT?
		6. What additional comments or concerns would you like to share with the President?
	3. Provost and Vice President for Academic Affairs
		1. Thinking about the performance of of Provost and VPAA Jennifer Cowley rate the following questions as Poor, Fair, Good, Excellent, No Opinion, Do Not Know.
			1. Adequately consults the faculty before making important decisions
			2. Makes excellent administrative appointments
			3. Fosters cooperation among the colleges and schools that comprise the university
			4. Actively facilitates an environment within which teaching excellence can effectively occur
			5. Actively facilitates an environment within which scholarly excellence can effectively occur
			6. Treats faculty fairly
			7. Demonstrates trustworthiness
			8. Is accessible and approachable, when appropriate
			9. Establishes well defined goals
			10. Effectively communicates goals to the faculty
			11. Makes effective use of available resources
			12. Manages budgets in a transparent and effective manner
			13. Overall effectiveness as Provost and VPAA
		2. Do you have confidence in the Provost and VPAA's abilities to perform her current role? Definitely yes, Probably yes, Probably not, Definitely not
		3. What two or three top priorities would you recommend to be addressed by the Provost and VPAA in the coming year?
		4. Based on your knowledge of the functions of the Office of the Provost and VPAA what actions do you recommend for the Provost and VPAA to be more effective?
		5. What actions do you recommend the Provost and VPAA to take to help improve the quality of life at UNT?
		6. What additional comments or concerns would you like to share with the Provost and VPAA
	4. Each of the administrators selected to be evaluated from the President’s Cabinet and the senior administration will have the same questions asked about their performance and seek recommendations from the faculty.
		1. Thinking about the University Administrator’s performance for these activities, rate the following questions as Poor, Fair, Good, Excellent, No Opinion, Do Not Know.
			1. Effectively communicates strategic initiatives and objectives to the faculty
			2. Considers faculty input when developing strategic initiatives
		2. Please add any additional comments, suggestions, or concerns about this University Administrator

Reports were emailed to all of the Senior administrators evaluated. Several sent emails thanking the committee and the Faculty Senate for the feedback from the faculty. Meetings with the Faculty Senate leadership were requested to open communications with the Faculty Senate and faculty members. The senior administrator survey was distributed to 1,041 faculty members. The definition of a faculty member is as defined by the UNT Faculty Senate bylaws  Article III Section 3 of the UNT Faculty Senate Charter at <https://facultysenate.unt.edu/sites/default/files/06.048_charteroffacultysenate_2010_-_from_policy_site_td_11-2017.pdf>

 Article III. Section 3. (amended 06-1975) Qualifications for faculty senators shall be full-time faculty status excluding chairs. Interim chairs can be on the Faculty Senate only if their appointment as interim chair is for one academic year or less. Their senate membership will be terminated if their appointment is extended. For purposes of this and all other pertinent provisions, the term “full-time faculty status” shall be defined as including instructors/librarians, assistant professors, associate professors and professors who normally carry a full teaching and/or research load in a tenured or tenure track position (amended 05-1998). The term “full-time faculty status” also shall be defined as including resident artists (as full professors), librarians (as instructors), and full-time lecturers (amended 11-2009) with three or five year contracts. (amended 05-2010)

According to the Qualtrics systems statistics, of the 1,041 distributed surveys with an anonymous survey link, 296 surveys were started, and 257 survey responses were recorded. Table 1, Response to Survey to Evaluate the President, Provost, and Other Senior Administrators, includes data for the completed responses, minimum missing responses, response rate for respondents, and the response rate for the surveys distributed.

Table 1. Response to Survey to Evaluate the President, Provost, and Other Senior Administrators

| Affiliation | Number of Respondents | Minimum Missing Responses | Response Rate of Respondents | Response Rate of Surveys Distributed |
| --- | --- | --- | --- | --- |
| 1.    UNT System Chancellor, Lesa Roe  | 197 | 60 | 76.7% | 18.9% |
| 2.    UNT President, Neal Smatresk  | 207 | 50 | 80.5% | 19.9% |
| 3.    Provost and Vice President for Academic Affairs, Jennifer Cowley  | 197 | 60 | 76.7% | 18.9% |
| 4.    Senior Vice President for Finance and Administration, Bob Brown  | 147 | 110 | 57.2% | 14.1% |
| 5.    Vice President for Student Affairs, Elizabeth With  | 144 | 113 | 56.0% | 13.8% |
| 6.    Vice President for Equity and Diversity, Joanne Woodard  | 147 | 110 | 57.2% | 14.1% |
| 7.    Vice President for Enrollment, Shannon Goodman  | 138 | 119 | 53.7% | 13.3% |
| 8.    Vice President for Digital Strategy and Innovation, Adam Fein  | 140 | 117 | 54.5% | 13.4% |
| 9.    Vice President for Research and Innovation, Mark McLellan  | 142 | 115 | 55.3% | 13.6% |
| 10.    Vice President for Planning and Chief of Staff, Debbie Rohwer  | 136 | 121 | 52.9% | 13.1% |
| 11.    Vice Provost for Academic Resources, Jennifer Stevenson  | 134 | 123 | 52.1% | 12.9% |
| 12.    Associate Vice Provost for Faculty Success, Bertina Combes  | 143 | 114 | 55.6% | 13.7% |
| 13.    Vice Provost for Student Success, Michael McPherson  | 143 | 114 | 55.6% | 13.7% |
| 14.    Vice Provost for Curricular Innovation and Academic Partnerships, Brenda Kihl  | 130 | 127 | 50.6% | 12.5% |
| 15.    Provost & Dean International Affairs, Pia Wood  | 134 | 123 | 52.1% | 12.9% |
| 16.   Toulouse School of Graduate Studies, Dean, Victor Prybutok  | 141 | 116 | 54.9% | 13.5% |
| 17.    Associate Dean of the Graduate School, Joseph Oppong  | 136 | 121 | 52.9% | 13.1% |
| 18.    Dean of Students / Assistant Vice President for Student Affairs, Maureen McGuinness  | 139 | 118 | 54.1% | 13.4% |
| 19.    Chief of Police, Ed Reynolds  | 136 | 121 | 52.9% | 13.1% |
| 20.    Assistant VP for Digital Strategy & Innovation, Executive Director for CLEAR, Rudi Thompson  | 137 | 120 | 53.3% | 13.2% |

*Evaluation of Deans, Associate Deans, and Department Chairs*

On April 12, 2019, the survey was sent to the faculty to evaluate their deans, associate deans, and department chairs. This was very similar in format to the 2017-2018 and the 2018-2019 surveys to facilitate completion of the survey and the gathering of data to help further improve performance of the individuals and the programs. Reminders were sent to the faculty on April 22 and April 29. Printed reports with the survey outcomes and comments were sent individually to the deans, associate deans, and department chairs and their supervisors. Table 2 depicts the response rates by affiliation based upon the possible initial invitations to participate. Faculty on professional development or other types of leave in the Spring were missed initially on the faculty list provided by Institutional Research. Surveys were sent to faculty on leave. A note was made to ensure that the faculty on leave are included for the 2020-2021 evaluations.

Table 2. Response to Survey to Evaluate Deans, Associate Deans, and Department Chairs by Affiliation

| Affiliation | Number of Valid Responses | Number of Faculty as per the Voting Block Data | Response Rate of Surveys Distributed |
| --- | --- | --- | --- |
| College of Business | 39 | 108 | 36% |
| College of Education | 48 | 90 | 53% |
| College of Engineering | 42 | 86 | 49% |
| College of Health and Public Service | 36 | 71 | 51% |
| College of Information | 17 | 44 | 39% |
| College of Liberal Arts and Social Sciences | 109 | 298 | 37% |
| College of Merchandising, Hospitality and Tourism | 14 | 28 | 50% |
| College of Music | 29 | 111 | 26% |
| College of Science | 37 | 115 | 32% |
| College of Visual Arts and Design | 37 | 59 | 63% |
| Intensive English Language Institute  | 1 | 13 | 8% |
| Libraries | 19 | 34 | 56% |
| Honors | 0 | 2 | 0% |
| College at Frisco | 0 | 4 | 0% |
| Toulouse Graduate School | 1 | 2 | 50% |

The survey requested the respondent to enter the name of the person being evaluated. This data was used to confirm that the data reported was for the correct administrator. Survey questions were the same as those used in 2017-2018 and 2018-2019. The choices were the same as those used in the 2018-2019 survey: definitely yes, probably yes, probably not, and definitely not.

Questions in the survey for Deans and Department Chairs or Faculty Directors

1. Do you have confidence in your (department chair or faculty director, dean)’s ability to perform his/her current role?
2. Does your (department chair or faculty director, dean) involve faculty in the decision-making process?
3. Has your (department chair or faculty director, dean) communicated the goals and action plans for your department this year?
4. If you have received this year’s goals and action plans, has your (department chair or faculty director, dean) made progress on these? (A choice was included – I have not received this year’s goals.)
5. Does your (department chair or faculty director, dean) promote a positive work environment?
6. Any additional comments about your (department chair or faculty director, dean).

Each of the questions numbered 1 to 5 in this list included an open ended opportunity to explain or enter comments.

Questions for Associate Deans

1. Do you have confidence in your associate dean’s ability to perform his/her current role?
2. Does your associate dean’s involve faculty in the decision-making process?
3. Does your associate dean’s promote a positive work environment?
4. Any additional comments about your associate dean.

The goal questions are not asked about associate deans.

Table 3. Response Rates by Department to Evaluate Deans, Associate Deans, and Department Chair

|  |  | Responses | Possible Invited | Response Rate |
| --- | --- | --- | --- | --- |
| College of Engineering |  |  |  |
|  |  |  |  |  |
|  | Biomedical Engineering | 3 | 6 | 50% |
|  | Computer Science & Engineering | 18 | 30 | 60% |
|  | Electrical Engineering | 6 | 10 | 60% |
|  | Engineering Technology | 9 | 13 | 69% |
|  | Materials Science & Engineering | 5 | 16 | 31% |
|  | Mechanical & Energy Engineering | 1 | 11 | 9% |
|  | Total | 42 | 86 | 49% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Health and Public Service |  |  |  |
|  |  |  |  |  |
|  | Audiology & Speech - Lang Path | 7 | 15 | 47% |
|  | Behavior Analysis | 6 | 8 | 75% |
|  | Criminal Justice | 8 | 11 | 73% |
|  | Emergency Mgmt & Disaster Science | 3 | 6 | 50% |
|  | Public Administration | 0 | 9 | 0% |
|  | Rehabilitation and Health Service | 6 | 13 | 46% |
|  | Social Work | 6 | 9 | 67% |
|  | Total | 36 | 71 | 51% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Liberal Arts and Social Sciences |  |  |  |
|  |  |  |  |  |
|  | Anthropology | 2 | 10 | 20% |
|  | Communication Studies | 2 | 12 | 17% |
|  | Dance & Theatre | 3 | 12 | 25% |
|  | Economics | 6 | 16 | 38% |
|  | English | 19 | 45 | 42% |
|  | Geography and the Environment | 5 | 13 | 38% |
|  | History | 9 | 29 | 31% |
|  | International Studies | 1 | 1 | 100% |
|  | Media Arts | 5 | 17 | 29% |
|  | Philosophy & Religion | 4 | 11 | 36% |
|  | Political Science | 11 | 29 | 38% |
|  | Psychology | 7 | 28 | 25% |
|  | School of Journalism | 9 | 20 | 45% |
|  | Sociology | 5 | 11 | 45% |
|  | Spanish | 6 | 15 | 40% |
|  | Technical Communication | 6 | 10 | 60% |
|  | Women's and Gender Studies | 0 | 1 | 0% |
|  | World Lang, Lit, & Cultures | 9 | 18 | 50% |
|  | Sub Total | 109 | 298 | 37% |
|  | Missing | 1 |  |  |
|  | Total | 110 | 298 | 37% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Merchandising, Hospitality & Tourism |  |  |  |
|  |  |  |  |  |
|  | Hospitality & Tourism | 9 | 16 | 56% |
|  | Merch & Digital Retailing | 5 | 12 | 42% |
|  | Total | 14 | 28 | 50% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Business |  |  |  |
|  |  |  |  |  |
|  | Accounting | 11 | 19 | 58% |
|  | Finance, Insurance, Real Estate, and Law | 1 | 21 | 5% |
|  | Information Technology & Decision Sciences | 7 | 20 | 35% |
|  | Management | 8 | 23 | 35% |
|  | Marketing and Logistics | 12 | 25 | 48% |
|  | Total | 39 | 108 | 36% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Education |  |  |  |
|  |  |  |  |  |
|  | Counseling & Higher Education | 5 | 17 | 29% |
|  | Educational Psychology | 15 | 26 | 58% |
|  | Kinesiolgy, Hlth Promo, & Rec | 10 | 17 | 59% |
|  | Teacher Education & Admin | 18 | 30 | 60% |
|  | Sub Total | 48 | 90 | 53% |
|  | Missing | 1 |  |  |
|  | Total | 49 | 90 | 54% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Information |  |  |  |
|  |  |  |  |  |
|  | Information Science | 4 | 21 | 19% |
|  | Learning Technologies | 10 | 16 | 63% |
|  | Linguistics | 3 | 7 | 43% |
|  | Total | 17 | 44 | 39% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Music |  |  |  |
|  |  |  |  |  |
|  | Composition Studies | 1 | 5 | 20% |
|  | Conducting & Ensembles | 1 | 11 | 9% |
|  | Instrumental Studies | 10 | 36 | 28% |
|  | Jazz Studies | 5 | 15 | 33% |
|  | Keyboard Studies | 1 | 9 | 11% |
|  | Music Education | 2 | 7 | 29% |
|  | Music Hist, Thry, & Ethnomusic | 5 | 20 | 25% |
|  | Vocal Studies | 4 | 8 | 50% |
|  | Total | 29 | 111 | 26% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Science |  |  |  |
|  |  |  |  |  |
|  | Biological Sciences | 4 | 36 | 11% |
|  | Chemistry | 8 | 19 | 42% |
|  | IPACS | 1 | 1 | 100% |
|  | Mathematics | 10 | 31 | 32% |
|  | Physics | 8 | 21 | 38% |
|  | Teach North Texas | 6 | 7 | 86% |
|  | Total | 37 | 115 | 32% |
|  |  |  |  |  |
|  |  |  |  |  |
| College of Visual Arts and Design |  |  |  |
|  |  |  |  |  |
|  | Art Education & Art History | 8 | 14 | 57% |
|  | Design | 12 | 19 | 63% |
|  | Foundations (Listed w/in Studio Art) | 2 | 4 | 50% |
|  | Studio Art | 15 | 22 | 68% |
|  | Total | 37 | 59 | 63% |
|  |  |  |  |  |
|  |  |  |  |  |
| UNT Intensive English Language Institute |  |  |  |
|  |  |  |  |  |
|  | IELI Osaka | 0 | 8 | 0% |
|  | IELI (UNT) | 1 | 5 | 20% |
|  | Total | 1 | 13 | 8% |
|  |  |  |  |  |
|  |  |  |  |  |
| University Libraries |  |  |
|  |  |  |  |  |
|  | Access Services | 1 |  |  |
|  | Cataloging & Metadata Services | 4 |  |  |
|  | Collection Department | 1 |  |  |
|  | Collection Management | 1 |  |  |
|  | Digital Libraries | 1 |  |  |
|  | Digital Projects | 1 |  |  |
|  | Library Learning Services | 2 |  |  |
|  | Library Research Support Services | 1 |  |  |
|  | Media Library | 2 |  |  |
|  | Music Library | 1 |  |  |
|  | Public Services | 1 |  |  |
|  | Scholarly Communication | 1 |  |  |
|  | Special Collections | 1 |  |  |
|  | Special Libraries | 1 |  |  |
|  | Total | 19 | 34 | 56% |
|  |  |  |  |  |
|  |  |  |  |  |
| Toulouse Graduate School |  |  |  |
|  | Gen - FT | 1 | 2 | 50% |
|  | Total | 1 | 2 | 50% |
|  |  |  |  |  |
|  |  |  |  |  |
| College at Frisco |  |  |  |
|  | Gen - FT | 0 | 2 | 0% |
|  | Applied Arts and Sciences | 0 | 2 | 0% |
|  | Total | 0 | 4 | 0% |
|  |  |  |  |  |
|  |  |  |  |  |
| Honors College |  |  |  |
|  | Gen - FT | 0 | 2 | 0% |
|  | Total | 0 | 2 | 0% |
|  |  |  |  |  |

Combined results for all deans, associate deans, and department chairs are presented in the following tables. Note that blank entries in the column at the left are missing responses. Individual data for deans, associate deans, and department chairs are not included in this report. Also note that the output is in alphabetic order rather than order presented as choices within the survey; no response or missing data is listed first. The majority of the responses are Definitely yes and Probably yes.

|  |
| --- |
| **Dean Q2a: Do you have confidence in your dean's ability to perform his/her current role?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 41 | 9.4 | 9.4 | 9.4 |
| Definitely not | 43 | 9.8 | 9.8 | 19.2 |
| Definitely yes | 196 | 44.7 | 44.7 | 63.9 |
| Probably not | 33 | 7.5 | 7.5 | 71.5 |
| Probably yes | 125 | 28.5 | 28.5 | 100.0 |
| Total | 438 | 100.0 | 100.0 |  |

|  |
| --- |
| **Dean Q3a: Does your dean involve faculty in the decision-making process?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 48 | 11.0 | 11.0 | 11.0 |
| Definitely not | 53 | 12.1 | 12.1 | 23.1 |
| Definitely yes | 116 | 26.5 | 26.5 | 49.5 |
| Probably not | 64 | 14.6 | 14.6 | 64.2 |
| Probably yes | 157 | 35.8 | 35.8 | 100.0 |
| Total | 438 | 100.0 | 100.0 |  |

|  |
| --- |
| **Dean Q4a: Has your dean communicated the goals and action plans for your department this year?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 48 | 11.0 | 11.0 | 11.0 |
| Definitely not | 48 | 11.0 | 11.0 | 21.9 |
| Definitely yes | 174 | 39.7 | 39.7 | 61.6 |
| Probably not | 40 | 9.1 | 9.1 | 70.8 |
| Probably yes | 128 | 29.2 | 29.2 | 100.0 |
| Total | 438 | 100.0 | 100.0 |  |

|  |
| --- |
| **Dean Q4b: If you have received this year's goals and action plans, has your dean made progress on these?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 51 | 11.6 | 11.6 | 11.6 |
| Definitely not | 21 | 4.8 | 4.8 | 16.4 |
| Definitely yes | 128 | 29.2 | 29.2 | 45.7 |
| I have not received this year's goals. | 65 | 14.8 | 14.8 | 60.5 |
| Probably not | 34 | 7.8 | 7.8 | 68.3 |
| Probably yes | 139 | 31.7 | 31.7 | 100.0 |
| Total | 438 | 100.0 | 100.0 |  |

|  |
| --- |
| **Dean Q5a: Does your dean promote a positive work environment?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 53 | 12.1 | 12.1 | 12.1 |
| Definitely not | 45 | 10.3 | 10.3 | 22.4 |
| Definitely yes | 180 | 41.1 | 41.1 | 63.5 |
| Probably not | 36 | 8.2 | 8.2 | 71.7 |
| Probably yes | 124 | 28.3 | 28.3 | 100.0 |
| Total | 438 | 100.0 | 100.0 |  |

|  |
| --- |
| **AD3 Q2a: Do you have confidence in your second Associate Dean's ability to perform his/her current role?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 205 | 20.9 | 20.9 | 20.9 |
| Definitely not | 68 | 6.9 | 6.9 | 27.8 |
| Definitely yes | 408 | 41.6 | 41.6 | 69.4 |
| Probably not | 75 | 7.6 | 7.6 | 77.1 |
| Probably yes | 225 | 22.9 | 22.9 | 100.0 |
| Total | 981 | 100.0 | 100.0 |  |

|  |
| --- |
| **AD3 Q3a: Does your second Associate Dean involve faculty in the decision-making process?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 218 | 22.2 | 22.2 | 22.2 |
| Definitely not | 103 | 10.5 | 10.5 | 32.7 |
| Definitely yes | 249 | 25.4 | 25.4 | 58.1 |
| Probably not | 110 | 11.2 | 11.2 | 69.3 |
| Probably yes | 301 | 30.7 | 30.7 | 100.0 |
| Total | 981 | 100.0 | 100.0 |  |

|  |
| --- |
| **AD3 Q4a: Does your second Associate Dean promote a positive work environment?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 226 | 23.0 | 23.0 | 23.0 |
| Definitely not | 61 | 6.2 | 6.2 | 29.3 |
| Definitely yes | 328 | 33.4 | 33.4 | 62.7 |
| Probably not | 93 | 9.5 | 9.5 | 72.2 |
| Probably yes | 273 | 27.8 | 27.8 | 100.0 |
| Total | 981 | 100.0 | 100.0 |  |

|  |
| --- |
| **Chair Q2a: Do you have confidence in your department chair or faculty director's ability to perform his/her current role?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 32 | 7.3 | 7.3 | 7.3 |
| Definitely not | 43 | 9.9 | 9.9 | 17.2 |
| Definitely yes | 243 | 55.7 | 55.7 | 72.9 |
| Probably not | 45 | 10.3 | 10.3 | 83.3 |
| Probably yes | 73 | 16.7 | 16.7 | 100.0 |
| Total | 436 | 100.0 | 100.0 |  |

|  |
| --- |
| **Chair Q3a: Does your department chair or faculty director involve faculty in the decision-making process?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 33 | 7.6 | 7.6 | 7.6 |
| Definitely not | 35 | 8.0 | 8.0 | 15.6 |
| Definitely yes | 223 | 51.1 | 51.1 | 66.7 |
| Probably not | 50 | 11.5 | 11.5 | 78.2 |
| Probably yes | 95 | 21.8 | 21.8 | 100.0 |
| Total | 436 | 100.0 | 100.0 |  |

|  |
| --- |
| **Chair Q4a: Has your department chair or faculty director communicated the goals and action plans for your department this year?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 32 | 7.3 | 7.3 | 7.3 |
| Definitely not | 41 | 9.4 | 9.4 | 16.7 |
| Definitely yes | 234 | 53.7 | 53.7 | 70.4 |
| Probably not | 52 | 11.9 | 11.9 | 82.3 |
| Probably yes | 77 | 17.7 | 17.7 | 100.0 |
| Total | 436 | 100.0 | 100.0 |  |

|  |
| --- |
| **Chair Q4b: If you have received this year's goals and action plans, has your department chair or faculty director made progress on these?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No response | 38 | 8.7 | 8.7 | 8.7 |
| Definitely not | 22 | 5.0 | 5.0 | 13.8 |
| Definitely yes | 176 | 40.4 | 40.4 | 54.1 |
| I have not received this year's goals. | 67 | 15.4 | 15.4 | 69.5 |
| Probably not | 32 | 7.3 | 7.3 | 76.8 |
| Probably yes | 101 | 23.2 | 23.2 | 100.0 |
| Total | 436 | 100.0 | 100.0 |  |

|  |
| --- |
| **Chair Q5a: Does your department chair or faculty director promote a positive work environment?** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid |  | 35 | 8.0 | 8.0 | 8.0 |
| Definitely not | 48 | 11.0 | 11.0 | 19.0 |
| Definitely yes | 235 | 53.9 | 53.9 | 72.9 |
| Probably not | 39 | 8.9 | 8.9 | 81.9 |
| Probably yes | 79 | 18.1 | 18.1 | 100.0 |
| Total | 436 | 100.0 | 100.0 |  |